

## **DIVERSITY, EQUITY & INCLUSION POLICY**

### **Introduction**

Unicorn Asset Management (The Company) affirms its unwavering commitment to the principle of equal opportunities and denounces all forms of discrimination based on sex, age, gender reassignment, sexual orientation, marital status, race, ethnic origin, religious belief, or disability. As a responsible employer, the Company undertakes all necessary measures to ensure equity and fairness across recruitment, selection, training, promotion, career development, discipline, redundancy, and dismissal processes.

### **1. Commitment to Equal Opportunity**

Unicorn recognises that its most valuable asset is its people. The Company's continued success is contingent upon fostering a workforce that is skilled, motivated, and positioned in roles aligned with their abilities and aspirations. Unicorn remains steadfast in cultivating an environment that provides equal opportunity for all employees to achieve their full potential. By sponsoring professional qualifications and delivering comprehensive training, Unicorn empowers employees to excel in their roles while advancing their personal and professional growth.

This strategy is pivotal to building a cohesive and dynamic team, attracting top-tier talent, and exceeding the expectations of a diverse and sophisticated client base.

### **2. The Importance of Diversity**

Diversity is a cornerstone of innovation and growth. A heterogeneous workforce stimulates a diversity of thought and catalyses the generation of new ideas. Unicorn Asset Management believes that fostering diversity strengthens engagement among employees, partners, and clients alike. Creating an inclusive workplace is a shared responsibility, demonstrated through consistent actions, words, and behaviours at all levels of the organisation.

### **3. Embedding Inclusion at Every Level**

Unicorn's commitment to an inclusive culture is evident in its recruitment approach and its dedication to raising awareness through targeted training initiatives. The Company is resolute in embedding the principles of diversity across all operational levels, cultivating an environment that is inclusive and free from discrimination.

### **4. Recruitment and Development Practices**

Unicorn adheres to a merit-based recruitment philosophy, ensuring that roles are filled by individuals with the requisite skills, achievements, and potential. Appointments are made strictly in compliance with the PSA Equal Opportunities and Dignity at Work policy. The Company is committed to attracting

candidates from the widest possible talent pool by advertising roles on open and inclusive platforms such as LinkedIn, while also collaborating with specialist recruitment agencies to target underrepresented groups. Training and career advancement opportunities are equally accessible to all employees, with promotions awarded based on personal merit and job requirements.

To sustain a culture of growth, the Board actively reviews representation across the Company and remains committed to widening recruitment efforts to attract candidates from the broadest possible talent pool.

## 5. Monitoring and Accountability

The Board of Unicorn Asset Management will monitor the composition of the workforce and the implementation and outcomes of this policy on an ongoing basis. Regular reviews will ensure that progress is tracked, and that actions align with the Company’s commitment to fostering an inclusive workplace. Adjustments will be made as necessary to further the success of the policy and uphold its principles.

## 6. Conclusion

Unicorn Asset Management continues to champion diversity and inclusion as integral components of its corporate ethos. Through strategic actions, sustained training efforts, and a resolute focus on fairness, the Company aims to maintain a workplace that values each individual’s contributions while delivering superior outcomes for its stakeholders.

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