



# Hamilton Lane Diversity, Equity, and Inclusion Policy

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Diversity, Equity and Inclusion has been at the core of Hamilton Lane's culture since our firm inception in 1991.

Fulfilling our corporate mission of 'Enriching Lives and Safeguarding Futures' requires tapping into the collective sum of the individual and unique life experiences, knowledge, self-expression, capabilities and talent that each of our employees bring to their work every single day.

To that end, Hamilton Lane fosters, cultivates and preserves a culture of diversity, equity and inclusion where employees are able to do their best work because they are encouraged to bring their entire selves into the workplace.

We embrace our employees' differences across age, color, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees – and, by extension, our firm – unique.

Our commitment to diversity, equity and inclusion extends from our workplace into the communities in which we live and the industry in which we operate. Guided by our corporate value of 'Do the Right Thing,' we have an obligation to work toward a more inclusive and equitable Private Markets asset class, and toward social justice across all the geographies we serve.

"The Hamilton Lane All" Policy ("HL All") sets out a comprehensive framework to intentionally embed diversity, equity and inclusion into our company values, culture and practices.

HL All is a five pillar strategy that includes:

- 1. Workforce Diversity:** Ensure that diversity, equity and inclusion is supported by Hamilton Lane's recruiting, hiring, development and retention practices.
- 2. Training and Development:** Incorporate learning and awareness of cultural competency, implicit bias and inclusion into all employee lifecycle experiences.
- 3. Workplace Inclusion:** Strive for a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization's success.
- 4. Culture and Accountability:** Foster a culture of inclusion and engagement by

clearly setting expectations, and rewarding and recognizing actions that promote DE&I as indelible components of our employment and commercial brand.

**5. Supplier Diversity:** Build relationships with, and purchase goods and services from, certified diverse enterprises owned by minorities, women, veterans and LGBTQ+ that can help Hamilton Lane succeed and achieve our growth and strategic objectives.

All Hamilton Lane employees share a responsibility to promote workplace civility and treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions, events, and meetings on or off the work site, and at all other company-sponsored and participative events.

Any employee found to have exhibited any inappropriate conduct or behavior against others will be subject to disciplinary action, up to and including termination.

Employees who believe they have been subjected to any kind of discrimination or harassment that conflicts with Hamilton Lane's policies and initiatives should seek immediate assistance from a member of management or the HR team.