

**Blackhorn
Ventures**



Diversity, Equity & Inclusion Policy

October 2022



At Blackhorn, we believe our most valuable strength is our employees¹.



We are committed to creating a workplace where diversity, equity and inclusion (DEI) are actively discussed, championed and monitored for further improvement and where all forms of unlawful discrimination are eliminated. Not only is this the right thing to do, but it also has a direct and positive correlation to Blackhorn's ultimate goal – creating value for our investors. We believe that bringing different life perspectives, cultures and educational backgrounds into the room and allowing our employees to authentically be themselves improves our processes and allows Blackhorn to look at problems and potential solutions from all angles.

¹References herein to our "employees" shall be deemed to include any personnel hired by Blackhorn (regardless of status classification of full-time, part-time, temporary, contract, etc).



We aim to promote diversity throughout Blackhorn.



We will not discriminate against employees (or applicants for employment) on the basis of race, color, sex, pregnancy or parental status, religion or belief, national or ethnic origin, citizenship status, age, physical or mental disability of an otherwise qualified individual, sexual orientation, gender identity, expression or reassignment, marriage or civil partnership, genetic information, membership or application for membership in a uniformed service, veteran status, or other category or characteristic protected by applicable law. Work-related decisions, subject to the legitimate business requirements of Blackhorn, are based solely on an individual's qualifications, merit, and performance. No person is authorized to act in a manner contrary to this commitment to equal employment opportunity.



We are committed to providing the opportunity for all our employees to work under fair and equitable conditions, in a safe, open and welcoming work environment which creates a sense of belonging for all our personnel, and is free from bullying, harassment and victimization.



We have, and we work with our portfolio companies to ensure they each have, a DE&I policy. We also support the companies in which we invest to put in place robust and up-to-date anti-discrimination, anti-harassment, anti-retaliation, and complaint-reporting policies and recommend they each implement periodic training covering those topics. Implementing and adhering to these policies is a core part of complying with our ethical as well as our legal duties.



It is our goal to create an environment in which diverse backgrounds, perspectives, and personnel are represented throughout our business.

We are committed to regularly evaluating our practices and implementing training and other programs in order to further this goal.

We appreciate the value of hiring, supporting and promoting individuals who bring a variety of diverse opinions, perspectives, skills, experiences and orientations to Blackhorn's discussions and decision-making processes. To that end, we embrace an approach to hiring and career advancement that considers the value of diversity and the unique resources that different individuals will need to access the opportunities within our organization. We also believe that the companies in which we invest should consider senior management candidates from different backgrounds, including, but not limited to, race, ethnicity and gender.





In line with our commitments to equal employment opportunity and diversity, equity and inclusion, we expect recruiters who are engaged by Blackhorn to provide us regularly with a diverse pool of candidates by:



- Ensuring recruitment advertisements are appropriately worded to attract a diverse range of applicants
- Identifying candidates for roles in line with our commitments and using consistent and inclusive criteria and procedures
- Seeking to interview at least one minority or female candidate for each role and partnering with us to further the goal of minority and female representation throughout our organization

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We regularly review employment practices and procedures to update them to take account of changes in the law in the jurisdictions in which we operate, as well as regular assessments of our efforts to reach our goals on diversity, equity and inclusion.

Visit our website to learn more about our impact and ESG convictions and supporting policies. <https://blackhornvc.com/>

