

Diversity and Inclusion Statement

Our Approach

KFIM is fully committed to equality, diversity and good practice in all aspects of our employment, in line with the UN Sustainable Development Goals (SDGs) 5, 8 & 10. KFIM wholeheartedly supports equal opportunities and opposes all forms of unlawful or unfair discrimination. This can include but is not limited to race, colour, age, veteran status, gender identification, sexual orientation, pregnancy, ethnicity, disability, religion, political affiliation, nationality, indigenous status, medical condition, HIV status, social origin, social or marital status, union membership or other characteristics protected by Law.

KFIM strives to ensure that we create an environment which is free from unlawful discrimination, victimisation and harassment and one where all employees feel respected and are treated with dignity. We do not support or condone any form of discrimination in hiring, employment terms, remuneration, access to training, promotion, termination, retirement procedures or other relevant decisions. We operate on the basis that a person will be selected based solely on their capability to carry out their duty and that this will be the only factor when making decisions on a person's future.

All persons employed by KFIM will be presented with a copy of this statement during their induction process and it will be their responsibility to ensure that they act in accordance with this statement and are aware of any changes to the statement.

Sustainable Development Goals (SDGs)

In 2015 the United Nation Member States adopted 17 Sustainable Development Goals (SDGs) to provide a blueprint for peace and prosperity for people and the planet. We believe it is important that our policies align to the SDGs where possible to ensure that we are contributing to a better future for everyone. We see our Diversity & Inclusion policy aligning to the SDGs as outlined below:



Our approach and implementation of this policy will be carried out in accordance with three SDGs as well as taking into consideration the Ten Principles of the UN Global Compact and all eight fundamental ILO conventions.

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Training

All employees will receive appropriate training on the standards set out in the policy and be notified of any changes in policy protocols as and when they arise.

Breaches of Policy

Employees are urged to notify the relevant persons if they observe a KFIM employee or KFIM client violate the terms laid out in this statement. Any complaints made by a KFIM employee will be handled in accordance with the KFIM Whistleblowing policy.

Governance

The KFIM Executive Committee is responsible for ensuring that KFIM adhere to and meet the standards set in this policy. We expect all employees to adhere to this policy, with managers leading by example. The policy is reviewed on an annual basis by the KFIM Board to ensure it is aligned with best practice. Any changes are clearly communicated to all employees.

Prepared: December 2021 (updated December 2024)
Signed: Matthew McDonald
Position: Chief Executive Officer
Review Date: December 2025