



September 2021

# Diversity statement

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## Our beliefs

Diversity<sup>1</sup> is an integral part of sustainable development and is important to us as investors, employers and as members of society.

Our investment approach leads us to invest in companies run by responsible stewards that advance human development within ecological boundaries. We believe that understanding and making progress on diversity is an essential part of building an exceptional corporate culture and that greater diversity and inclusion of perspectives helps to generate better ideas and leads to better decision-making. The willingness of founders and managers to create a genuinely inclusive environment, seeking a diverse range of perspectives in which all members of the community feel they belong and are treated equitably, is a strong signal that a company is likely to evolve in a way that increases the likelihood of success over the long term.

## We commit to:

- > Allocate capital to high-quality companies that are continually improving their own approaches to diversity.
- > Use our influence as investors to encourage companies to take positive diversity actions through (direct and collaborative) engagement, proxy voting and policy advocacy.
- > Continue to evolve our own approach to diversity as a firm, including hiring, remuneration and career progression.
- > Report transparently and regularly on our own successes and failures as an employer, an investor and within our communities.

## Governance

Our team and Board are accountable for ensuring we execute our corporate sustainability and investment responsibilities in a way that is aligned with our philosophy and our commitments. Stewart Investors also participates in, and is subject to, the governance arrangements of First Sentier Investors (FSI), a global asset management group of which our brand is part of.

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<sup>1</sup> We define diversity as including, but not limited to, individual and group differences based on gender and gender expression, race, ethnicity, nationality, age, physical ability / disability, neurodiversity and other health conditions, sexual orientation, class, religious belief, and political perspective.

## Investment terms

View our list of [investment terms](#) to help you understand the terminology within this document

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