

DAVIDSON KEMPNER INVESTMENT ADVISORS INDIA PRIVATE LIMITED

EQUAL OPPORTUNITY POLICY

Davidson Kempner Investment Advisors India Private Limited (the “Company”) is committed to providing equal opportunity in terms of recruitment, employment and conditions of service to all persons, without any discrimination on grounds of their disability, gender, race, color, religion, gender, sexual orientation, national origin, or due to belonging to any other legally protected classes. The Company is also committed to complying with its obligations under the Rights of Persons with Disabilities Act, 2016 and the rules framed thereunder (“**Disability Law**”). Accordingly, the Company has published this equal opportunity policy (the “**Policy**”) to inform applicants and employees of the Company’s commitment to being an equal opportunity employer. This Policy is subject to applicable regulations, qualifications and merit of individual applicants and employees.

Prohibition Against Discrimination and Harassment

Discrimination and harassment on the grounds of a person’s disability, race, color, religion, gender, sexual orientation, gender identity, national origin, or due to belonging to any other legally protected classes, is strictly prohibited by the Company.

If you believe that you have been the subject of discrimination or harassment of any kind, you are encouraged to immediately report this to Human Resources. The Company will duly investigate any complaints of discrimination or harassment under this Policy in accordance with applicable law. Employees found to have violated this Policy shall be subject to disciplinary action up to and including termination of employment.

Recruitment and Hiring

All qualified persons, including persons with disabilities, may apply to such posts in the Company as may be suitable. A list of available vacancies at the Company can be found on the Davidson Kempner jobs board on the Company’s intranet. The Company will recruit, hire, train and promote qualified individuals in all job titles, and ensure that all other personnel actions are administered without regard to race, color, religion, gender, sexual orientation, gender identity, or disability.

Working at the Company

As an equal opportunity employer, all of the Company’s employment decisions are made on the basis of the merit of an individual. The Company ensures that any decisions in relation to its employees, including but not limited to promotions, compensation, benefits, transfers, layoffs, return from layoffs, company-sponsored training, education, tuition assistance, social and

recreational programs are administered without regard to a person's disability, race, color, religion, gender, sexual orientation, gender identity, national origin, disability, or due to belonging to any other legally protected classes.

The Company's workplace in Mumbai is accessible to persons with disabilities, with disabled access (including ramps and lifts) as well as disabled bathrooms, to ensure that persons with disabilities are able to effectively discharge their duties in the office.

Personal Data

The Company respects an individual's privacy and therefore any form of self-identification is an individual's choice. Any information received by the Company falling within the scope of this Policy will be kept confidential by the Company. Personal data shall be processed in accordance with the Company's data privacy notice, which is available on the Company's website.

Liaison Officer

The Company has appointed Kathryn Melrose (kmelrose@dkp.com) as a liaison officer to guide and provide clarifications to any persons with disabilities who wish to apply, or have applied, for a position in the Company. Further, employees with disabilities who believe that they might require specific assistance or amenities to help them carry out their job functions may contact the liaison officer.

Retaliation

Retaliation against any person who either raises a complaint of discrimination or harassment, or exercises their rights under this Policy shall be subject to disciplinary action up to and including termination of employment. The Company may also escalate such instances to relevant authorities appointed under applicable law.

Last updated September 2022