



Alpha Real Capital

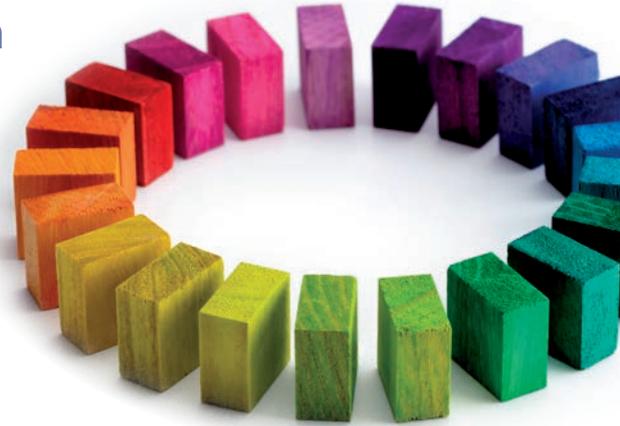


Diversity and Inclusion ('D&I') Policy

Diversity and Inclusion ('D&I') Policy

Policy aims

Our aim is to encourage diversity in our workforce, whilst recognising the contribution it makes in a performance-based culture. We believe that combining individuals with different backgrounds and experiences can enhance a range of business processes, from idea generation and decision-making to problem solving and risk management. The Group seeks to foster a culture where differences are not only recognised but valued, and where all colleagues are treated with respect.



Group commitments

To not discriminate, and to ensure everyone should be treated equally regardless of race, sex, gender identification, sexual orientation, ethnic or national origin, nationality, religion, age, disability, marital or civil partner status, pregnancy, or any other characteristic protected by law

To promote equality of opportunity for all staff

To promote the Group's commitment to diversity and inclusion to all staff

To create a working environment free of bullying, harassment or victimisation

To adhere to the principle that promotion and compensation decisions should be based on merit, reflecting both business and individual results

To regularly review this policy and take action to address any issues raised

Definitions

Diversity

Diversity means recognising and valuing the range of human differences, accepting each person as an individual and harnessing all their talents to produce an effective workforce that finds the best solutions for our clients.

Inclusion

Inclusion means fostering a culture where all staff feel involved, valued, and understand their connection to business success.

Equal opportunity

Equal opportunity means removing barriers and ensuring fair access for all. The Group is committed to creating a working environment free from discrimination or harassment, where hiring, compensation and promotion decisions are based on merit.

How we deliver on these commitments

We believe it is important that the words of this policy translate into actions and reflect the daily lived experience of everyone who works for the Group. We will always strive to improve and as such, we undertake to support our commitments with the following:

- We will make candidates aware of the existence of this D&I policy when hiring for new roles
- We will request diverse shortlists when hiring for new roles
- We will request feedback from all employees through regular engagement surveys. The feedback will be reviewed by senior management and serve as a key input for future strategy in this area
- We will ask all staff to undertake relevant training and support relevant initiatives

Our responsibilities

The Group's Diversity and Inclusion policy is endorsed and supported by senior management who recognise their accountability for its implementation and for promoting awareness of its aims.

The Group will inform all staff that this policy is in operation and will encourage all staff to familiarise themselves with, and adhere to its principles.

Any act which is considered a breach of this policy should be brought to the attention of the line manager or a senior manager in the firm. The Group will investigate any allegations in good faith and without prejudice.



About the Group

Alpha Real Capital LLP ('Alpha') is a specialist real assets investment manager focused on secure income strategies. We provide market leading and innovative real asset solutions across a range of investments such as commercial ground rents, UK renewable infrastructure, social infrastructure and secured lending, combining operational real estate expertise and fixed income skills.

TIME Investments ('TIME') is a subsidiary of Alpha. TIME provides investment solutions for private investors, family offices and wealth managers, alongside Alpha which provides investment solutions for large institutional investors.

Together, Alpha and TIME (the 'Group') has a 160 plus strong professional team with over £4 billion of assets under management, including capital commitments. We look for long-term relationships with our investment partners, tenants, lenders and other stakeholders.

