

Effective March 1, 2022

INTEGRAL AD SCIENCE HOLDING CORP. MICROAGGRESSION POLICY

PURPOSE

It is a core value at IAS that we create a workplace that makes *everyone* feel comfortable, supported, and included. Decency and respect should be at the forefront of our communications and interactions internally and externally.

The purpose of this policy is to ensure:

1. Respectful, mindful conversations and resources to refer to during actual or apparent conflicts
2. All leaders, executives, Board Members, people managers, and employees are aware of and held accountable for violations listed below;
3. The prompt internal reporting of violations of this policy;

The Company is committed to providing ongoing resources and education to prevent microaggressions. Many of the principles described in this policy are, however, general in nature, and the policy does not cover every situation that may arise. Consult applicable policies and procedures, including the Employee Handbook, in specific areas as they apply.

Definition of a Microaggression

Microaggressions can be defined as **brief and commonplace daily verbal, behavioral, and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or harmful slights and insults to marginalized individuals and groups**. The “micro” in microaggression refers to person-to-person interactions.

Microassaults - when a person purposefully behaves or speaks in a discriminatory way or uses discriminatory symbols

Microinsults - Statements or behaviors in which individuals unconsciously communicate discriminatory messages to members of target groups

Microinvalidations - forms of communication that attempt to negate, exclude, or ignore a person based on his or her race, gender, sexuality, or ability

It is important to keep in mind microaggressions can be intentional or unintentional. Although comments, questions, or discussions may be intended as harmless, the impact is still felt. Ways you can

1. Become aware of your own biases, and start confronting those beliefs. It is only when we confront issues that we can truly understand what others experience.
2. Utilize your privilege to call out microaggressions when you see them
3. Educate yourself on what microaggressions look like

Any repeat offender who is found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

TRANSPARENCY AND GOVERNANCE

The Company seeks to identify, manage, and prevent violations of this policy. Anyone can report a human rights concern through the options listed below:

- Management
- Leadership
- Human Resources

The Company takes reports of discrimination seriously, no matter how the report is received. Our procedures are designed to promptly review and resolve each issue, as well as routinely monitor and report as necessary. Should we identify discrimination impacts resulting from our business activities, The Company is committed to the mitigation or fair and equitable remediation of those adverse impacts.