

DEI & Wellbeing at Bridges

At Bridges, we believe good diversity, equity and inclusion (DEI) practices are core to working harmoniously, happily and successfully together, both as individuals and as investors. In building this more diverse and inclusive team, Bridges will better reflect the change we want to see in the world. And the data is clear: bringing in a wider range of perspectives makes better, more effective investors and business partners.

What does it mean?

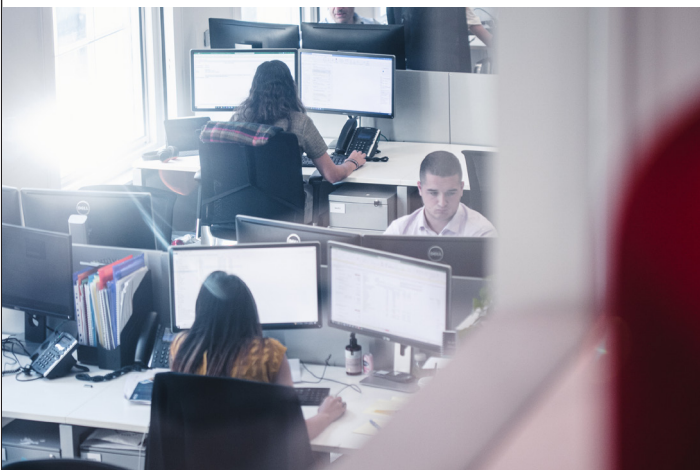
DEI encapsulates the idea that all people, regardless of race, ethnicity, religion, ability, gender and sexual orientation, should feel welcome, supported, included, fairly treated, and valued in the workplace.

- > **Diversity** refers to representation in the workforce: who makes up an organisation? Examples of diversity include ethnic diversity, age diversity, gender diversity, physical ability and neurodiversity.
- > **Equity** refers to the idea that everyone should be treated fairly according to their individual needs – rather than the same across the board – so that the end result is equal. This approach ensures that identity is not a barrier to opportunity, and structural inequities are rebalanced.
- > **Inclusion** refers to individual experiences in the workplace, and to what extent employees feel included, heard, and supported to make meaningful contributions.

Aside from the invaluable individual benefits, clear DEI practices help companies to respond more effectively to challenges, attract top talent, foster more innovative thinking, and better cater to diverse client bases.

Our Goals

Bridges exists to invest in the transition to a more inclusive, more sustainable economy. However, we know that our aspiration to build a more inclusive world – a world where more people can thrive and fulfil their potential – starts with our own team.



At Bridges, we recognise that every single member of our talented team is different – and we celebrate it. We're committed to making everyone feel welcome at Bridges; to valuing and encouraging different opinions, experiences and perspectives; and to enabling people of

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different genders, races, backgrounds, identities, circumstances, and belief systems to work together towards a common goal.

In order to achieve diverse, equitable and inclusive practices internally and with our partners, we focus on:

- i. Fostering an inclusive culture
- ii. Attracting a diverse talent pool
- iii. Retaining diverse talent
- iv. Developing diverse talent
- v. Embedding DEI across partners & portfolio

We are also committed to supporting efforts to create a more diverse, inclusive and equitable culture within the industry. We're participants in the 10,000 Black Interns initiative, which provides paid internship opportunities for black students and graduates; and we are delighted to be sponsoring a student on a three-year bursary programme run by the Worshipful Company of Chartered Surveyors, which supports underprivileged students studying a real estate degree.

Bridges' DEI Committee meets regularly to discuss the execution and progress of our Commitment, Expectations and Recruitment practices. We run a number of initiatives to maintain and improve our standards, including: running recurring staff surveys; using inclusive recruitment practices; regular reviews of our employment practices and benefits; and collecting diversity and employee wellbeing data at Portfolio and Manager level. We're developing career roadmaps, offering inclusive leadership training, and we regularly recertify as a B Corporation.

We aim to develop best-in-class diversity and inclusion practices both internally, for the benefit of our existing and future talent, and externally, to help our partners embed these practices across the Bridges portfolio.

Resources

We continue to refer to leading industry voices and expert practices as we further embed DEI into all that we do, including [BVCA](#), [Level 20](#), [BeApplied](#) and others.



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Health and wellbeing

At Bridges, the health and wellbeing of our colleagues is of vital importance. We aim to create an environment which enables us to thrive mentally, physically, emotionally and intellectually – so we can both excel at and enjoy our work.

With directional input from across the firm, Bridges runs a number of initiatives and processes to help foster this positive environment and allow us to grow - collectively and individually.

These include:

- > Company policies, such as our Study Leave policy, our Fertility Leave policy, our Family Leave policies, our Neurodiversity policy and more.
- > Encouraging physical activity, team building and mindfulness through a variety of seasonal physical exercise sessions and challenges, available to all staff, plus a cycle-to-work scheme.
- > Volunteering opportunities via our two days' paid leave policy and our links to the Bridges Impact Foundation.
- > Healthy eating through the provision of fresh fruit and healthy snacks in the office.
- > Personal development and intellectual stimulation through regular Lunch & Learn sessions and a comprehensive training and development budget.
- > Regular and varied social opportunities/ events organised by the Bridges Fun Committee, with representation across team and seniority level.
- > Free and confidential support via our Employee Assistance Programme.
- > Healthcare and dental insurance policies available for those who opt in. We provide income protection and life assurance cover for all staff.
- > Health and safety measures and monitoring, in line with all relevant legislation.

We are passionate about and proud of the Bridges community. Our team is committed to fostering a workplace where individuals are valued, supported, accepted, stimulated, prioritised, respected and cared for, and we look forward to seeing our team grow and flourish.