

DIVERSITY, EQUITY & INCLUSION POLICY

Introduction

Walter Scott is committed to a culture built on openness, respect, and opportunity for all. To deliver on this commitment, we know how important it is to have appropriate policies and procedures in place. We also know that policies and procedures can only do so much; we all have a part to play in making Walter Scott a positive, welcoming, and engaging place to work.

What DEI means at Walter Scott

We are committed to fostering a culture that values diversity (as defined below) at every level. We strive to create and maintain our positive environment where everyone feels welcomed, valued and respected, and everyone who works at Walter Scott has the equal chance to fulfil their potential.

We define diversity, equity and inclusion as follows.

Diversity - the range of human differences that inform our individual perspectives.

Often these differences can be obvious (for example race and gender) and are known as demographic diversity. Other forms of diversity may not be obvious (for example sexual orientation, belief, neurological differences and cognitive styles).

Equity - ensuring that processes and programmes are fair and impartial.

People policies and practices ensure that everyone has the same chance to achieve the same outcome.

Inclusion - establishing and maintaining a workplace culture where all employees feel they belong, they are valued and respected and they are given the equal opportunity to contribute and progress.

Leadership is the keystone to inclusiveness. Leadership development assists and encourages leaders to embrace diversity in all its forms and to build positive working environments. As with equity, inclusion is supported by people policies and practices.

Our commitments

Walter Scott is committed to:

- Promoting a culture and environment that encourages employees to feel they belong and are given the equal opportunity to contribute and progress
- Providing ongoing training to reaffirm personal accountability
- Implementing and reviewing policies and practices to promote fairness and impartiality so all have the same chance to succeed
- Seeking a diverse group of applicants through recruitment activities and external partnerships to ensure as broad a talent pool as possible
- Assessing progress and reporting outcomes to the Executive Management Committee on a bi-annual basis.

Taking responsibility

The Executive Management Committee has overall responsibility for diversity, equity and inclusion at Walter Scott. The Committee reviews DEI biannually and is tasked with promoting an open, respectful, and equal working culture for all our people. Our Diversity, Equity and Inclusion Working Group carries out reviews and seeks to improve our approach and makes recommendations, where appropriate, to the Executive Management Committee.

Managers are responsible for ensuring a respectful work environment and taking prompt action to prevent discrimination or harassment from occurring.

Ultimately, everyone at Walter Scott has a role to play in ensuring that individuals feel respected and included. The importance of personal accountability is reaffirmed through annual training.

Speaking up

There is zero tolerance of discriminatory behaviour at Walter Scott. In the first instance, employees can raise concerns with their manager and Human Resources, or any colleague they feel comfortable to talk to. If this is not suitable then our Whistleblowing Policy provides a framework for our employees to raise concerns regarding malpractice, including discrimination, bullying or harassment. This policy contains the assurance that any complaint will be heard and promptly investigated. In addition, any person making a complaint will be protected if concerns are raised in good faith.

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