

Diversity, Equity & Inclusion Policy

Focus

Our business mission is to deliver strong, consistent financial performance in alternative investments and to align ourselves to our clients and shareholders' long-term objectives.

In order to deliver on our objectives, we seek to attract and retain the best people and ensure they work to their full potential. We promote a culture of entrepreneurial flair and individual thought, in which performance and results are recognised and rewarded.

Our diversity and inclusion approach builds on this to create an inclusive work culture, where diverse teams and individuals thrive to help us achieve our business mission, through key actions:

- Building awareness across the organisation
- Tackling unconscious bias
- Instilling inclusive leadership in managerial practices
- Supporting under-represented groups

We believe our commitment to diversity and inclusion and making a positive change, can only come about through determined, meaningful and authentic action.

About Gresham House

Gresham House plc is a London Stock Exchange quoted specialist asset manager providing funds, direct investments and tailored investment solutions, including co-investment, across a range of differentiated alternative investment strategies.

Our expertise includes forestry, renewable energy, housing and infrastructure, strategic public and private equity. The Group aims to deliver sustainable financial returns and is committed to building long-term partnerships with clients (institutions, family offices, high-net-worth individuals, charities and endowments) to help them achieve their financial goals.

As a signatory to the UN-supported Principles for Responsible Investment, Gresham House is committed to operating responsibly and sustainably and believes that taking the long view in delivering sustainable investment solutions will continue to be a growing factor in the strength of our market positioning.

Definitions

Diversity is about recognising, valuing and taking account of people's different backgrounds, knowledge, skills, and experiences, and encouraging and using those differences to create a productive and effective workforce.

Inclusion is about positively focusing and working to meet the needs of different people and taking action to create environments where everyone feels valued, respected and able to realise their full potential. Inclusion needs to be an integral part of the culture of an organisation to be effective.

Equity means that all people are treated equally or similarly and not disadvantaged by prejudices or bias – a commitment to fairness. The best person for a job or a promotion is the person who earns that position based on qualifications, experience, knowledge and skills.



Policy

Gresham House is dedicated to encouraging a supportive and inclusive culture amongst all our employees.

Provisions of this Policy are not only fundamental management practice but make good business sense. Diversity brings many advantages to an organisation: increased profitability, innovation and creativity, stronger governance and better decision making and problem-solving abilities. Employees with diverse backgrounds bring their own perspectives, ideas and experiences, ensuring Gresham House is a resilient and effective organisation.

Our aim is to ensure that all employees and candidates are given equal opportunity and to ensure our business is a true meritocracy. We respect employee individuality regardless of personal characteristics, which are inherently unrelated to the job requirements. Each employee will be valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all in our employment and not provide less favourable treatment on the grounds of age, disability, gender identity and reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sexual orientation. All employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. We are opposed to all forms of unlawful and unfair discrimination.

We are cognisant of the importance of promoting and supporting all diversity. The DEI concept flows through the culture and operations of Gresham House. We apply these principles consistently in our practices and policies on recruitment and selection; compensation and benefits; professional development and training and promotions; and the ongoing development of a working environment built on the premise of equity for all.

All employees will be given help and encouragement to develop their full potential and utilise their unique talents. This will result in the skills and resources of our organisation being fully utilised, maximising the efficiency of our whole workforce.

Gresham House commitments:

- To create an effective and happy team - a cultural objective of Gresham House
- To recognise incorporating diversity of views as contributing to a performance-based culture and success in the creation of long-term shareholder value
- To create an environment in which individual differences and the contributions of all team members are recognised and valued
- To create and promote a meritocracy in which performance and results are the determinant of recognition and reward. To create a working environment that promotes dignity and respect for every employee
- To not tolerate any form of intimidation, bullying, or harassment, and support those that have been discriminated against
- To promote equal opportunity in the workplace, and make training, development, and progression opportunities available to all
- To appropriately review all our employment practices and procedures to ensure that they are consistent with our cultural values



Responsibilities

Gresham House's Diversity, Equity & Inclusion Policy is fully supported and endorsed by Senior Management and the Board.

Gresham House will inform all employees that this policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace. All employees have a responsibility to familiarise themselves with this policy and to follow it. This is true also of all Gresham House policies relating to equality, conduct, discrimination and harassment.