

The background of the page is a high-contrast, aerial photograph of ocean waves. The top half shows the white, frothy crests of waves breaking over a dark, textured surface. The bottom half is a solid, deep blue color, creating a sharp horizontal division.

KEENSIGHT
CAPITAL

**Diversity &
Inclusion
Policy**

Diversity & Inclusion Policy

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1. Purpose

Keensight Capital (henceforth, Keensight) is committed to supporting diversity in all its forms and creating an inclusive culture. We believe all professionals have the right to equal opportunities and a work environment that promotes respect, well-being, and social cohesion.

Keensight's Diversity and Inclusion Policy (henceforth, the Policy) outlines our approach to these matters as well as our commitments and measures to ensure fair treatment and opportunity for all. The Policy aligns with the Agenda 2030 Sustainable Development Goals and is complemented by Keensight's ESG and Responsible Investment Policies.

Moreover, the Policy aligns with the France Invest Gender Parity Charter, signed by Keensight, as part of our commitment to improving gender equality through a collective initiative.

2. Scope and principles of application

This Policy has a global scope and is applicable to Keensight's business activities in all geographies and its relations with third parties. Its principles shall be observed by all employees and commercial associates.

The following principles underpin the Policy:

- **Respect for human rights**

Diversity and inclusion are linked to fundamental human rights; therefore, it is our priority to establish the means necessary to build an adequate system that protects every individual.

- **Zero tolerance for discrimination**

Keensight rejects any kind of discrimination on the basis of age, color, disability, ethnicity, gender, gender identity, illness, marital status, nationality, parent/carer responsibilities, political opinion, race, religion or beliefs, sexual orientation, social background, training background, or any other condition.

- **Promotion of diversity and inclusion as a key competitive advantage**

Keensight views diversity and inclusion as vital elements to achieving our goals and go hand-in-hand with our values as a company. We recognize the unique and valuable contribution of each person to value creation.



3. Commitments

To materialize the abovementioned principles, Keensight is committed to operating responsibly, following the prescriptions of international and national laws, and beyond legal requirements, integrating and promoting the best practices on diversity and inclusion in all our activities.

Keensight has structured its commitments in six areas of work:

3.1 Equality in talent management processes

- **Recruitment and selection.** Observing the principle of equal opportunities, establishing suitable measures to fairly select candidates based on objective criteria, removing unconscious bias and any other form of discrimination.
- **Pay equity.** Ensuring that compensation is fairly determined and elements such as gender, social background, disability, or any other type of discriminatory factor are excluded from this exercise. Compensation shall be based on merit, performance, and the eligibility criteria set out by the Company.
- **Career development.** Adopting procedures to enhance professional development based on a clear set of criteria, valuing performance and individual and collective goals established by the Company rather than assumptions.

3.2 Inclusive working environment

- **Sense of belonging.** Cultivating a culture focused on diversity that recognizes the value of multiculturalism, differences, and individual characteristics, through measures that enable team participation and foster a sense of belonging.
- **Inclusive and non-discriminatory language.** Encouraging the use of inclusive and non-discriminatory language in all forms of interactions and communications, both with internal and external stakeholders, supported by the values of respect, openness, and collaboration.
- **Inclusive workplace facilities.** Procuring the use of facilities that guarantee accessibility and adaptation to people with special needs, leading to the creation of a space in which everyone feels included and integrated.
- **Work-life balance.** Striving to achieve appropriate work-life balance measures such as family-friendly policies, working time flexibility, homework schemes, “return to work” programs, among others, being mindful of individual needs.
- **Non-discrimination and anti-harassment.** Prohibiting all forms of discriminatory and harassment practices of any nature (sexual, psychological, verbal, physical, etc.) and establishing suitable and effective grievance channels.

3.3

Specific measures to foster gender equality

- **Encourage female talent and progression.** Guaranteeing equal opportunities for career progression for women professionals, free from practices that could hinder advancement.
- **Gender equality plans.** Acknowledging gender equality as a priority and developing action plans and mechanisms that help to achieve a balanced representation of genders in all functions, especially in decision-making bodies, in accordance with the objectives adopted by the France Invest Gender Parity Charter.
- **Maternity/Paternity measures.** Adopting internal maternity/paternity policies based on equitable criteria, including specific measures to support individuals in a discrimination-free environment.

3.4

Development of internal capabilities

- **Training and awareness.** Providing appropriate training to all professionals focused on diversity, inclusion, and equality, equipping them with tools to foster a discrimination-free culture. Additionally, designing awareness programs on relevant policies adopted by the Company.
- **Inclusion and diversity in decision-making.** Designing specific training tools, including leadership programs, that embed inclusion and diversity as necessary elements to consider in all decision-making processes.

3.5

Nurturing alliances

- **Sectoral engagement.** Promoting participation in sectoral initiatives that support diversity and inclusion, benefiting from a shared vision and industry knowledge to progress in adopting the best practices in the market.

3.6

Engagement activities

- **Diversity, inclusion, and portfolio companies.** Encouraging and helping portfolio companies to implement the best diversity and inclusion measures and practices adapted to their needs and strengthen their management of these matters.



4. Governance and monitoring of the Policy

This Policy has been approved by the Board of Directors of Keensight. Regular monitoring will ensure compliance with the Policy, with a focus on continuous improvement. Keensight will periodically review its processes to ensure progress in relevant areas.





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