

# **Edenreach**

## **Anti-discrimination Policy Statement**

Edenreach LTD strides to be the driving force behind the positive environmental and social changes in the UK. We are dedicated to support our partners in developing ESG focused investment propositions, and to effectively support investment into impact areas, including but not limited to environment, climate change, human rights, justice reform, access to justice, foreign aid, and equality.

Edenreach LTD is a management consultancy company registered in England and Wales with reg. number 14711724 located in London, England.

Edenreach has an honest commitment to maintaining a culture of diversity, inclusion and equity in all aspects of life, aiding everyone's ability to thrive in a non-hostile environment, regardless of race, religion, age, sex and gender identity, sexual orientation, marital status, pregnancy and fertility status, disability and neurodiversity, and other protected characteristics, if any. We take pride in the diversity of our thoughts, origins, and experiences, and we vigorously oppose any forms of prejudice.

We enforce the legal protections from discrimination enforced by the Equality Act 2010 in all the possible areas, including but not limited to: the work environment, our consumers, and in our recruitment process (please see our equal opportunities policy for further information on our recruitment process).

Edenreach recognises the following forms of discrimination:

- Direct discrimination – treating someone with a protected characteristic or different circumstances less favourably than others.
- Indirect discrimination – putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic or different circumstances at an unfair disadvantage.
- Harassment – unwanted behaviour linked to a protected characteristic or different circumstances that violates someone's dignity or creates an intimidating, hostile, degrading or offensive environment for them.
- Victimisation – treating someone unfairly or badly because they have, or are thought to have, made a complaint about discrimination or harassment or helped someone else make a claim of discrimination under the Equality Act 2010.

We also defend against discrimination that results from having ties to someone who possesses a protected characteristic, such as a family member or friend, or from the fact that you have reported a case of discrimination or backed another person's claim.

If you are feeling at a disadvantage or have particular needs in regard to our business, please don't hesitate to forward all of your proposals or concerns to our Compliance Officer.

This policy has been adopted on xx.xx.2023, and it shall be reviewed no later than 2 years from the date of policy approval.

**Name:**

**Position:**

**Date:**

**Signature:**

**Review date:**