

# Diversity & Inclusion Policy

TorQuest Partners

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August 2024 Update



**TORQUEST**

Beyond Capital





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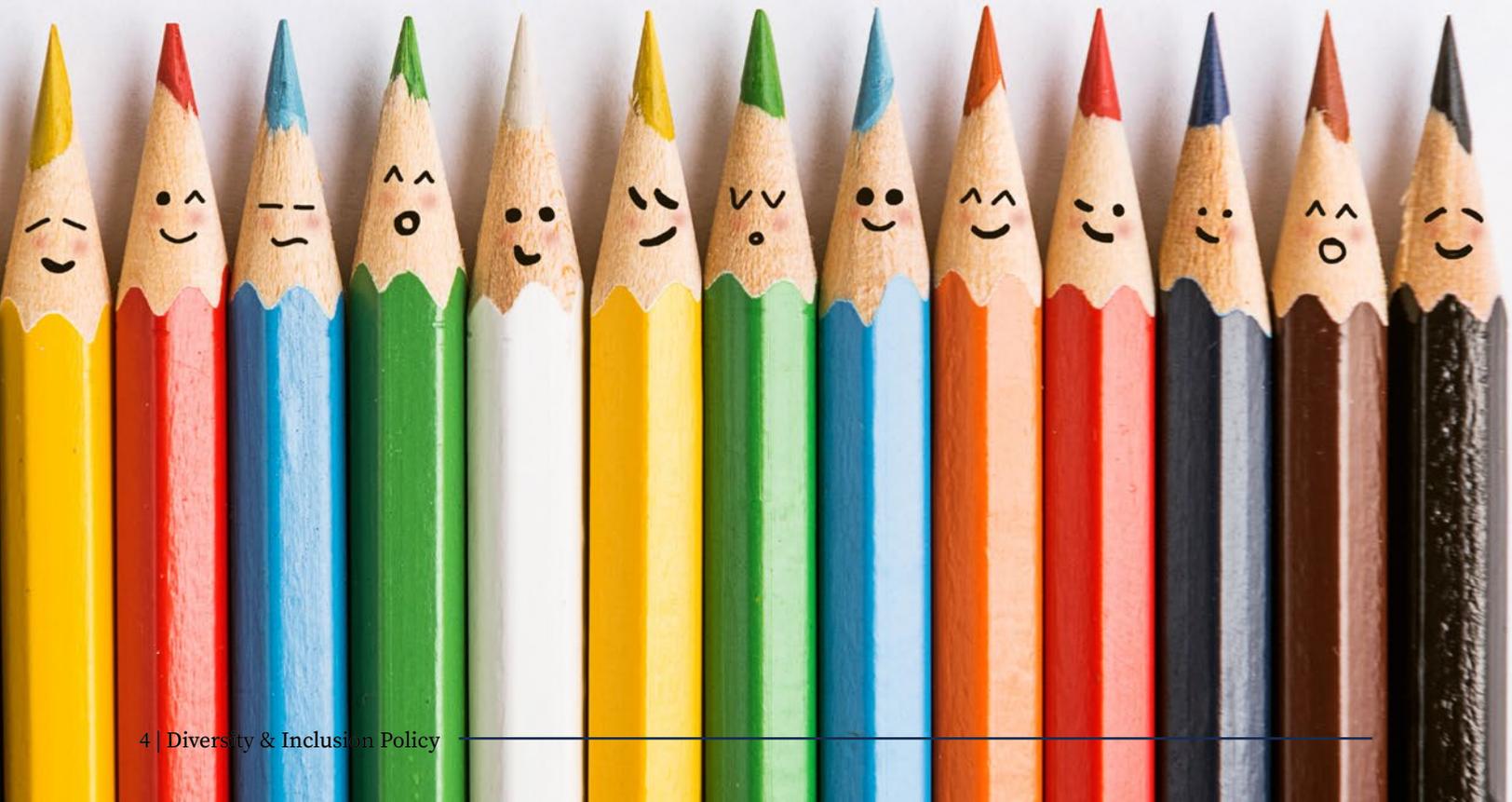
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# 01 PURPOSE

The purpose of this Diversity & Inclusion Policy (this “Policy”) is to describe the strategic approach used by TorQuest Partners (“TorQuest” or the “Company”) to attract, develop and retain a diverse team of employees, where all personnel are welcomed and able to thrive.



## 02 SCOPE

This Policy applies to all TorQuest senior leadership and employees at all times in the course of their duties to the firm. Such statements are to be interpreted in accordance with applicable local laws and regulations.



## 03 VISION

Private equity is about people, not transactions. TorQuest believes in the unlimited potential of every human being and values the inherent benefits that diversity fosters — fresh perspectives, new ideas, employee wellbeing and a sense of belonging. This is why TorQuest is committed to eliminating racism and harassment where we live and work.

The Company also believes that diversity & inclusion promote effective decision-making, mitigate groupthink and enable TorQuest to benefit from all available talent in the community, free from conscious or unconscious biases.

A focus on promoting diversity & inclusion directly supports TorQuest's core vision:

“

*To be the most desired Canadian private equity firm for global investors, businesses and our people.*

”

## 04 VALUES

TorQuest is a highly principled organization with a culture of doing what is right, treating people with respect and always living up to its values of:

### Integrity

Doing the right thing; always building trust and respect



### Partnership

Commitment to bettering the whole



### Humility

Respect for others' opinions; acting absent of ego



### Creativity

Solutions developed in an entrepreneurial manner



### Discipline

Using logic and analytical rigour to make sound judgements consistent with strategy



### Excellence

Being accountable to the highest standards and a tenacious pursuit of results



# 05 STRATEGIC OBJECTIVES

TorQuest believes the promotion of diversity makes prudent business sense and leads to better investment outcomes. Accordingly, TorQuest at all times seeks to:

Build a diverse team and an inclusive workplace



Actively enforce policies that promote non-discrimination in the workplace, including TorQuest's *Workplace Harassment and Discrimination Policy*



Support efforts to increase diversity in the talent pipeline for the investment community



Use diversity & inclusion as an additional lens for identifying candidates for outside directors and members of the management team at our portfolio companies



Guide the Company's participation in partnerships or initiatives to raise awareness and address systemic racism and Truth and Reconciliation in Canada and beyond



## 06 WORKFORCE DIVERSITY

TorQuest is fully committed to being a diverse workplace where all employees feel supported and welcomed regardless of their age, ancestry, race or ethnicity, religion or creed, citizenship or marital status, physical or mental abilities, sexual orientation, gender identity or expression, and record of offences.

We seek to eliminate conscious and unconscious bias in all performance evaluation decisions. Employees will be assessed, developed and compensated on the basis of their workplace performance only, with no explicit or implied reference to their personal background or beliefs.

When identifying and assessing suitable candidates for potential employment, TorQuest will consider candidates on professional merit against objective criteria having due regard to the benefits of diversity and inclusion and the strategic objectives of the Company, free of any discrimination or biases.



## 07 WORKPLACE INCLUSION

Every employee has the right to work in a dignified, respectful and harassment-free setting.

The Company's workplace includes any physical or virtual place where the business of the Company is conducted or where social or other functions of the Company occur, including but not limited to partner offices, virtual meeting settings, restaurants, entertainment venues or locations of business travel.

Harassment and discrimination in any form will not be tolerated.



## 08 COMMUNITY IMPACT

TorQuest acknowledges the impact of systemic racism on Canada's diverse communities, and we support the objective to create greater opportunities in corporate Canada for Black, Indigenous and other underrepresented groups.

TorQuest actively pursues opportunities to leverage its standing in the community to find meaningful partnerships and initiatives, and to create its own internal programs and policies, seeking to raise awareness of and address systemic racism and Truth and Reconciliation in Canada and beyond. TorQuest supports its employees in their efforts within the wider community, as TorQuest believes that giving back is just as important as any financial success and directly enhances the firm's culture.

## 09 EMPLOYEE RIGHTS

All employees can make a request, comment, complaint or otherwise enforce their rights under this Policy.

The Company prohibits reprisals or threats of reprisal against anyone who avails themselves of the benefits and rights under this Policy or takes part in an investigation under this Policy. An act of retaliation or threat of retaliation will be treated in the same manner as harassment.

Employees should refer to the section “Procedure – What to Do if Harassment Occurs” under TorQuest’s *Workplace Harassment and Discrimination Policy*, which outlines both formal and informal options available to any employee who believes that they or another person have been harassed or experienced discrimination in the workplace.



# 10 ASSOCIATED POLICIES AND PRACTICES

This Policy should be read in connection with other policies and practices at TorQuest, including:

**01**

**ESG Policy**

**02**

**Workplace  
Harassment and  
Discrimination Policy**

**03**

**Compliance Manual,  
Code of Ethics and  
Human Resources  
Manual**



# CONTACT

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EVERY SUCCESSFUL RELATIONSHIP  
STARTS WITH A CONVERSATION.