Lansdowne Partners – Diversity, Equity and Inclusion Policy

We are committed to encouraging equality, diversity and inclusion among our staff. We recognise the value of a diverse workforce that is truly representative of all sections of society and believe a more inclusive working environment ensures better outcomes for our business and for all employees.

We have a zero-tolerance approach to discrimination on any of the protected grounds in the Equality Act 2010.

Lansdowne is committed to providing equal opportunities in employment and aims to ensure that it will not unlawfully discriminate against job applicants or employees of the firm on the grounds of their sex, marital status, pregnancy or maternity, sexual orientation, disability, age, race (including colour, nationality or national or ethnic origins), religion or belief or gender reassignment (the Protected Characteristics).

In accordance with the Modern Slavery Act 2015, the Firm publishes annually a Modern Slavery Statement regarding the steps we have taken and continue to take to ensure that modern slavery or human trafficking does not take place in our business or our supply chain. To view the full statement, please refer to our website.

Firm Statistics

Gender Identity
43% of staff identify as female

Ethnicity
15% ethnically diverse

Disability
11% identify as having a disability

Data correct as at August 2025 – Firm surveyed on a voluntary basis

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Under the EU Undertakings for the Collective Investment in Transferable Securities Directive ("UCITS"), Lansdowne UCITS ICAV and the SICAV may only be marketed within the EEA in jurisdictions where applicable sub-funds have applied and received passports. As at the date of this presentation, certain sub-funds of Lansdowne UCITS ICAV have been passported into the United Kingdom, Germany, Ireland, Italy, Spain, Czech Republic, Norway, Denmark, Finland, France, Luxembourg, Belgium and Sweden.

The distribution of Funds in or from Switzerland is made exclusively to "Qualified Investors", as defined in applicable laws and regulations in Switzerland. The place of performance and jurisdiction for shares in the Funds distributed in or from Switzerland is the registered office of the relevant Representative.

Details of the Representatives and Paying Agents of Funds distributed in Switzerland are available here: https://www.lansdownepartners.com/london/Swiss-Representatives-and-Paying-Agents/

Please note that all calls made to, or from, the firm are recorded in order to comply with the Firm's regulatory obligations.

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