

## OUR COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION (DEI)

### OUR COMMITMENT AND VISION

Charterhouse (the “Firm”) is committed to promoting diversity, equity and inclusion within our Firm and our portfolio companies and we endeavour to provide equal opportunities to all creating an environment for everyone to thrive.

A diverse workforce creates a more open and enriched workplace with varied perspectives and more enlightened decision-making. We are committed to promoting equality across all dimensions, including gender, sexual orientation and identification, race and ethnicity, nationality, religion, disability, age, marital or civil partner status and socio-economic background. Whilst recognising that these will take time, we have outlined a plan with commitments and actions agreed by the Firm’s DEI Committee which was launched in September 2021. Working closely with Equality Group, specialists in their field, we aim to raise awareness and educate across the Firm.

By nurturing a diverse workforce, we hope that we will encourage greater diversity of thought, insight and approach which will ultimately benefit our people, our Firm, our investors, our portfolio companies and also wider society. By embracing diversity and inclusion, we hope to minimise the risks associated with “groupthink” and we wish to maintain a thoughtful, varied and innovative approach towards everything we do, including our investment approach. This will help us to perform better and studies indicate that diverse businesses are more productive, more profitable and quicker to innovate and react to new challenges.

### RECRUITMENT

Our industry is increasingly competitive, never more so for diverse talent and it is crucial that we look beyond the traditional recruitment pools in order to identify the best people. By being open minded and challenging the way we approach the market and the available talent pool, we are determined to achieve our goals.

We share our DEI commitments and actions with recruiters and expect all mandated recruitment firms to consciously consider these principles. As we state in our objectives, we insist on 50/50 gender/broader diversity split in candidate searches. We ask that recruitment firms remove bias from their processes and search in the widest talent pools possible in order to compile diverse shortlists, using objective search criteria that avoid discrimination. We do not ask for candidate’s historical compensation history as data shows that this is known to disadvantage women and people of colour.

### CULTURE AND RETENTION

It is not enough to simply recruit the best and most diverse talent available, we must also ensure that we cultivate a strong and inclusive culture which helps us to retain and motivate our people and which empowers them to fulfil their potential.

We want our people to “be their authentic selves” in the workplace and we wish to embrace and harness our individual differences and experiences. An inclusive culture makes people feel respected and valued and emboldens them to contribute new ideas and also to process information differently, which in turn can help to maximise profitability and performance.

At its core, Charterhouse is a people business and we maintain a “one team, one office” approach which we believe encourages a collaborative and collegiate workplace. Our multi-cultural team spans multiple nationalities and backgrounds and we do not operate rigid sector or geographic teams, preferring to foster one cohesive team in London with an emphasis on transparency and integrity.

Our people come from a diverse range of personal and professional backgrounds and we consider that this is fundamental to the success of our pan-European strategy. We are committed to taking this further and we believe that greater diversity in the workplace will drive greater investment outcomes.

We have actively, like many firms post COVID-19, seen the benefit of more flexible work arrangements and we are aware that a true commitment to diversity necessarily requires a more nuanced approach to working hours, patterns and locations. Rigid and traditional work arrangements can act as a barrier to diversity and the Firm continues to monitor and consider its approach to agile working.

## **FIRM INITIATIVES AND APPROACH**

Top-down commitment: we understand that senior management plays a crucial role in shaping the culture of our Firm, attracting, recruiting and retaining its people, and we have a top-down commitment to diversity and inclusion. We care deeply about cultivating a more diverse and inclusive team, and our partners are committed to promoting these issues in a proportionate way both internally and externally.

DEI Committee: in its second year, this has become an important forum for a challenging and constructive exchange of thoughts across the Firm. It is, importantly, a non-hierarchical group which meets monthly to discuss agenda items and topics that have been raised. The group has 10 members, is voluntary and rotates members every 12 months. There is equal representation across departments and levels. DEI objectives have been set based on feedback in a firmwide survey and interviews.

ESG: the Firm has been a signatory of the Principles of Responsible Investment since 2013, and we have a long-established and top-down commitment to responsible investment and ESG principles. We integrate social issues (including diversity considerations) into our investment approach and we seek to identify ESG risks and also opportunities as part of pre-investment due diligence. The Firm takes an active stewardship role post-investment and we encourage our portfolio companies to promote diversity and equal opportunities and we facilitate the sharing of best-practice across our portfolio.

Level 20: we are a keen supporter and a Sponsor Firm of Level 20. Hand in hand with our own DEI initiatives, we recognise that gender diversity is a global issue for private equity firms. Level 20 is an organisation which was set up by senior female Private Equity professionals to inspire more women to join and to succeed in the industry and is committed to increasing the representation of females at senior levels in private equity by educating and sharing knowledge and experience. We hope that by participating in this forum we can contribute to industry-wide change.

Mentoring: we have an established mentoring scheme for the benefit of junior investment and non-investment team members, which is intended to encourage career development and ensure long-term success for all participants. It is hoped that such initiatives can encourage an even more cohesive environment as well as reinforcing the message that all views and ideas are welcomed.

Performance Development and Training: performance is formally evaluated each six months with time dedicated to it through calibration meetings and performance discussions both with partners and with Talent Management. In addition to the conscious inclusion training which was rolled out as part of the initiative with Equality Group, we provide regular training to our staff on a broad range of topics. We are reviewing the contents of our training programme to ensure that staff are trained not only on competency-based and regulatory compliance topics, but also on soft skills and the importance of diversity and inclusion. It is our belief that all staff should be given the best possible chance to succeed

at Charterhouse, and we recognise the role that training plays in equipping staff with the tools to prosper.

Staff handbook: our Staff Handbook establishes, among other things, the minimum behaviour standards that we require from our people and it makes it clear that we are committed to the principle of equal treatment. We take our legal obligations very seriously and we expressly prohibit discrimination, harassment and bullying in every form, whether direct or indirect, and we maintain robust grievance procedures and disciplinary procedures.

## **RESPONSIBILITY**

This policy should be observed and upheld by all partners, employees and contractors of the Firm. Ultimate responsibility for diversity and inclusion rests with the partners of the Firm, and Tom Patrick has been appointed to maintain and implement this policy.

The contents of this policy have been approved for adoption and circulation effective immediately.

Lionel Giacomotto

Managing Partner

Amended 2023