

# CG Asset Management

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*Diversity, Equity & Inclusion Policy*

March 2024

**cgam**

# Diversity, Equity & Inclusion

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## 1. Introduction

CG Asset Management Limited ("CGAM" or the "Company") is an investment management company regulated by the Financial Conduct Authority. This policy sets out the approach of the Company to diversity, equity and inclusion.

## 2. The Regulations

CGAM will continue to meet its core statutory responsibilities by ensuring that we are compliant with the Equality Act 2010.

The Equality Act legally protects people from discrimination in the workplace and in wider society. The Company does not tolerate direct or indirect discrimination, victimisation or harassment, especially in relation to the below protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

CGAM will ensure:

- i. Our internal policies and procedures remain up to date, are compliant with the law and reflective of best practice, where achievable.
- ii. There are clear, well communicated procedures in place explaining how to raise concerns or complaints. All issues will be taken seriously. They will be considered and acted upon with a focus on independence and impartiality. We will ensure that appropriate support is in place for those who raise complaints. As an organisation, we will learn lessons from complaints and encourage the individuals involved to do so too.
- iii. We raise awareness of our equality duties, ensuring that all employees are aware of their responsibilities and the behaviours we expect.

## 3. Objectives

The objectives of this Diversity, Equity & Inclusion Policy are:

- i. to provide the basis for improving the quality of decision-making by reducing the risk of group think;
- ii. to ensure the Board of directors includes different perspectives in order to provide effective oversight;
- iii. to show how CGAM is an inclusive employer that strives to ensure that all staff feel valued, where their opinions matter.

## 4. Policy Statement

CGAM recognises the benefits of having a diverse workforce and sees increasing diversity within senior management as an important element in maintaining a competitive advantage. A diverse firm includes and makes good use of differences in the skills, industry experience, social and ethnic background, educational and professional background, nationality, gender, age and other

qualities of staff. These differences are considered in determining the optimum composition of the Company, and when possible should be balanced appropriately.

CGAM is committed to having a diverse workforce and to ensuring an open and fair recruitment process. In identifying suitable candidates for appointment, the Company will consider candidates on merit against objective criteria and with due regard for the benefits of diversity in CGAM. All appointments are made on merit, in the context of the skills and experience the Company, as a whole, requires to be effective. CGAM has put in place processes to ensure recruitment is as objective as possible.

We are committed to building an inclusive culture that is intolerant of discrimination, bullying and harassment. We get the best out of and support our employees where they feel included, supported and treated fairly. We do not tolerate bullying, harassment, discrimination or other negative behaviours.

We welcome respectful, constructive and professional challenge at all levels, without boundaries across all roles within the Company.

As part of the annual performance evaluation of all staff members, the Company will consider the balance of skills, experience, independence, and knowledge of CGAM's business.

## **5. Review of the policy**

The Company will review this policy annually and discuss any revisions required.