

# Brigade Capital Management Diversity, Equity and Inclusion Policy

## Mission Statement and Policy

At Brigade, fostering diversity and inclusion is a core value.

We are an exceptionally culture-driven firm that is committed to attracting, retaining, and promoting individuals from diverse backgrounds and with diverse experiences. We believe such an approach has been, and will continue to be, a key driver in the performance and success of the firm, both as investors and as members of the global community

This tenet is core to the firm's efforts to continuously improve career opportunities and the organization. We aim to achieve this through:

- 1) Recruiting, investing in, and promoting employees from all backgrounds
- 2) Fostering an inclusive environment across all areas of the firm
- 3) Enhancing community involvement