



# DIVERSITY AND INCLUSION POLICY



**FS** Impact Finance  
Investing today for a better tomorrow



# DIVERSITY AND INCLUSION POLICY

This Policy applies to Frankfurt School Financial Services GmbH and all its subsidiaries (hereinafter also referred to under their band name "FS Impact Finance").

## 1. OUR VISION AND VALUES

Our vision is to drive positive societal change through impactful investments.

Our corporate values are based on integrity, responsibility and creativity:

- **integrity** by basing our actions on being honest and having strong moral principles;
- **responsibility** by being accountable for and transparent about our actions;
- **creativity** by combining our diverse experiences and cultural backgrounds with our imagination and original ideas to create new business approaches.

Our vision and values as per of our Guiding Principles encompass all aspects of our professional actions and therefore, we naturally embrace diversity and inclusion as an integral part of FS Impact Finance.

## 2. INTRODUCTION

How people interact with one another in their work environment is closely linked to our aforementioned corporate culture. It results from our commonly shared values, thought patterns and collective behaviour in everyday work. Organisational culture affects all our decisions, relationships, values and activities within our organisation and outside. It is part of our organisational culture to value employees for their skills and achievements. We deem it natural to respond to the needs of employees at different stages of their lives.

In addition to our Guiding Principles, our diversity management is based on the German General Equal Treatment Act ("Allgemeines Gleichbehandlungsgesetz") as well as the Frankfurt School group Code of Cooperation.

Our diversity management therefore aims to shape our corporate culture in such a way that our managers and employees see diversity as an integral pillar of FS Impact Finance and appreciate its value for our working atmosphere and economic success. We therefore explicitly reject any form of conscious and unconscious discrimination.

The starting point is a clear strategic decision: **every talent counts**.

### 3. DEFINITION OF DIVERSITY AND INCLUSION FOR FS IMPACT FINANCE

The diversity of our employees with their different skills and talents opens up **opportunities for innovative and creative solutions**.

The implementation of the Diversity Policy in our organisation stipulates a working environment that is **free of prejudice**. It enables each employee to be truly who they are, and to be outspoken and at ease.

All our employees are valued - regardless of their



gender and gender identity,



nationality or ethnic origin,



religion, belief or conviction,



physical or mental ability,



age,



sexual orientation and identity.

The recognition and promotion of these diverse potentials reflects our society, our values as a sustainable company and drives our organisation forward.

### 4. ORGANISATIONAL CULTURE

We cherish a climate of **acceptance** and **mutual trust**. This has a **positive impact** on how we operate as a team, as well as our reputation in business relationships and with customers, both in Germany and in other countries around the world.

We create the conditions for managers and employees to recognise, share and live these values. Managers and supervisors have a special obligation in this respect.

## 5. PROCEDURES AND PROCESSES

### 5.1. Application of Languages

To prevent inclusion barriers, common company language for policies and procedures as well as deemed appropriate all internal company meetings is the **English language**. FS Impact Finance maintains a separate language policy in this respect.

### 5.2. Human Resources Process

In our human resources processes we are committed to **actively promote diversity**,

- starting from **recruitment** where we strive to hire future employees that are as diverse as the societies we live and operate in;
- through to **salary adjustments and promotions** which are purely based on merit and potential, evaluated in an objective manner during regular reviews with superiors;
- as well as **professional development** where we encourage each employee to apply for trainings and career development opportunities that are solely assessed against their needs, skills and experience.

Our managers and supervisors ensure that these processes reflect the diverse skills and talents of all employees and our performance standards.

### 5.3. Publication of Diversity Figures

FS Impact Finance publishes certain anonymised diversity information on its website for marketing purposes. In addition, management may also use this data to communicate with its stakeholders.

### 5.4. Complaints Process

**Diversity and inclusion** are given top priority at FS Impact Finance; hence any violation or concerns should be immediately brought to the attention of any member of the senior management team, including the managing director.

Furthermore, for perceived unethical behaviour experienced by staff, all employees have the right and possibility to utilise and contact an **external, independent whistleblower contact person** via a specific whistleblowing-hotline, details of which are made available to each employee.

### 5.5. Further Measures

Employees are encouraged to propose measures to broaden the diversity culture within FS Impact Finance to the senior management. Management explicitly welcomes such proposals and will jointly with selected colleagues review them for implementation with the involvement of other employees.