



Spear Capital

# DIVERSITY, EQUALITY AND INCLUSIVITY POLICY

August 2022

---



# Table of Contents

1	Diversity, Equality and Inclusion Policy	2
1.1	Employee responsibilities	2
1.2	SPEAR Commitments	2



## 1 Diversity, Equality and Inclusion Policy

Spear Capital (Spear) is committed to workplace diversity and fostering a culture of equality, inclusion and belonging across our organization. For Spear, diversity and inclusion means to respect and value difference. These differences can include but are not limited to dimensions such as sex, gender identity or expression, sexual orientation, age, colour, race, ethnicity, national origin, language, religion, education, political belief, disability, family or marital status and socio-economic status. We believe everyone has the right to a safe and inclusive work environment, and as such, bias and discrimination against these characteristics and others is not tolerated at Spear. The aim is for our workforce, whether temporary, part-time or full-time, to feel respected.

### 1.1 Employee responsibilities

All employees are expected to foster a culture of diversity, equity and inclusion, where different perspectives, experiences and skillsets are respected and valued including:

- Endeavouring to ensure everyone feels respected, welcomed, supported and encouraged to achieve their full potential;
- Recognizing that inclusion is an attitude and approach that embraces all people;
- Working to be aware of biases;
- Seeing diversity, inclusion and equality as connected to our business strategy and critical to ensuring the well-being of our employees, business partners and the communities we serve;
- Acknowledging and rectifying any inequities within our policies, systems, programs and services;
- Reporting instances of non-compliance with this policy.

### 1.2 Spear Commitments

Spear commits to:

1. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all employees are recognised and valued.
2. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities. Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken.
3. Make opportunities for training, development and progress available to all employees, who will be helped and encouraged to develop to their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
4. Make decisions concerning staff being based on merit.



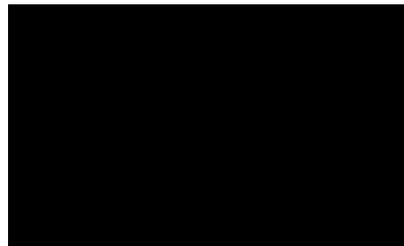
5. Review employment practices and procedures when necessary to ensure fairness.
6. Monitoring to assess how this policy, and any supporting documents, are working in practice, reviewing them periodically, and considering and taking action to address any issues.

Spear has a responsibility to uphold these values in every part of the business. We embrace the uniqueness of our employees, strive to promote equal opportunities for our current and future workforce and work to provide a sense of belonging in all areas of the organization.

Approved by:

Name: Martin Soderberg

Signature:



Position: Managing Partner

Date:

25 August 2022