

## DIVERSITY & INCLUSION

### Introduction

At finnCap Group we are committed to fostering an inclusive culture. We recruit, promote and retain people who share our values, and we want everyone in our firm to have every possible opportunity to develop and advance. We believe that an inclusive, values-driven, forward-thinking culture will enable our people to realise their full potential and, in doing so, provide the best solutions to deliver our clients' ambition, as well as their own.

### Purpose

Our goal is to provide a working environment where all employees are included and valued for their contributions. This document sets out our aims and serves as a guide to our people as we continue to develop our inclusive culture and provide a working environment that allows everyone to be themselves and to excel.

### Scope

This policy covers all aspects of employment and conduct in the workplace including, but not limited to, recruitment, hiring, promotion, employee benefits, conditions of employment, remuneration, discipline, training, work environment, and termination of employment.

### Definitions

We recognise that diversity and inclusion are different things.

Diversity at finnCap is about recognising and valuing difference. It is not just about "protected characteristics", but extends to a range of other differences including background, education, personality, life experience, beliefs and opinions.

Inclusion at finnCap is about creating a psychologically safe working environment where everyone is heard, respected and valued. It is about creating a feeling of support and belonging, where everyone can be themselves and is able to perform to their full potential.

### Aims and approach

We are committed to diversity and inclusion through practices that increase our opportunities to recruit and retain the best possible talent from diverse backgrounds, and by fostering our collegiate, smart thinking and dynamic culture where inclusivity is expected and prioritised.



We aim to better reflect the diversity of our clients and wider community. Areas of particular focus include correcting gender and ethnicity imbalance, especially at senior levels, and social mobility.

We aim to treat everyone fairly and equitably.

As each person is unique, we take a flexible approach to strike a balance between consistency of approach and dealing with each individual appropriately, according to their own particular needs.

#### **Review**

This policy will be reviewed by the Board on an annual basis.