

HUMAN RIGHTS POLICY

Purpose

Democracy, fundamental human rights, universal equality, and respect for the freedom and dignity of the individual characterize the core values of IG4. Human rights are universal and must apply to everyone and IG4 seeks to respect and comply with in its operations.

Our policy is based on the United Nations Guiding Principles for Business and Human Rights and the following International Human Rights agreements and commitments:

- The United Nations Universal Declaration of Human Rights,
- The United Nations Global Compact,
- The United Nations International Covenant on Economic, Social, and Cultural Rights,
- The Guidelines of the Organisation for Cooperation and Economic Development for Multinational Companies,
- The fundamental rights in the eight core conventions of the International Labour Organisation as highlighted in the Declaration on Fundamental Principles and Rights at Work,
- The United Nations International Covenant on Civil and Political Rights,
- The United Nations Convention on the Rights of the Child,
- The United Nations Convention on the Rights of Persons with Disabilities.

Scope

This document should be read in conjunction with IG4's Responsible Investing Policy, which describes IG4 commitment to responsible investment and its approach to addressing material ESG aspects throughout the investment cycle. This policy applies worldwide to all IG4 entities and portfolio companies and all its employees, who are expected to incorporate HR objectives in their approach and to continually improve their performance in this area.

Governance

IG4 has dedicated ESG resources to support the organization and collaborates closely with the management of its portfolio companies to build businesses with a sustainable future. The IG4 ESG Committee is the owner of this HR Policy. Implementation and monitoring of the application of the policy and procedures ultimately rests with the appropriate corporate governance body of each group company subject to it.

The Policy is required to be read and understood by all IG4 team members and its implementation will be supported by senior management.

Commitments

IG4:

- Recognises its responsibility, under the UN Guiding Principles on Business and Human Rights, to respect human rights in all areas of its operations.
- Respects, at a minimum, internationally recognised human rights, as set out in the International Bill of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.
- Is committed to the ten principles of the United Nations Global Compact which relate to human rights, labour, environment, and anti-corruption, and supports the international agenda to abolish human trafficking, slavery, forced and child labour.
- Supports equal opportunity and treatment for all to ensure the elimination of discrimination throughout its activities and to create a fair and inclusive workplace, engaging a workforce that reflects the local population diversity.

As an asset manager, IG4:

- Is committed to the highest ethical standards and behaviour.
- Seeks to identify and understand its connection to human rights risk.
- Seeks to adopt strategies and processes to identify, mitigate and address human rights risks in its investment portfolios.
- Proactively engages with its portfolio companies on issues related to human rights.
- Takes the risk of human rights impacts into account when making investment decisions, including divestment; and seeks to use its leverage to influence decision-making in its investments to consider human rights considerations.

As an employer, IG4:

- Is committed to providing a workplace where all staff are treated without discrimination or harassment.
- Strives to provide working conditions that are safe, healthy, and respectful of human rights.
- Is opposed to and will oppose all forms of slavery, forced or compulsory labour and child labour, both within its organisation and within its supply chain.

Reporting

Any concerns related to human rights impacts in IG4's operations or in its supply chain should be reported in accordance with IG4's whistleblowing framework. All Team Members are expected to report known or suspected violations of applicable laws, regulations, policies and IG4's broader ethical standards.

Revision

This policy will be reviewed annually to implement and update regulatory, stakeholders and market demands.

Approved by	Date	Signature