



Diversity, Equity and Inclusion Policy

Cibus Capital LLP and the Cibus Funds

Adoption Date: 25 June 2024

Approved By: Jeremy Alun-Jones, Cibus Investments Limited, Cibus Investments II Limited

Owner: The Diversity, Equity and Inclusion Committee



1. INTRODUCTION

1.1 This policy applies to:

- (a) Cibus Capital LLP and its staff (the 'LLP'); and
- (b) funds advised by the LLP (the 'Cibus Funds' and together with the LLP, 'Cibus').

1.2 This policy (the 'Policy') was adopted on 25 June 2024 and supersedes any earlier version of Cibus' Diversity, Equity and Inclusion Policy.

1.3 This Policy is reviewed annually and may be amended on an ad hoc basis if required.

1.4 The LLP is committed to promoting equal opportunities in employment and creating a workplace culture in which diversity, equity and inclusion ('DEI') is valued and everyone is treated with dignity and respect. As part of the Cibus' zero-tolerance approach to discrimination in any form, equal treatment will be provided to individuals regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation ('Protected Characteristics'). Cibus is also committed to providing equitable treatment to all those it deals with.

1.5 This Policy is applicable to all members and employees of the LLP, whether permanent or temporary. All members and employees of the LLP are responsible for the promotion and advancement of this Policy. Behaviour, actions or words that transgress the policy are not tolerated and will be dealt with in accordance with the LLP's disciplinary policy.

1.6 This Policy is reviewed on an ongoing basis to reflect changes in the law, demographics and internal business requirements. Progress relating to the Policy and a policy status review is reported annually by the DEI committee of the LLP (the 'DEI Committee') to the Cibus' members. The DEI Committee has overall responsibility for the effective operation of this Policy.

2. APPROACH AND STRATEGY

2.1 The purpose of this Policy is to set out Cibus' approach to DEI. Cibus' aim is to encourage and support DEI and actively promote a culture that values difference. Cibus' approach and processes relating to DEI are outlined in this section of the Policy.

2.2 DEI Committee

- (a) The LLP has established the DEI Committee, which is made up of four members as set out below:



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- Kristen Weldon - Chair
 - Georgina Thomas
 - Louis Matovu
 - Fred Appleby
- (b) The DEI Committee has set objectives in relation to DEI (the ‘**DEI Objectives**’) and has developed metrics to monitor progress on these targets.
- (c) The DEI Committee will report to the Cibus’ members with requests or actions.
- (d) The DEI Objectives include, but are not limited to:
- (i) Capturing workforce metrics for the LLP and Portfolio Companies in alignment with measurement and reporting requirements by Limited Partners (‘**LPs**’) of the Cibus Funds . Such metrics may include:
 - (A) Diversity across each level of the organisation;
 - (B) Candidate demographics;
 - (C) Retention and turnover across employee groups; and
 - (D) Pay equity;
 - (ii) Conducting periodic evaluations of industry best practices. By staying abreast of current trends and benchmarks, the DEI committee can propose updated recommendations to stakeholders, ensuring alignment with evolving diversity and inclusion goals;
 - (iii) Actively engaging in conferences and events to observe and learn from successful diversity initiatives implemented by other organisations. By participating in these knowledge-sharing forums, the DEI committee can gain insights into innovative strategies and best practices, ultimately enhancing its own diversity and inclusion efforts; and,
 - (iv) Monitoring the effectiveness of this Policy and the ability to meet the DEI Objectives on an ongoing basis (as detailed further in Section 2.4 of the Policy).

2.3 **Investment Life Cycle**

- (a) Cibus encourages the integration of DEI criteria throughout its investment lifecycle.
- (b) For prospective Portfolio Companies, DEI criteria is included in the initial due diligence exercise completed (the ‘**DEI DD**’) and reported to the Investment Advisory Committee of the LLP.



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- (c) The DEI DD supports the Cibus' assessment of risk and understanding of the value-creation opportunity inherent to improving DEI and also informs parts of the relevant Portfolio Company's Environmental and Social Action Plan ('ESAP') which will be created by the Cibus ESG team of the post-acquisition.
 - (d) A Portfolio Company's ESAP may include actions such as:
 - (i) Setting diversity targets for the Portfolio Company's board of directors;
 - (ii) Increasing diversity within the Portfolio Company's wider workforce; and
 - (iii) Reviewing the Portfolio Company's benefits and policies to enhance employee retention and foster equitable opportunities for the advancement of underrepresented minorities.

2.4 Monitoring

- (a) The DEI Committee and the Cibus' members will monitor the effectiveness of this Policy and its ability to meet its DEI objectives on an ongoing basis. The results of Cibus' DEI monitoring are used to inform and update Cibus' policies and procedures.
- (b) Cibus uses, amongst others, the following monitoring techniques:
 - (i) **KPIs:** For the Portfolio Companies, Cibus will collect Key Performance Indicators ('KPIs') relating to DEI. The collection of KPIs encourages accountability within the Portfolio Companies and can drive further improvement;
 - (ii) **DEI Survey:** each year, the LLP collects anonymous staff diversity data through its 'DEI Survey';
 - (iii) **Audits:** The DEI Committee reviews this Policy on an annual basis;
 - (iv) **Training and education:** All members and employees of the LLP are given appropriate annual training on recognising and avoiding discrimination, harassment and victimisation and promoting equality of opportunity and diversity in the areas of recruitment, development and promotion. A record of training attendance is maintained by the COO/Legal team who are responsible for ensuring that all training is complete;
 - (v) **Communication and consultation:** Cibus regularly consults with its key stakeholders in relation to DEI best practice; and



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- (vi) **Imagery and messaging:** Cibus ensures all imagery and graphics used for external or internal communication reflect and align with this Policy. Cibus' business communications consistently reinforce inclusive messages and actively communicate and celebrate Cibus' achievements in promoting diversity.

2.5 **Recruitment and Selection**

- (a) The LLP is committed to providing equal opportunities in employment and aims to create and maintain a work environment which is free from unlawful discrimination. Please refer to Section 8 of the LLP's Staff Handbook for further information regarding the LLP's employment processes and procedures.