



# Diversity, Equity, and Inclusion Mission Statement

September 2022

**GULFROCK CAPITAL**

## A Treatise on Diversity, Equity, and Inclusion

### Overview

Gulfrock is not a conventional company.

At Gulfrock, diversity, equity, and inclusion are not just moral imperatives, they are integral to our dual mission—to help our clients make substantial, lasting performance improvements and to build a firm that attracts, develops, excites, and retains exceptional people.

Gulfrock's culture is central to our success and defines us as a firm. Our culture is centred on creating an inclusive, equitable environment, that ensures everyone is heard and respected, and that all employees have equal opportunities to develop their professional potential. We believe that cultivating and advancing diversity in all forms makes us thrive and is indispensable to our success. It enables us to draw on expertise and unique experiences from across the firm and bring out the best in each other and contribute to the success of our business. We are committed to fostering, cultivating and preserving a culture of Diversity, Equity, and Inclusion.

### Our Active Approach

At Gulfrock, we operate as “One Team, One Firm” and are committed to fostering a diverse and inclusive working environment where we value and develop employees of all backgrounds and experiences. We firmly believe collaboration among team members with varied pasts and perspectives generates more incisive and deeper insights that better serve our investors, employees and community.

We aim to fulfil the following objectives:

- Enhance employee engagement
- Recruit, develop and retain talented employees with diverse backgrounds and experiences
- Expand community engagement and impact

We offer an inclusive and inviting culture where our employees can both contribute and develop meaningfully. Various programs provide numerous opportunities to make an impact on our firm and community.

To expand our access to top talent with diverse backgrounds, we are actively involved with non-profit organisations that help us successfully recruit full-time candidates for investment and non-investment roles. These organisations include

GAIN (Girls Are Investors), which is committed to increasing the number of women in portfolio management and executive leadership in the asset management industry; Sponsors for Educational Opportunity, which is dedicated to providing supplemental educational and career support to young people from underserved communities.

We are active in the broader community, offering opportunities to volunteer for charitable organisations, including Read Ahead, for which our employees mentor local primary school children on a weekly basis, and Age UK, which provides supplies and support to those elderly in need. Additionally, we sponsor opportunities throughout the year for employees to participate in community-based projects and events in each of our primary locations.

