

Diversity & Inclusion

STATEMENT 2022



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INTRODUCTION

Gulf Capital is a leading thematic driven and socially conscious alternative investment firm with over fifteen years of investment experience in Growth Markets across Private Equity, Private Debt, Growth Capital and Real Estate. Gulf Capital partners with dynamic entrepreneurs and exceptional management teams to provide them with growth capital, strategic advice, and operational expertise to build market leading global businesses. Gulf Capital has a long and proven track record of investing in Growth Markets, having closed 36 investments since inception. The Firm currently manages over \$2.5 billion in assets across seven funds and investment vehicles. We focus on resilient, forward looking sectors such as Technology, Fintech, Healthcare, Business Services and Sustainability. Our mission is to build value with world-class governance, deep expertise and industry best practices to generate sustainable and superior performance for our key stakeholders.

It is the mission of the company to be a truly inclusive and diverse organization where we welcome everyone who shares the Gulf Capital values. We want to create an inclusive culture across our business, where individuals feel able to be themselves without prejudice, where employees are encouraged to contribute at all levels, with a focus on working with all of our employees to reach their true potential, adding value to the organization and contributing to overall employee wellbeing and engagement. We must ensure that equality, diversity, and inclusion are core to how we operate at every level of the business.

This policy statement outlines our tangible approach to Diversity and Inclusion and describes measurable targets in the quest to create an inclusive, equitable, culturally diverse and engaging environment, thus creating sustainable value for the firm and its stakeholders. The framework consists of three focus areas encompassing Gender Diversity, Ethnic Diversity and Community Engagement.

Our Diversity & Inclusion Working Group is responsible for driving change and fostering an inclusive environment for our employees. The Working Group meets at least quarterly and is responsible for monitoring and evaluating progress on our objectives and will report back to internal and external stakeholders. Members of the Working Group include senior management from each business division alongside a diverse set of employees.



OVERVIEW

1. GENDER DIVERSITY

Gulf Capital will commit to increasing the representation of women in the organization on an overall firm and departmental level.

- i. Develop a preferred vendor list of recruitment organizations who can demonstrate evidence of strong equality, inclusion, and diversity practices.
- ii. Support our employees through enhanced anti-discrimination and gender awareness training. 100% trained staff within 6 months of roll out of this Statement.
- iii. Candidates will be interviewed by a female member of staff from Human Capital or from the business.
- iv. At least 1 female professional resume to be presented for any open position (replacement or new).
- v. Have at least one female candidate to be included in recruitment shortlists.
- vi. Commit to providing at least 2 internships per year to two female candidates who could potentially be placed in the organization in any department. Gulf Capital will partner with inclusive recruitment firms such as Women At Work who are dedicated to the economic advancement and self-reliance of women and girls.
- vii. Roll out a Flexible Working Policy which includes the ability to work from home to enable parents or care givers greater flexibility in the workplace. (Note: Flexible Working Policy will be applicable to all employees). Adjust Recruitment Policy and Internship Policy to eliminate bias and reflect our D&I commitment to Gender Diversity and Inclusion.



OVERVIEW

2. ETHNIC DIVERSITY

Gulf Capital celebrates the diverse ethno-cultural backgrounds of all our employees and has a zero tolerance of discrimination against race, ethnic origins, or nationality.

- i. Through our firm culture and values, we set the standard that everyone is treated with respect, in a fair and consistent manner, ensuring that all employees are given equal access to opportunities.
- ii. Develop a preferred vendor list of recruitment organizations who can demonstrate evidence of strong equality, inclusion, and diversity practices.
- iii. We support our employees to act inclusively by providing regular cultural and inclusive training to create greater awareness. 100% trained staff within 6 months of the rollout of this Statement.
- iv. Adjust Recruitment Policy to eliminate bias and reflect our D&I commitment to Ethnic Diversity.



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3. COMMUNITY FOOTPRINT

Gulf Capital is committed to increase its community footprint in the UAE through various engagements.

- i. Engage with Emirates Foundation to provide employment to Emiratis in the various portfolio companies who may be able to work remotely in a flexible capacity such as temporary, fixed time, part-time, full-time or remote arrangement.
- ii. Identify a series of public engagements which would benefit the community at large or a specific group. Create a rota for the senior managers (VP and above) to commit to a minimum of meaningful community engagements on an regular basis.
- iii. Work with the portfolio companies to identify positions to allocate to People of Determination.
- iv. Work with Women At Work for returnship internships of women returning back to the workforce.
- v. Adjust Recruitment Policy to eliminate bias and reflect our D&I commitment to inclusiveness.



Gulf Capital will commit to continuously measure, adjust, and improve its D&I goals through regular monitoring and surveying of both the internal and external environment. This must be a collective effort, every individual of the Gulf Capital team is expected to lead by example and actively contribute to the diversity and inclusion practices of the company. The private capital industry has long faced challenges attracting and retaining a diverse workforce, we must all work together to collectively drive sustainable change.