

Equal Employment & Non-Harassment Policy



February 2024

This policy is applied by Tikehau Capital and its subsidiaries. The terms “Tikehau Capital” and the “Group” in this document refer to all these companies.

This policy applies to all employees of the Group worldwide.

This charter has been approved by Tikehau Capital Head of Human Capital and General Counsel in February 2024.

Introduction

Tikehau Capital, a global alternative asset management group (the “Group”, or “Tikehau Capital”), is committed to promoting equality and creating an inclusive work environment where all employees have equal opportunities, rights, and respect, regardless of their gender. This Equal Employment & Non-Harassment Policy outlines our commitment to eliminating discrimination, promoting equal representation, and ensuring equal access to opportunities and rewards within our internationally present Group.

Scope

This policy applies to all employees of the Group worldwide.

Policy Statement

1. Non-Discrimination and Equal Opportunities

1.1. Tikehau Capital prohibits any form of discrimination, harassment, or victimization based on gender, religion, race, colour, sexual orientation, gender identity, age, disability, or national origin. This includes but is not limited to hiring, promotion, training, compensation, and termination decisions. All employment-related decisions will be based solely on merit, qualifications, and performance.

1.2. We encourage a work culture that respects and values the diversity of our employees, fostering an environment free from bias and stereotypes. Discrimination or harassment based on gender, religion, race, colour, sexual orientation, gender identity, age, disability, or national origin is strictly prohibited and will be dealt with promptly and appropriately.

2. Recruitment and Hiring

2.1. Tikehau Capital is committed to achieving balanced employee representation at all levels and in all areas of the organization. We strive to attract a diverse pool of candidates for all positions and ensure neutral recruitment practices.

2.2. Job advertisements and descriptions are written in a gender-neutral manner, promoting inclusivity and avoiding gender bias.

2.3. Interviewers are trained on unconscious bias and fair evaluation techniques.

2.4. Employment decisions, including hiring, promotion, and compensation, will be based solely on individual skills, qualifications, and experience.

3. Training and Development

3.1. Tikehau Capital provides equal opportunities for training and development to all employees.

3.2. Training and awareness programs, such as sustainable team performance, anti-bias training or training on fair recruitment practices are conducted regularly to educate employees about gender equality, diversity, and inclusion.

4. Work-Life Balance and Flexible Work Arrangements

4.1. Tikehau Capital recognizes the importance of work-life balance and supports employees in managing their personal and professional responsibilities.

4.2. We implement flexible work arrangements, such as remote work and other options to accommodate employees' needs while ensuring business objectives are met.

4.3. Parental leave policies are implemented in accordance with the legislation of each country where Tikehau Capital is present.

5. Equal Pay and Benefits

5.1. Tikehau Capital is committed to ensuring equal pay for equal work and experience.

5.2. Compensation structures are regularly reviewed to identify and address any gender pay gaps, ensuring fair and transparent remuneration practices. For more information, please consult the Remuneration policy.

5.3. Benefits, including healthcare, retirement plans, and other employee perks, are offered equally to all employees.

6. Reporting Mechanisms and Accountability

6.1. Tikehau Capital has established a clear reporting mechanisms for employees to raise concerns, complaints, or incidents related to discrimination, harassment, or bias.

6.2. All reports are treated with confidentiality, and appropriate actions will be taken promptly to address and resolve such issues.

7. Communication and Awareness

7.1. This Policy is available to all employees, emphasizing our commitment to offer equal employment opportunities to Tikehau Capital's employees.

7.2. Updates and progress on diversity-related initiatives will be shared regularly with employees to foster transparency and accountability.

9. Review and Improvement

9.1. This Policy will be reviewed periodically to ensure its effectiveness and relevance.

9.2. Feedback from employees, industry best practices, and changing legal requirements will be considered during policy reviews.

9.3. Tikehau Capital is dedicated to continuously improving its diversity-related initiatives and fostering an inclusive workplace culture.

Appendix 1

Reporting mechanisms to raise concerns, complaints, or incidents related to gender-based discrimination, harassment, or bias

1. Employees are encouraged to promptly report any concerns, complaints, or incidents related to gender-based discrimination, harassment, or bias.
2. To report an event, please use an anonymous reporting mechanism available through the firm's Whistleblowing platform.

The full process is available on the Company's intranet, under subsection "Group Policies – Compliance – Whistleblowing".