

Diversity, Equity and Inclusion

Scope

This Policy applies to all Liontrust entities (collectively “Liontrust”) set out below, their employees, partners and associated persons including contractors, interns, and consultants, who are with Liontrust for over a 4-week period

Liontrust Asset Management Plc
Liontrust Fund Partners LLP (FRN: 518165)
Liontrust Investment Partners LLP (FRN: 518552)

Where there are temporary entities (from acquisition activity) these may apply for the period while any regulated activity is transferred and the entity deregistered.

Part of this policy is applicable to the Liontrust Asset Management Plc Board.

Summary

Liontrust is committed to providing a diverse and inclusive environment for all our employees and Partners. We recognise that valuing each person as an individual fosters an inclusive culture and provides opportunity for everyone to achieve their potential. This is essential to building a strong workforce, attracting talent, and enabling us to meet the needs of a broad, diverse client base.

Linked Policies

The following policies should be read in conjunction with this Policy:

- Disciplinary and Grievance Policy
- Equal Opportunities and Dignity at Work Policy
- Recruitment Policy

Applicable Regulations

The detail on FCA Policy Statement PS22/3 is included in our Annual Report and Financial Statements

Policy Administration

Owner	Louise Dilworth
Governance Owner	Nomination Committee
Effective Date	September 2023
Review Cycle	Annual
Document Distribution	External
Website Policy	Yes
Key Impacted Departments	All departments



Version Control

VERSION	DATE	EDITS MADE BY	CHANGE DETAILS	APPROVED BY & DATE
1	March 2019	Marie Ford	First release	Ross Hadden
2	October 2023	Louise Dilworth	Updates to reflect DEI committee, template and integrate Board Diversity Policy	



TABLE OF CONTENTS

1.	Staff Diversity and Inclusion	1
1.1.	Why diversity, equity and inclusion are important to Liontrust	1
1.2.	Who is responsible for diversity and inclusion at Liontrust.....	1
1.3.	How we measure diversity and inclusion	1
2.	Liontrust Asset Management Plc Board Diversity Policy.....	2
3.	Breaches of policy.....	2

1. Staff Diversity and Inclusion

1.1. Why diversity, equity and inclusion are important to Liontrust

Liontrust ('The Company') believes that a diverse workforce promotes innovation and growth through independent thinking and new ideas, as well as engaging existing and prospective employees, Partners and clients. Embracing diversity is everyone's responsibility and is shown through our words, actions, and behaviours.

The Company supports this through our Equal Opportunities and Dignity at Work policy, Recruitment policy and by delivering training to raise awareness. These policies reinforce the Company's commitment to form an inclusive culture where the principle of diversity is embedded at all levels, creating a working environment which promotes inclusion and is free from all forms of discrimination.

The inclusion and fair treatment of everyone, regardless of race, gender, ethnicity, religion, sexual orientation, disability, mental or physical health, marital status or age, helps Liontrust to attract and retain diverse talent by drawing on varied perspectives, skills, and experience.

By embracing equity, we are working to the best possible outcomes for our individual colleagues. We recognise our colleagues are individuals with different needs, experiences, and opportunities. We understand that some colleagues may require different ways of working and we provide reasonable adjustments.

We want an environment aligned to our purpose and values, which emphasise the inclusive behaviours expected of all our people, this means employees and partners can feel valued and respected.

Allowing people to meet their full potential, improves decision-making, which in turn enables the Company to meet the needs of a diverse customer base, build a flexible organisation, improve engagement and innovation, which will in turn deliver strong performance.

Our Recruitment Policy outlines our approach to appointments. We believe people should be appointed to roles based on their skills, merit, and performance and that all appointments are made within the guidelines of the Equal Opportunities and Dignity at Work policy.

1.2. Who is responsible for diversity, equity and inclusion at Liontrust

We all play a role in supporting diversity, equity and inclusion and taking personal accountability for our behaviour. All our employees and partners are responsible for:

- Act in accordance with the Liontrust values of excellence, courage, and responsibility
- Role model our values through everyday actions
- Recognise our own personal biases that may cause us unintentionally to exclude and endeavour to overcome them
- Actively support diversity, equity and inclusion within our teams and work environment
- Advocate and support Liontrust initiatives and programmes
- Contribute to creating an environment where everyone feels respected, valued and supports to perform at their best
- Speak up for others if they appear excluded
- In addition, our Diversity, Equity and Inclusion Committee, support the development of the Liontrust Diversity, Equity and Inclusion Strategy and targets. Working with the wider Company, the Committee also supports improvements and monitoring against the strategy.

Leaders at Liontrust are key in promoting the principles above from leading by example. Expectations of leaders are that they fully consider the impacts of diversity with every decision they make through the 'employee lifecycle' and actively build diverse, equitable and inclusive teams.

1.3. How we measure diversity, equity and inclusion

Liontrust is an equal opportunity employer and does not discriminate on grounds of age, gender, race, national or ethnic origin, language, religion, political beliefs, sexual orientation, or physical ability.

We monitor our workforce to achieve a diverse, equitable and inclusive workplace and comply with regulatory requirements in reporting our performance. Our Diversity and Inclusion objectives are disclosed in our annual report, which includes the proportion of women on the Board, Executive Committee, Senior Management, and total workforce.

We also measure the inclusiveness of our workplace in our annual engagement survey and behavioural expectations are regularly evaluated as part of our performance and talent processes. This allows us to measure and consider not just “what” our people achieve (outcomes) but also “how” they achieve it (behaviours).

Finally, the Board regularly reviews the gender and ethnicity composition across the Company and looks to the management to ensure the representation of women and ethnic groups in senior management. It is also actively seeking to redress the balance on the Board itself. As part of the Executive Directors objectives, there is a goal to support joined up efforts to increase the group’s diversity and inclusiveness.

2. Liontrust Asset Management Plc Board Diversity Policy

The Board fully believes in the benefit that diversity brings in terms of broader perspectives, beneficial insight and challenge to the Board and throughout the Group and is actively seeking to develop and maintain a diverse Board in terms of gender, ethnicity and educational background.

The Board aims to meet the recommendation of the Hampton Alexander Review of women representing at least 33% of Board members. The Board is also supportive of the recommendations of the Parker Review and is committed to maintaining at least one Board member from a Black, Asian or ethnic minority background. The membership of the Board and demographics is set out in the Annual Report and Financial Statements published on our website.

The Board Nomination Committee (‘the Committee’) regularly reviews and assesses Board composition on behalf of the Board and recommends appointments of new Directors. The Committee also oversees the evaluation of the performance and effectiveness of the Board. As part of this evaluation, the Committee will consider the balance of skills, experience, independence and knowledge of the Board and its diverse composition. The Committee reports annually, in the Committee section the Annual Report and Financial Statements on progress each year.

This section 2 of the policy applies to the plc Board only.

3. Breaches of policy

Any breaches of policy should be raised to HR in the first instance. A failure for staff to adhere to Liontrust policies may result in disciplinary action, which ranges from a warning to dismissal.