



astorg.

# Diversity, Equity & Inclusion Policy

Fairness is a core tenet of Astorg's identity. We strive to cultivate an environment that brings different perspectives into our distinctive culture, which has been built upon listening and open-minded debate.

*We value and respect all the differences that make each person unique. This is what diversity, equity and inclusion mean to us.*

We understand how both diversity and inclusivity enable teams to draw unique insights, empower individuals to express their ideas, thrive and contribute whilst pursuing a fulfilling career within Astorg. We believe in diversity of thought as a powerful enabler of performance and innovation.

*We are therefore committed to fostering a diverse, equitable and inclusive working environment in which there is no room for discrimination.*

We acknowledge that not only our own workplaces, but our investors, the businesses we back and the communities they operate in are intrinsically diverse. They are made up of men and women, people of different nationalities, ethnic and racial backgrounds, generations, religions, abilities, sexual orientations and many other personal and group attributes.

*It is our ambition to use our position of influence within this ecosystem to have a positive impact on all our stakeholders and to do our part to make the environments in which we operate as fair and equitable as possible.*



Astorg's diversity, equity and inclusion initiatives include our practices and policies across areas such as recruitment, compensation, benefits, flexibility, career progression and development, and the continuous development of a working environment founded on fairness. To track and monitor our progress, we have put processes in place to regularly evaluate how we are performing against our objectives to ensure we continue to work towards advancing diversity and inclusion in our workplaces and those of our portfolio companies.

Beyond our own organisation, we work proactively with our portfolio companies and our advisors to drive diversity and inclusion.

We are driving this at board and management level within our portfolio companies, tracking board and senior management team composition with KPIs. We are also urging our advisors to set up diverse teams when working with us.

While the journey towards a fully diverse and inclusive working environment will take time, we are fully committed to becoming an organisation that is free from discrimination and being at the forefront of change within the industry.

