

# DIVERSITY & INCLUSION STATEMENT

## IMPORTANCE OF DIVERSITY & INCLUSION

**At Kerogen, we consider diversity and inclusion (“D&I”) business critical, not a compliance necessity.**

Kerogen Capital believes that our people are our most important asset – it is our people who ultimately determine the success of the business. We recognise that prioritising diversity and inclusion on an organisational level is the most impactful way to attract the best talent, and companies with more diverse workforces tend to perform better financially than homogeneous teams<sup>1</sup>. At Kerogen, we benefit from having diversity across senior management and the wider team. With a gender, ethnic and racially diverse team, we achieve improved creativity and innovation; we are able to develop a broader range of ideas and solutions that ultimately lead to a better decision-making process. We believe this is particularly important in a post-pandemic world, where there are significant changes to the way people, business and economies behave.

**Diversity.** Diversity is found in any social identity, such as gender, age, culture, nationality, ethnicity, physical ability, political and religious beliefs, sexual orientation, or other attribute.

**Inclusion.** Inclusion is the process of involving, accepting and valuing all people in the workplace regardless of their differences or social identity.

## SCOPE OF THIS STATEMENT

This Diversity & Inclusion Statement aims to describe Kerogen Capital’s commitment to D&I and outlines the key principles of our philosophy and initiatives which are applicable to our practices and policies.

Our commitment to diversity and inclusion extends to the management of our portfolio companies.



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<sup>1</sup> McKinsey & Company



## OUR COMMITMENT

Within Kerogen, we are committed to growing and cultivating a work culture that fosters an inclusive environment for people with different perspectives, regardless of who they are, and support equal opportunity in all areas of the workplace. We have always enjoyed the benefits of having a diverse senior management team in terms of gender, culture, ethnicity and race. Kerogen has a zero-tolerance policy for any form of discrimination, bullying, harassment or victimisation on any grounds, including age, race, ethnicity or national origin, colour, mental or physical health condition, disability, pregnancy, gender, gender identity, sexual orientation, marital status or other domestic circumstances, or religious beliefs.

Within our portfolio companies, we monitor the representation of female and minorities in each portfolio company on an annual basis.

We seek to undertake firmwide D&I initiatives and targets at our portfolio companies as well as Kerogen. The firm's D&I activities are reviewed on an ongoing basis to ensure that our policies and practices are up to date with industry best practices.

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## OUR APPROACH

Kerogen's D&I initiatives are applicable but not limited to our practices and policies on recruitment, compensation, professional development and training, as well as ongoing development of a work environment that encourages:

- respectful communication and cooperation between managers and employees;
- teamwork and employee participation, permitting representation from all groups and employee perspectives;
- contributions to the communities we serve to promote a greater understanding and respect for diversity;
- responsibility of all employees to treat one another with dignity and respect; and
- an inclusive environment during work, at work functions on or off site, and at all other company-sponsored events.



*Kerogen is a member of the Racial Diversity and Inclusion Charter of Employers of the Equal Opportunities Commission, a statutory body established by the government of Hong Kong.*

## **Recruitment**

Our goal is to attract and retain talent with different perspectives, experiences and backgrounds to support us in our strategic journey.

To ensure D&I is incorporated into any recruitment, hiring or selection process, explicit requests are made to recruiters to ensure candidates with diverse backgrounds are included in the process, and there is an expectation that candidates of different genders and minority groups should be sourced.

## **Inclusive Leadership**

At Kerogen, our senior management team is committed to ensure that each employee has an equal opportunity for development by addressing inclusive behaviour, unconscious biases and creating an atmosphere of understanding.

D&I is one of Kerogen's core values and our teams are comprised of employees with different backgrounds. A significant proportion of our senior management team are female or from ethnic minorities.

## **Equal Opportunity**

Kerogen aims to create a workplace that fosters an employee's right to be different and free from discrimination. Employees should be paid fairly based on market benchmarks for their role, capabilities and performance, but not based on gender or other attributes.

General guidelines on equal opportunity, anti-harassment and anti-discrimination form part of the firm's Global Ethical Guidelines and Code of Conduct. In addition, a specific Discrimination and Harassment Policy sets out Kerogen's commitment to prevent discrimination and harassment and provides procedures for lodging complaints and conducting investigations.

Kerogen believes that parental benefits can reduce employee turnover, attract and retain talent, while also promoting diversity and inclusion. Our employees are provided paid parental leave and benefits that are typically more favourable than statutory requirements in the jurisdictions in which we operate.