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D&I CHARTER

# PROMOTING DIVERSITY & INCLUSION AT ENDLESS LLP



# PROMOTING DIVERSITY & INCLUSION AT ENDLESS LLP

## OUR COMMITMENT:

Endless LLP is a meritocracy, where individual success is based on merit. So that this does not unintentionally lead to biased outcomes we promote transparency and accountability in our behaviours, process and practices.

At Endless LLP we believe that equality, diversity and inclusion across our teams and the Firm as a whole is integral to our success. We endeavour to promote the core values of equality, diversity and inclusion in all aspects of the Firm, in our portfolio companies and in our industry, and create a working environment where people feel secure and that they belong, and where individual differences and the contributions of all staff are recognised and valued.

To achieve this, we recognise that we must use our resources and act in a way which embraces differences and enables the inclusion of people from different backgrounds with an emphasis on co-operative working, mutual respect and understanding across the firm and our portfolio companies.

To drive our diversity & inclusion initiatives, Endless has established a Diversity & Inclusion Team, supported by one of our investment partners. It includes a diverse mix of our employees in terms of gender, background, levels of seniority and departments.

Our people are empowered to challenge any non-inclusive behaviour and will be treated with dignity and respect but are expected to provide the same treatment to others.

This charter is our commitment to building and sustaining an inclusive culture in our firm and our industry.

## OUR AIMS ARE TO:

- // Demonstrate strong and consistent leadership in the areas of equality, diversity and inclusion.
- // Provide our employees with training to develop their knowledge and understanding of equality, diversity and inclusion.
- // Enhance our diversity practices and capabilities by broadening our network and cultivating partnerships with leading diversity organisations.
- // Help our talent realise their full potential through coaching and mentoring programmes.
- // Collaborate with our portfolio companies to share knowledge on diversity issues and best practices and ideas.
- // Apply equality, diversity and inclusion in our investment strategy by incorporating relevant initiatives into our investment plan.
- // Improve gender balance and diversity representation across our portfolio companies' boards and senior management teams.
- // Inspire people from underprivileged or minority backgrounds by providing mentoring and internship opportunities.