

Independent Franchise Partners, LLP

Diversity and Inclusion Policy - December 2020

Independent Franchise Partners is a London-based firm with a global investment universe and client base, and this is reflected in the international makeup of our team members who have a variety of cultural, geographical and educational backgrounds. We recognise that a diverse workforce and an inclusive culture are vital in our mission to fulfil our clients' investment objectives, and we are committed to continuing and progressing our work in this area. We see diversity as a broad concept which includes, but is not limited to, race, religion, age, gender, ethnicity, sexual orientation, neurodiversity and disability.

Investment management is an activity which benefits from the consideration of diverse viewpoints and perspectives, both in terms of the investment decision-making process itself and as a business in a continuously evolving industry. Diversity and inclusion help us both to attract and retain the talented professionals we require to meet our clients' expectations, and to innovate and stay relevant. Diversity in its many forms helps to bring these different views and ideas into the firm, while inclusion ensures that individuals feel comfortable and empowered to speak up and share them.

The objective of this policy is to increase awareness of this important subject and to foster ever-improving standards of diversity and inclusion in our business.

Accordingly, the Firm has thought it important to make the following commitments:-

- We will work to eliminate discrimination from the choices made by the Firm, whether on the grounds of race, religion, age, gender, ethnicity, sexual orientation, neurodiversity, disability or otherwise.
- We will make our decisions based on relevant criteria only.
- We will recruit, develop and promote the best people for each role and for the Firm as a whole, taking into account their potential and broader contribution to the business, and we will reward them accordingly.
- We will welcome diversity of perspective on the business and investment decisions that we face, and work to eliminate "groupthink".
- We will not tolerate bullying or harassment of any kind.
- We will not tolerate racial, ethnic, gender-based or other discriminatory language.
- We will ensure that individuals feel comfortable amongst their colleagues and empowered to speak up and share their views.
- We will invest in training in matters to do with diversity and inclusion, as required.

In order to ensure that we meet those commitments, we will:-

- Challenge colleagues (however senior), whose behaviour is inconsistent with the standards set by this policy.
- Discipline staff (including dismissing them) where their behaviour falls so far short of these standards as to amount to misconduct.
- Take complaints about inappropriate behaviour seriously and investigate them thoroughly.
- Promote and welcome cognitive diversity.
- Foster inclusion through social activities throughout the year.
- Review our progress periodically.



The partners of the Firm, led by the Managing Partner, have assumed the responsibility for its compliance with this policy.

Ultimately, our objective is to ensure that all our staff are treated with dignity and respect, we attract the best people to work at the Firm, our investment and business decisions are reached in the best possible way and that we deliver for our clients.

December 2020

