

Ethical Charter

Employees

Bridges Ventures respects the dignity and rights of all employees. We:

- provide clear and fair terms of employment;
- provide clean, healthy and safe working conditions;
- have a fair remuneration policy everywhere we operate;
- strive for equal opportunities for all present and potential employees;
- encourage employees to develop skills and progress in their careers;
- do not tolerate any sexual, physical or mental harassment of our employees;
- do not discriminate on grounds of colour, ethnic origin, gender, age, religion, political or other opinion, disability or sexual orientation.

Suppliers and subcontractors

Bridges Ventures treats its suppliers and subcontractors with respect. We:

- seek to be honest and fair in our relationships with our suppliers and subcontractors;
- have a policy not to offer, pay or accept bribes or substantial favours;
- pay suppliers and subcontractors in accordance with agreed terms;

Community and society

Bridges Ventures seeks to be a good corporate citizen, respecting the communities in which we operate. We:

- aim to make the communities in which we work better places to live and do business;
- aim to be sensitive to the local community's cultural, social and economic needs;

Environment

Bridges Ventures endeavours to protect and preserve the environment in which we and portfolio companies operate. We:

- are committed to energy efficiency and emissions reduction;
- seek to reduce waste, including the proportion of waste going to landfill, and reduce water usage.

Investors

Bridges Ventures is responsible to those who provide its funding. We:

- seek to be honest and fair in our relationships with our investors;
- communicate to our investors all matters that are material to an understanding of the future prospects of the funds managed by Bridges Ventures;
- aim to protect investors' funds, manage risks and ensure that funds are used in accordance with the policy agreed.

The Bridges Ventures Board is responsible for our Responsible Investment Policy and Ethical Charter. The Partners on the Board are responsible for ensuring that we do all in our power to conform to the letter and spirit of this Policy and Charter.