

Bansk

Diversity Statement

(28 February 2024)

For Bansk Group, workplace diversity is a foundational component of its success.

When our teams are more representative of our society and when our colleagues feel respected and welcomed, our firm and our clients benefit.

We do not just stand against unlawful discrimination or unhealthy workplace environments. We believe that diverse and supportive organizations experience improved innovation, creativity and problem-solving, and thus thrive and succeed.

To meet these objectives, Bansk Group will:

1. Encourage diversity in the workplace.
2. Identify and support diversity as a key component of business success.
3. Promote equal opportunities in employment. Employees and any job applicants will receive equal treatment regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, veteran status, race, color, nationality, ethnic or national origin, religion or belief, gender, or sexual orientation.
4. Implement recruitment practices that increase the number of candidates from a broad range of backgrounds, including but not limited to race, gender, and demographics.
5. Measure and track diversity within the Board of Directors at portfolio companies and take steps to increase representation by bringing more diverse members into the portfolio companies' senior leadership.
6. Create a working environment free of bullying, harassment, victimization, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognized and valued.
7. Take seriously complaints of bullying, harassment, victimization, and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public, and any others during the organization's work activities.

Such acts will be dealt with as misconduct under the organization's applicable policy, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice and criminal sanctions.

8. Make opportunities for training, development, and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilized to maximize the efficiency of the organization.
9. Make decisions concerning staff promotion and compensation based on merit (apart from any necessary and limited exemptions and exceptions allowed under the applicable laws of the jurisdiction).
10. Provide reasonable adjustments to work provisions, criteria, or practices, or to physical features of work premises to facilitate the employment of disabled persons.

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11. Review employment practices and procedures when necessary to ensure fairness and update them and the policy to take account of changes in the law.
12. Monitor (in respect of local privacy laws) the make-up of the workforce, regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability to encourage diversity, equity, and inclusion and meet the aims and commitments set out in the diversity, equity, and inclusion policy.
13. Monitor how the diversity, equity, and inclusion practices, and any supporting action plan, are working, reviewing them annually and considering and taking action to address any issues.
14. When looking for investments, look first for distinctive brands, then economics (and not the people or network they belong to or come from), striving to remove any personal bias.
15. When working with our portfolio companies we actively embed ESG standards both in the due diligence and post-transaction phases. Bansk believes enhanced environmental, social, and governance (“ESG”) management builds better businesses for the long run and can drive significant value creation.

The Diversity statement is fully supported by senior management and has been agreed with employee representatives:

- Bill Mordan – Senior Partner and General Counsel
- Brian O’Connor – Senior Partner and Chief Investment Officer

Details of the organization’s policies and procedures applicable to diversity and other areas of employment can be found in the employee handbook.