

# ALARIS EQUITY PARTNERS INCOME TRUST

## DIVERSITY POLICY

Alaris Equity Partners Income Trust (“**Alaris**” or the “**Trust**”) strives for diversity, equity and inclusion in its culture and has adopted the following Diversity Policy (the “**Policy**”).

### Definitions

**Diversity** is the collective mixture of differences and similarities that includes individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences, and behaviours. We honor and value diversity because it strengthens the Trust and fosters innovation and creativity. A diverse work environment enhances inclusivity and the feeling of belonging as a team at Alaris.

**Equity** is the achievement of a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities, and are educated about the opportunities available to them in support of their goals and success.

**Inclusion** is the achievement of fostering a work environment where employees feel welcomed, accepted, valued and empowered for their diverse backgrounds and experiences. An inclusive work environment promotes a sense of belonging.

### Our Principles

The Trust recognizes the value of diversity, including gender diversity, which offers a depth of perspectives and enhances the Trust’s operations, and also acknowledges inequalities that have led to under-representation of women and minorities. Management provides the leadership framework and direction and it is the responsibility of everyone within Alaris to sustain a culture that promotes and supports principles of diversity, equity and inclusion. Alaris is an equal opportunity employer. All decisions regarding recruitment, hiring, promotion, compensation, employee development decisions such as training, and all other terms and conditions of employment will be made without discrimination by reason of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, matrimonial status, civil status, or physical or mental handicap, as set out in the Trust’s Code of Business Conduct.

### Priorities & Commitments

*Our Talent:* Diversity, equity and inclusion is important to Alaris, and is incorporated in various specific aspects of human capital management throughout the Trust, including:

- **Recruitment processes:** Our people are our greatest strength, and we strive to create a diverse team and inclusive culture by making diversity, equity and inclusion a priority in our recruitment and employee initiatives, by ensuring diverse candidates are aware of vacancies through outreach and candidate search requirements
- **Retention/Return Practices:** Alaris promotes a strong team culture that offers a flexible work environment, and remote access to address specific employee needs. In addition, Alaris offers paid parental leave.
- **Advancement Practices:** Alaris is committed to offering its employees a stimulating work environment where their entrepreneurship, initiative, professionalism, leadership and commitment are recognized and encouraged. In doing so, Alaris endorses an organizational structure which enables internal promotion opportunities. In addition, the Trust prides itself on

developing its employees internally and providing them with opportunities to advance in their career, as set out in our “Professional Development Policy”.

*Our Private Company Partners:* We take pride in partnering with the best management teams which allows us to foster an environment of teamwork, collaboration and long-term success. Becoming more diverse and inclusive is a strategic priority for our Private Company Partners. Having partners with varied backgrounds, perspectives, skills, and experiences, will help us to strengthen our teams, decisions and investments.

*Our Community:* We recognize and believe that our success depends on the health and prosperity of the communities where we live and work. We recognize the importance of being a good corporate citizen to benefit our communities and engage our employees. Each year we donate to and participate as a team in several charitable organizations, many located in Calgary. In particular, Alaris: (i) has established an annual program under which it donates up to \$1,000 per employee to a charity of such employee’s choice; (ii) supports local non-profit and charitable events and Partner-led initiatives; and (iii) provides Athletic, Women In Business and Entrepreneurship & Innovation scholarships to three University of Calgary students every year.

### **Diversity in Alaris**

Glass Lewis and ISS Proxy Voting Guidelines state specific expectations relating to board gender diversity and currently targets (i) a minimum of at least two gender diverse directors for boards that have seven (7) or more members or (ii) a minimum of at least one gender diverse director for boards with six (6) or less members. By January 2023, Glass Lewis and ISS Proxy Voting Guidelines will target a percentage-based approach, where the board must comprise of at least 30% women. This aligns with Alaris’ goal for representation of women on the Board, by either having at least two women on the board or having at least 30% of the Board be women. Alaris is committed to providing transparency on diversity data. For more information on Diversity at Alaris, please look at Alaris’ “ESG Report” (to be filed in 2023) and “Information Circular” available on Alaris’ website.

**Approved:** March 9, 2023

On Behalf of the Board:

(signed) *“John Ripley”*

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John Ripley  
Chairman