

DIVERSITY, EQUITY, INCLUSION & BELONGING (DEIB) POLICY.

DIVERSITY OF THOUGHT AND PERSPECTIVE CONTRIBUTES EXCEPTIONAL VALUE TO OUR FIRM, ITS PORTFOLIO COMPANIES, AND OUR INDUSTRY. HARVEST PARTNERS IS COMMITTED TO FOSTERING AND CONTINUALLY STRENGTHENING A CULTURE OF DIVERSITY, EQUITY, INCLUSION AND BELONGING.



Harvest Partners recognizes that diversity in thinking and experience strengthens our teams, our culture, and our business results. That is why Harvest Partners works to recruit, develop, and retain employees with a variety of perspectives, and to build and support an inclusive workplace culture that seeks out and celebrates our employees' differences in ethnicity, race, sexual orientation, gender identity, gender expression, generation, lived experience, and other aspects of identity that bring unique and valuable perspectives.

Harvest Partners' diversity commitment is applicable, but not limited to, our policies and practices on recruitment and selection, compensation and benefits, professional development and training, promotions, and social and community volunteer programs.

Our ESG Oversight Committee will oversee implementation of our ongoing DEIB goals, including:



Ongoing Education

Continually learn and train our employees on DEIB best practices.



Recruiting

Endeavor to create diverse teams by evaluating a variety of candidates when hiring.



Retention & Development

Create and support fair and consistent policies to ensure we are fostering a culture of gender and diversity equity, including related to professional development, mentoring, and leadership development.



Inclusive Culture

Create and uphold a culture in which our employees can be authentic, share their points of view, recognize the impact of their actions on others, and respect different perspectives.

Each employee of Harvest has a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work and at work functions on and off the work site.