

# CRESSEY & COMPANY LP

## DIVERSITY, EQUITY, AND INCLUSION (“DEI”) POLICY

At Cressey & Company LP ("Firm" or "Cressey"), we believe that a diverse team, with an equitable and inclusive culture are foundational to the success of our Firm and our portfolio investments. Diversity in background, ethnicity, gender, race, religion, culture, sexual orientation, distance traveled and other characteristics that make our team members unique, as well as diversity of thought, helps to foster innovative perspectives that add value to our Firm and investment decisions and bolsters the Cressey values of Exceptional Quality, Extraordinary Passion, and Respect for Excellence. In support of integrating these ideals into our lived practices, the Firm has committed to incorporate DEI strategies into our internal functions and our investment processes in the following ways:

### **Organizational Support for DEI**

The Firm’s organization-wide DEI program includes, but is not limited to:

- Striving to maintain a safe and inclusive workplace free of discrimination and harassment, including initiatives to promote DEI in the workplace;
- Developing and implementing policies and procedures relating to the Firm’s ESG and DEI practices;
- Administering periodic/annual firmwide compliance trainings that address ESG and DEI practices;
- Publishing Cressey’s ESG and DEI policies on our website;
- Establishing a DEI Committee, which reports to the ESG Committee, that focuses on implementing best practices for the Firm in maintaining a diverse, equitable, and inclusive culture; and
- Utilizing thought leadership in DEI and supporting our communities through the Cressey Cares Charitable Fund and other not-for-profit organizations.

### **Inclusive Workplace Culture**

The Firm seeks to create a workplace culture where all employees feel they belong and have opportunity to succeed. In order to do so, the Firm has implemented the following procedures:

- Flexible workplace policies to protect an employee’s health and safety and/or long term flexible workplace arrangements;
- DEI training and management communication that emphasizes an organization-wide culture where all individuals are treated with respect and dignity and given an equal opportunity to succeed; and
- Commitment to maintaining a respectful, courteous work environment free from discrimination and harassment, in accordance with the Firm’s related policies and commitments in the Cressey & Company LP Employee Handbook.

### **Attract and Retain Diverse Talent**

The Firm seeks to implement industry best practices that support access to a diverse pipeline of talent into our organization; and the hiring, retention and advancement of diverse candidates within our organization. These practices include, but are not limited to:

- A diverse candidate pool consistent with our mission and core values, including but not limited to:
  - Off-cycle recruiting;
  - Targeting minority clubs and organizations, or equivalent (e.g., Women in Investing, National Black MBA Association, LGBTQ+ groups, etc.)
- Creating a Firm Talent Committee to focus on performance management initiatives and recruiting considerations;
- Supporting women through social events for “Women of Cressey” and other informal networking events; and
- Ensuring that internal and external teams charged with recruiting employees, as well as, prospective partnership executives understand the Firm’s DEI policy and related programs and initiatives.

### **Incorporating DEI into the Investment Process**

The Firm actively assesses diversity, equity, and inclusion as standard considerations in the investment process for majority platform investments, in accordance with the Firm’s environmental, social, and governance (ESG) Policy.

### **Accountability**

The Firm’s DEI Committee is responsible for overseeing this policy, recommending modifications, and ensuring its overall implementation within the Firm. The DEI Committee is overseen by the Firm’s ESG Committee, who is responsible for approving any changes to this policy.

### **Recordkeeping**

The Firm will maintain the necessary recordkeeping pursuant to the Books and Records Rule 204-2, under the Investment Advisers Act of 1940, as amended. For any questions regarding this policy or the Firm’s recordkeeping requirements, please contact the Compliance Department.

### **Conclusion**

We recognize that industry best practices around DEI continue to evolve over time. The Firm will continue to seek to align its DEI efforts with the efforts of our partners, employees, operating partners, portfolio companies, limited partners and peers in the industry to further bolster our policies, procedures, and accountability structures.