

Diversity, Equity & Inclusion Policy

Tremblant Capital (“Tremblant” or the “Firm”) is committed to fostering, cultivating, and preserving a culture of diversity, equity and inclusion, in which employees’ differences in age, race, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, religion, sexual orientation, veteran status, and other characteristics that make our employees unique, are supported. This Diversity, Equity & Inclusion policy supplements the Firm’s Equal Employment Opportunity policy, as well as our anti-discrimination and anti-harassment policies.

Tremblant strives to have the best individuals in every role, which includes having a diverse group of people throughout the organization who bring a broad range of experiences, perspectives, and unique capabilities and talent. Diversity, equity and inclusion are business interests for the entire Firm; therefore all employees are expected to:

- Treat others with dignity and respect, regardless of title or level;
- Encourage teamwork and employee participation, allowing for various perspectives to be considered;
- Foster an environment where each employee feels that his or her unique background does not affect perceptions of them as a professional, or affect their opportunities for development or promotion; and
- Engage in conduct at work, work functions, and all other Firm-sponsored events reflecting Tremblant’s commitment to inclusion.

All employees are required to attend and complete annual diversity, equity and inclusion awareness training to enhance their knowledge in this area and facilitate the behaviors described above. As part of this training, employees also complete unconscious bias training in order to facilitate awareness of their own unconscious biases and work on preventing such biases from manifesting themselves at work.

Additionally, Tremblant has established a Diversity, Equity and Inclusion Committee which is comprised of several members from the Firm representing various business lines and roles, who bring a broad range of experiences and perspectives. The committee will meet several times a year to discuss the Firm’s ongoing diversity, equity and inclusion initiatives and goals.

Any employee found to have engaged in any conduct that conflicts with the above policy may be subject to disciplinary action, up to and including termination. Employees who experience or become aware of any conduct that conflicts with the Firm’s commitment to diversity, equity and inclusion (including discrimination and/or harassment) should contact Human Resources immediately.