

DIVERSITY & INCLUSION POLICY

A key purpose of the Diversity & Inclusion Policy (“**Policy**”) is to ensure Majedie Asset Management (“**Majedie**”) is a vibrant and open workplace, committed to creating a diverse and inclusive environment where all employees are treated with dignity and respect.

We recognise that a variety of perspectives and approaches to problem-solving enhances effective decision-making and encourages innovation. By embracing our differences, we are encouraged to question more deeply and think more creatively to improve outcomes for our clients.

Majedie values the differences that a diverse workforce brings to the organisation.

Majedie will not discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation. It will not discriminate because of any other irrelevant factor and is committed to a culture that values meritocracy, openness, fairness and transparency.

All employees are responsible for promoting and advancing this Policy. Behaviour, actions or words that transgress the Policy will not be tolerated and will be dealt with in line with Majedie’s disciplinary procedure.

The Policy is applicable to all employees, consultants and contractors. The policy applies to all processes relating to employment and to any dealings with clients and other relevant stakeholders. Decisions will be based on business-related criteria only and any irrelevant information will not form part of the process.

The Policy will be reviewed at least annually to reflect changes in the law, demographics and internal business requirements. Progress relating to the Policy will be considered annually by the Diversity & Inclusion Committee and a report will be presented to the Board.

Recruitment

We aim to hire and retain the most able, irrespective of background. With a headcount of around 60, a particular focus is to improve female participation in asset management. With a headcount of around 60 and relatively low employee turnover, we see an effective part of our role as contributing to industry-wide efforts to provide opportunities to groups under-represented in our sector or face greater hurdles to promotion. These include our sponsorship of projects such as Investment20/20, the Diversity Project and, more specifically, our own ‘Lowering Barriers to Raise the Bar’ initiative. The current focus of this initiative is to improve female participation in asset management through our nationwide Next Generation Investor scheme, targeted at undergraduate women.

In recruitments we require anonymised CVs, except where this is impractical, for example, when headhunting for roles with specific skillsets.

Our diversity and inclusion initiatives span all areas of the business, including, but not limited to recruitment and career development, and our relationships with external stakeholders.

Our goal is to have and retain a highly able workforce, which encourages diversity and welcomes people from all backgrounds. We have introduced initiatives to help us achieve this goal, which include:

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- Establishing a diversity & inclusion committee, which sets policy, outlines processes and oversees our progress in this area.
- Ensuring all managers support equal opportunities throughout Majedie and understand its importance to our business culture and wider society.
- Launching and supporting initiatives, for example, the Next Generation Investor and, through our corporate partnership with The Lord Mayor's Appeal, She Can Be, that aim to improve the potential for people from underrepresented groups to pursue a career with our firm or within the wider industry.

Leadership

Rhiannon Collis is the senior sponsor for Majedie's diversity & inclusion strategy and initiatives.

Development

Majedie will:

- set diversity objectives; and
- explain and promote its diversity objectives and vision through company briefings, in particular the annual Town Hall meeting in Q4.

Majedie will also seek to identify and provide appropriate training.

Communication and consultation

Majedie will continue:

- to maintain and develop a diversity vision;
- to review existing communications channels (including imagery and graphics) so that they support diversity and inclusion; and
- to communicate and celebrate Majedie's successes in diversity.

Resources

Majedie has:

- established formal reporting lines from the Diversity & Inclusion Working Group to the Diversity & Inclusion Committee and on to the Board to support monitoring of progress against objectives; and
- budgetary support to enable diversity and inclusion-related activities to be undertaken (for example, reasonable adjustments to comply with the Equality Act 2010, and appropriate training).

Measurement

Majedie will:

- establish aspirational targets for a five-year period (to be agreed at Board level);
- consider undertaking employee surveys and diversity perception audits and using the annual 360 feedback mechanism;

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- assess progress in achieving its diversity objectives; and
- continue to gather intelligence amongst its peers on diversity and inclusion.

Our Diversity & Inclusion Policy is aligned with our Equal Opportunities and Dignity at Work Policy and our Flexible Working Policy.