



### **Barings' Global Statement on Diversity**

At Barings, we strive to foster an equitable and inclusive workplace where everyone can succeed. We recognize that success looks different for every individual, and that each teammate enters our doors with varying backgrounds, life experiences, and perspectives that influence our approach to investing and creating culture. This makes us a strong global asset manager. The rich diversity of our workforce, coupled with our commitment to core values, allows us to intentionally innovate our products, processes and workplace in an inclusive way. Our goal is to create and sustain a culture that values diverse voices and includes everyone, at every level, in various opportunities. In doing so, we bolster our ability to continue to provide our clients with the highest quality service and deliver outstanding performance with the utmost integrity.

**HOW WE WORK.** Barings takes a leaders first approach to advancing diversity, equity and inclusion (DEI). Our CEO and the leadership team maintain DEI goals and regularly manage our progress and performance against organizational, team and individual goals. Our mid-level managers model behaviors that advance our DEI goals, provide a regular cadence for both feedback and critique and embed inclusive practices as they lead in their respective lines of business. This accountability cascades down to every teammate within the firm. Barings embraces and values the individual differences of our people, including but not limited to ability, age, disability status, ethnicity, gender identity or expression, language, marital or civil partnership status, nationality, national origin or background, political affiliation, race, religion or belief, sex, sexual orientation, socioeconomic status, veteran status and other characteristics that our teammates bring to the firm. Our goal is to create a sense of belonging and engagement across the enterprise, irrespective of how individuals identify.

Our Global Head of Talent Management & DEI regularly engages with leadership and DEI is embedded in our people practices. The team collaborates across the firm to ensure a DEI lens is applied to all our functions – human capital management, marketing, communications, technology, legal, facilities, suppliers, and social impact. We utilize DEI training to help build a foundation of trust, inclusive language and practices and to enable us to have conversations and implement processes that drive organizational change. Our DEI strategy is global, taking a tailored approach that recognizes the varying needs of the different regions in which our offices sit. We will routinely measure the effectiveness of our DEI strategies and initiatives through the collection of quantitative and qualitative data.

**HOW WE ACT.** Barings employs several strategies to help build our inclusive culture. Our approach to driving diversity and inclusion starts with our people – how we recruit, develop, promote and retain them. We've embedded diversity best practices and strategies into our talent acquisition and talent management processes, including our commitment to diversifying the leadership team and managers at all levels across the firm. We utilize our five employee resource groups to help build community and connectivity across the firm, influence programming and to act as a sounding board to help identify both gaps and opportunities to enhance our approach to DEI. We maintain a culture of respect that flows to all our clients, teammates, consultants, contractors and vendors. Our teammates are expected to intervene, challenge non-inclusive behavior and promote allyship where circumstances arise. We are on a journey. Barings is not creating a diversity program, but advancing how our firm operates to ensure lasting change where we value our teammates, consciously include each other and provide preeminent service to our clients and our communities.

<sup>1</sup> See Barings Statement of Respect

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