



# DIVERSITY & INCLUSION ("D&I") POLICY

*Axiom Asia Private Capital Pte. Ltd.*

<i>VERSION</i>	<i>UPDATED ON</i>
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*Prepared by:*

## **1. Introduction**

As one of Asia's most local and experienced PE fund-of funds investment teams, Axiom Asia aspires to become a more diverse and inclusive company to reflect the diversity of our LPs and investments. We consider diversity and inclusion as not just a compliance necessity, but business critical.

Axiom Asia embraces and support our employees' differences in age, ethnicity, gender, gender identity or expression, language differences, nationality or national origin, family or marital status, physical, mental and development abilities, race, religion or belief, sexual orientation, skin color, social or economic class, education, work and behavioral styles, political affiliation and other characteristics that make our employees unique.

## **2. Scope**

This policy applies to the management and all employees in the Axiom Asia Group. It is intended to complement local statutory provisions.

## **3. Our Commitment**

Diversity and inclusion are sponsored at the highest levels in the Company and initiatives are applicable—but not limited—to our practices and policies on, recruitment and selection; compensation and benefits; professional development and training; promotions; social and recreational programs; and the ongoing development of a work environment built on the premise of equity that ensures:

- Diversity is recognized as business critical, with every level of the organization holding responsibility.
- Communication is respectful between all employees regardless of title or level.
- Insights of diverse groups are sought and welcomed; employees are not alienated or excluded because they do not fit into a set of cultural norms.
- An environment where employees feel that their background and lifestyle do not affect perceptions of them as a professional or affect their opportunities for development and promotion.
- Flexible working practices are available for all employees, as there is an appreciation that not everyone can and will work the same hours or in the same way. This removes disadvantage and discrimination to participation in work.

#### **4. Diverse Talent Base**

At Axiom Asia, we aim to attract talent that is representative of our society and offer working arrangements that support candidates with diverse skills and backgrounds.

Our recruitment practices ensure a fair and consistent approach to all our candidates and our selection methods are based on skills, experiences and suitability for the role. These are all fairly evaluated against clearly defined accountabilities for both the role and our Axiom Asia values. Our internal recruitment and promotion practices provide career opportunities and room to grow.

#### **5. Disabilities Accommodation**

Axiom Asia values the contributions of persons with differing abilities. We are committed to the inclusion of persons with disabilities in our workforce. We do not discriminate on the basis of any known mental or physical disability, a history of disability, a perceived disability or an association with someone with a known disability. Our policy applies to job application procedures, hiring, termination, compensation, job training and other aspects of employment.

#### **6. How to Report Discrimination or Harassment**

In support of the above policy, the Axiom Asia expressly prohibits any form of discrimination, harassment or bullying. It is the responsibility of each employee to respect the rights of fellow employees.

All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.

For more information regarding Axiom Asia's Diversity and Inclusion Policy, please contact Andrew Choo, Senior Vice President, Compliance.

**Andrew Choo**

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