



KBI GLOBAL INVESTORS

EQUALITY DIVERSITY & INCLUSION POLICY

Department:	EDI Committee
Process/procedure name:	Equality Diversity & Inclusion Policy
Applicable to:	KBI Global Investors Ltd and KBI Global Investors (North America) Ltd.
Date:	May 2021
Prepared by:	Aisling Carvill
Reviewed by:	Jennifer Griffin
Approved by:	ExCo
Version:	1.1
Goal of the process/ procedure:	This policy outlines KBIGI vision and principles regarding Equality, Diversity & Inclusion
Frequency of process/ procedure	Annually

1. Background

Equality is defined as the condition of being equal, or the same in quality, measure, esteem or value. Diversity refers to the existence, recognition and acceptance of differences between people. Inclusion helps people feel involved and valued regardless of their differences and makes the best use of diverse talent. Equality, Diversity and Inclusion in all their forms are important components of well-managed, financially resilient, strategically-minded firms across industry, including investment firms.

2. Commitment to Equality, Diversity and Inclusion

As part of the Amundi group, and consistent with Amundi's policies and principles, KBI Global Investors ("**KBIGI**" or the "**Company**") is committed to Equality, Diversity and Inclusion. KBIGI has made this commitment because we see the great benefits that Equality, Diversity and Inclusion bring and because we uphold the highest standards of ethics and integrity.

KBIGI communicates our commitment to all our employees as well as our customers, partners and suppliers, to encourage them to respect and deploy the principles.

3. Purpose and Vision

a) Purpose

The purpose of the Equality, Diversity and Inclusion Policy (the "**Policy**") is to set out KBIGI's vision and to promote equality of opportunity and diversity within the Company. The Policy helps to develop a management that is respectful of differences and based on trust.

b) Vision

KBIGI has established policies and procedures to recruit and retain talented and motivated individuals from the widest pool of talent, who put the Company's clients at the heart of its business. We know that diversity of backgrounds (be it gender, ethnicity, experience, or other) contributes to diversity of thought and a deeper understanding of the world and of the countries and companies in which we invest. This in turn leads to better insight, increased creativity and thought, more informed risk-taking and, simply put: better business and investment results for our clients and stakeholders.

Embedding diversity across the Company helps us to be the best that we can be in our thinking, our decisions and our outcomes. It is fundamental to our vision to be a successful organisation that all our customers and our people can believe in.

By respecting, developing and harnessing the talents of all our employees, KBIGI is committed to creating an inclusive and supportive organisation that delivers a superior experience for all our customers, provides

an extraordinary place to work for our employees, and brings an appropriate financial return for our shareholders and the economies within which we operate.

4. Committee

An Equality, Diversity and Inclusion Committee is in place in KBIGI. The Committee aims to develop and embed the Equality, Diversity and Inclusion Framework within KBIGI and implement ExCo and Board approved initiatives to promote an equal, diverse and inclusive environment for all. The Equality, Diversity and Inclusion Committee is a sub committee of the Executive Committee.

5. Corporate Governance

a. The Board of KBIGI

The Board of KBIGI recognises the value of diversity among its staff and, from the top down, fosters a culture where all staff feel equal, included and valued irrespective of any differences. The Board also recognises that diversity within senior management has an important role to play in ensuring good governance and sound decision-making.

The Board has adopted a number of other policies and procedures, which complement the Company's vision on Equality, Diversity and Inclusion, including the Code of Conduct, which incorporates such topics as staff member's behaviour, tolerance and culture, and the Staff Handbook which requires all staff and suppliers to respect the dignity of every fellow staff and to consider equality grounds such as a person's gender, civil status, race, religion, family status, age, sexual orientation, membership of the travelling community and disability.

The Board has ultimate responsibility in relation to Equality, Diversity and Inclusion, and for ensuring that employees have been made aware of their obligations in this regard.

b. Part of the Amundi Group

On 1st September 2016 Amundi AM, the largest European asset manager, acquired a majority stake (87.5%) in KBI Global Investors, with employees taking a minority stake (12.5%). Amundi AM is, in turn, 100% owned by Amundi, which is listed on the French Stock Exchange. KBI Global Investors operates autonomously within the Amundi group.

Amundi has a policy of respecting professional diversity, aiming to maintain dialogue with its principal stakeholders on subjects such as disability, discrimination and equality between women and men. In 2008, Amundi signed the Diversity Charter, in which it undertook to comply with and promote non-discrimination. This commitment is specifically reflected in the requirement for fairness in the main human resources procedures: recruitment, compensation, training, evaluation and professional promotion.

6. Key Principles

The key principles which underpin this Policy are:

- KBIGI has made a long-term commitment to create a culture of Equality, Diversity and Inclusion.
- The principle of non-discrimination is promoted within the Company in all its forms in all management and decision-making processes, and in particular in all stages of human resources management.
- The Company promotes the representation of the diversity of our society in all its cultural, ethnic and social components; within the workforce and within all levels of responsibility.
- Equality, Diversity and Inclusion affects everyone, and we all have a role to play in helping create a more diverse and inclusive workplace where everyone is valued and respected.
- KBIGI will take a coherent and collaborative approach to managing and progressing the Equality, Diversity and Inclusion vision.
- Our workplace policies and procedures, practices and behaviours will provide equality of opportunity and foster an open and inclusive culture.
- The Company will engage employees in the development and implementation of this Policy.
- Equality, Diversity and Inclusion activity and impact will be monitored and reported within the Company. Senior management will evaluate this information regularly.
- The Company acknowledges that this commitment includes a continuous process of evaluation and improvement.

7. Areas of Focus

- a) Community and Culture** (e.g. Corporate Social Responsibility activities, Sports and Social events, our Climate Change Agenda, supporting charities in the locality of inner-city Dublin, etc.)
- b) Mental Health and Wellbeing-** The Company recognises that having a mentally healthy workplace is as good for individuals, as it is for business. For example, the Company makes a hotline available to staff members where they can avail of confidential counselling services, as and when required.
- c) Work / Life Balance** Initiatives, including family leave, work-from-home flexibility and part-time staff, and considerations of the caring needs of parents and those with other carer responsibilities, etc.
- d) Gender Equality-** The Company supports a balance between men and women in the workforce.
- e) Intergenerational Workforce-** The Company aims to be an employer of choice for all age groups and is supportive of an intergenerational workforce.

- f) **A Supportive, Inclusive and Safe Network-** The Company aims to foster an environment which welcomes all employees with no stereotypes, labels or judgements. The Company is committed to supporting and improving opportunities and identifying and removing barriers for people with disabilities.

8. Training and Awareness

All employees have been made aware of this Policy and related procedures.

Equality, Diversity and Inclusion is a topic included within the induction training for all new employees and KBIGI also provides regular updates on this topic to employees. The goal of this training is to raise awareness and educate our staff regarding issues of non-discrimination and diversity.

9. Annual Review

This Policy will be reviewed annually and updated to reflect our progress, new thinking and activities on Equality, Diversity and Inclusion.

10. Change Log

Date	Version	Update Detail	Updated by	Approved By
Oct '19	1.0	First Version 1.0	Heather Rafferty	ExCo 31.10.19 & 11.12.20 Board 16.12.19 & 17.12.20
May '21	1.1	Updated to change D&I to EDI and to include existence of EDI Committee	Aisling Carvill	ExCo 18.05.21