



## **OUR COMMITMENT TO DIVERSITY AND INCLUSION**

Riverstone is committed to fostering a culture of inclusion by encouraging diversity and inclusivity among its workforce and eliminating all forms of unlawful discrimination. Specifically, we aim to promote diversity throughout our organization and provide the opportunity for all our employees to work under fair and equitable conditions, in a safe, open and welcoming work environment which creates a sense of belonging, and is free from bullying, harassment and victimization.

We will not discriminate against employees or applicants for employment on the basis of category or characteristic protected by applicable law. Work-related decisions, subject to the legitimate business requirements of our firm, are based solely on an individual's qualifications, merit and performance. No person is authorized to act in a manner contrary to this commitment to equal employment opportunity.

We believe that having diverse thought and opinions at all levels of an organization results in better decision-making. Our leadership recognizes the value of hiring, supporting and promoting individuals who bring a variety of diverse opinions, perspectives, skills, experiences and orientations to Riverstone's discussions and decision-making processes. To that end, we embrace an approach to hiring and advancement that considers the value of diversity. We also believe that the companies in which we invest should have regard for the need to consider and hire leadership teams from different backgrounds.

We are committed to building a culture where diversity and inclusion are core philosophies across our operations and in the companies in which we invest, including in, but not limited to, our decisions around recruitment, promotion, transfer, leaves of absence, compensation, opportunities for career support and advancement, job performance and other relevant job-related criteria.

We are also committed to providing opportunities for development and progress available to all Riverstone employees so their talents can be fully developed to maximize the efficiency of our firm and the success of our businesses. We regularly review employment practices and procedures and update them to take account of changes in the law in the jurisdictions in which we operate, as well as regular assessments of our efforts to reach our goals on diversity and inclusion. We have, and we require the companies in which we invest to have, robust and up-to-date anti-discrimination, anti-harassment, anti-retaliation, and complaint-reporting policies. Implementing and adhering to these policies is a core part of complying with our ethical and legal duties.

We also believe that creating environments that cultivate a sense of belonging requires encouraging employees to continue to educate themselves about each other's experiences. To that end, we believe that we, and the companies in which we invest, should seek to go beyond compliance-based trainings to foster education, communication and understanding about diversity, inclusion and belonging.

Finally, in line with our commitments to equal employment opportunity and diversity and inclusion, we expect recruiters operating on our behalf to provide us with a diverse pool of candidates by:

- Ensuring job descriptions/recruitment advertisements are appropriately worded to attract diversity in the candidate lists;

- Advertising/promoting available roles so as to attract a diverse range of applicants;
- Identifying candidates for roles in line with our commitments and using consistent and inclusive criteria and procedures; and
- Seeking to interview at least one minority or female candidate for each role and partnering with us to further the goal of minority and female representation throughout our organization.

It is our goal to create an environment in which diverse backgrounds, perspectives, and personnel are represented throughout our business. We are committed to regularly evaluating our practices and implementing training and other programs in order to further this goal.

Riverstone Holdings LLC  
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