

SGA Diversity and Inclusion Policy

February, 2021



Diversity and Inclusion

Sustainable Growth Advisers LP (SGA) recognizes and applauds differences in gender, race, age, culture, socio-economic backgrounds, religious beliefs, sexual orientation, disabilities, and family responsibilities. We value diversity in terms of thought, experience, education and preference. Our experience has shown that we are stronger as an organization for the benefits such differences in perspective provide around the investment table as well as in our everyday team conversations. Diversity and inclusion are important organizational assets and we encourage them in the normal course of managing our firm. We focus on them through the team approach we utilize in our research and investment decision-making, our hiring processes, and our charitable giving. As a basic tenet of our research process, we also seek to identify companies that have taken similar steps to build diverse and inclusive organizations that help foster more sustainable and predictable growth, and we engage with them to seek improvement in areas where they don't yet meet our expectations.

Throughout our history, we have focused on hiring people with diverse experiences, backgrounds, educations and personal perspectives to enhance our team's cognitive diversity and strengthen our firm's culture. Our team is inclusive, can learn from each other, considers alternative viewpoints, and can disagree in a respectful manner. The focus is always on making a better decision by leveraging our diverse investment and personal perspectives through the implementation of a common process. We have been committed from the start to making our organization flat and inclusive to ensure that each team member is evaluated based on ability, effort and contribution. We manage and motivate our colleagues in a fair and responsible meritocracy through base compensation and generous benefits with the ability to participate in the profits of the firm through equity and equity like awards. As our clients meet their objectives, our firm succeeds, which allows our associates to also succeed.

We are committed as an organization to continue to enhance diversity and embrace inclusion within our organization as we continue to build our firm. We realize that this is an ongoing process and are dedicated to continuous improvement.

Company Policy:

- To build and maintain a team of individuals free from discrimination of any kind that is inclusive and promotes diversity in terms of race, gender, age, religious beliefs, culture, socio-economic background, sexual orientation, disabilities and family responsibilities
- To create an open and inclusive environment that respects and encourages the sharing of different views and beliefs, with the expectation that such sharing leads to a more stimulating and productive work environment and team, and ultimately better outcomes for our clients
- To ensure that all associates are offered a safe, inclusive workplace where they are valued and treated with respect
- To comply with all relevant State and Federal laws and regulations
- To ensure that all decisions related to employment, advancement and training are based purely on merit and effort
- To ensure that all employees have a means to confidentially express any concerns they may have regarding issues including inclusion and diversity in the workplace to Human Resources