

EQUALITY, DIVERSITY AND INCLUSION STATEMENT

INTRODUCTION

At TT International (“TT”), we are committed to fostering a workplace that values and respects diversity in all its forms. We believe that diversity is not only a moral imperative but also a strategic advantage, enriching our company culture and driving innovation. Our dedication to diversity and inclusion is integral to our core values and essential to our continued success.

We recognise that achieving true diversity requires ongoing effort and a proactive approach. That's why we are committed to actively promoting diversity across all aspects of our organisation, and throughout the employment lifecycle. We strive to create an environment where all employees feel valued, empowered, and supported because of their uniqueness rather than despite it.

To ensure that we are making meaningful progress towards our diversity and inclusion goals, we monitor diversity levels within our organisation. We conduct internal diversity surveys periodically to gather valuable feedback from our employees and identify areas for improvement. While we do not publish specific diversity statistics due to the small size of our firm, we are dedicated to transparency and accountability in our diversity efforts.

WHAT EDI MEANS TO US

EQUALITY

Equality for TT is about fairness; it is more than just a lack of discrimination and it is also not only about treating everyone the same. We recognise intersectionality and the need for equity; not everyone has the same advantages or opportunities, therefore we try to understand what our people need as individuals to succeed. Equality for us includes a commitment to self-reflection, identifying potential blind spots and encouraging learning and growth. We are committed to providing equality of opportunity and eliminating discrimination and bias.

DIVERSITY

We value our people for the differences they bring to the table and believe that these differences - this diversity - is powerful. Our collegiate and collaborative workforce appreciates that diversity is key for repeatable success in all market environments; we strive to hire excellent individuals no matter who they are or how they got there. We recognise that diversity encompasses race, ethnicity, gender, sexual orientation, age, disability, religion, neurodiversity, and socio-economic status.

INCLUSION

We believe that fostering an inclusive culture helps everyone at TT to benefit from a wider range of perspectives, experiences, and skills. By ensuring that our staff feel safe to bring their full selves to work, in a respectful and professional environment, we can benefit from having an array of voices adding to the intellectual dialogue our employees cherish. We value independent thought and cognitive diversity; we recognise that this is best achieved through representative diversity and providing the culture for a diverse population to thrive. Inclusivity cultivates creativity and through valuing and listening to the unique insights of our people, we can ensure we are constantly improving.

HOW WE ACHIEVE EDI

STRUCTURE AND OVERSIGHT

The TT Corporate Social Responsibility & Equality, Diversity & Inclusion Committee is a sub-committee of the TT Operations Committee and has responsibility for ensuring the design, development, and delivery of TT's CSR and EDI agenda and policy. The Committee operates via three working groups: Charity, Environment and EDI. The EDI Working Group is comprised of employees from various teams across the business and is responsible for championing EDI at TT and implementing strategies, partnerships, and initiatives for improving diversity within TT and the wider asset management industry. Ultimately the MD and the Management Committee are responsible for the corporate culture at TT, within which, EDI is a core tenet.

EDI THROUGHOUT THE EMPLOYMENT LIFECYCLE

TT is committed to attracting, recruiting, developing, and retaining diverse talent. We work with our recruitment partners to ensure our commitment to transparency and fairness is reflected in our recruitment practices. We promote a culture of inclusion through ongoing training and raising awareness. We provide equal access to training and development opportunities and strive for equality of opportunity throughout the employment lifecycle.

CAPTURING DATA

To ensure that we are making meaningful progress towards our diversity and inclusion goals, we regularly monitor diversity levels within our organisation. We conduct internal diversity surveys to gather valuable feedback from our employees and identify areas for improvement. While we do not publish specific diversity statistics due to the small size of our firm, we are dedicated to transparency and accountability in our diversity efforts.

EDUCATION AND ENGAGEMENT

We understand that building a diverse and inclusive workplace is an ongoing journey, and we are committed to continuous learning and improvement. We actively seek out opportunities to educate ourselves and our employees on issues related to EDI. To keep abreast of EDI trends and issues, we collaborate with external think tanks, advocacy groups and training providers. We partner with external programmes and schemes to ensure that we not only achieve our internal EDI goals, but that we also play a role in making meaningful progress across our industry.

CONCLUSION

At TT International, we believe that diversity and inclusion are not just buzzwords – they are fundamental principles that guide our actions and shape our future. By embracing diversity in all its forms, we can create a stronger, happier, more innovative, more productive, and more inclusive workplace for everyone.

TT expects its people to take personal responsibility for observing, upholding, promoting, and applying our EDI policy. Our culture is made in the day-to-day working interactions between us, so creating the right environment is a responsibility that we all share. Cultivating this culture requires ongoing commitment and nurturing, and we expect our employees to treat colleagues, and anyone with whom they interact on our behalf, fairly and with dignity, trust, and respect. By embedding such values and by encouraging our people to constructively challenge inappropriate comments, behaviours or practices, we can achieve and maintain a truly inclusive workplace culture.