



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:	March 2022
Prepared by:	Aisling Carvill (with external HR review)
Reviewed by:	EDI Committee
Approved by:	ExCo
Version:	1.2
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 (EDI) in all their forms are important components of well-managed, financially resilient, strategically-minded firms across industry.

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 provides equality, fairness and respect for all in our employment, whether temporary, part-time or full-time by communicating our commitment to them 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. These include the Code of Conduct, which incorporates such topics as staff member's behaviour, tolerance and culture, and the Employee Handbook. These documents require all employees, suppliers and business contracts to respect the dignity of every fellow staff member and to consider equality grounds.

KBIGI Board leads by stewarding zero tolerance for any discrimination within the Group under a person's gender, civil status, race, religion, family status, age, sexual orientation, membership of the travelling community and disability.

KBIGI Board leads by mandating no discrimination relating to pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, request for flexible working, selection for employment, promotion, training or other developmental opportunities.

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

KBI Global Investors is majority owned by Amundi AM. Amundi AM is, in turn, 100% owned by Amundi. 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.
- The Company takes complaints seriously relating to bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities. Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

7. Monitoring

KBIGI monitors the make-up of the workforce composition by encouraging equality, diversity and inclusion. Monitoring will also include assessing how this equality, diversity and inclusion policy, and

any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

8. 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. *This is provided through the Irish Life Health 'Healthy Minds' Employee Assistance Programme.
- 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 embraces a balance of different genders in the workforce acknowledging that some employees may not identify as a man or a woman.
- 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.

9. 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.

The company endeavours to conduct anonymous Staff Surveys on Equality, Diversity and Inclusion to allow staff the opportunity to feedback their views on EDI. The results of such surveys will be considered by the EDI Committee and ExCo and appropriate actions and follow up agreed by both.

10. Annual Review

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