

# OAK HILL CAPITAL'S RESPONSIBLE INVESTMENT POLICY

In developing our current policy, we have remained true to our history while also considering a range of guidance documents, including the United Nations Principles for Responsible Investment, the United Nations Global Compact, PEGCC's Guidelines for Responsible Investment, and the Environmental Defense Fund's ESG Management Tool for private equity.

Oak Hill Capital will, in accordance with our fiduciary responsibility to our clients:

**1** Identify ESG issues throughout our *due diligence process* on potential investments and refuse to invest in any business that willfully exploits underserved or underprivileged communities and/or creates significant damage to society.

**2** Seek to grow and improve portfolio companies while benefiting multiple stakeholders. To that end, Oak Hill Capital will *work with portfolio companies* on environmental, health, safety, and social issues with the goal of improving performance and minimizing adverse impacts.

**3** Have the *resources to achieve implementation* of the firm's ESG initiatives including:

- ESG Committee
- ESG Officer
- Continued partnership and engagement with leaders in the responsible investment movement

**4** Adhere to the *highest standards of conduct* to avoid even the appearance of negligent, unfair, or improper practices. Proactively comply with applicable national, state, and local labor laws in the countries in which we invest; support the payment of competitive wages and benefits to employees; provide a safe and healthy workplace in conformance with national and local law; and, consistent with applicable law, respect the rights of employees to decide whether or not to join a union and engage in collective bargaining.

**5** Respect the *human rights* of those affected by our investment activities and seek to confirm that our investments do not support companies that utilize child or forced labor or maintain discriminatory policies.

**6** Regard *ESG integration as an ongoing project*. The ESG Committee and ESG Officer will review the effectiveness and implementation of the policy on a semiannual basis.

**7** Ensure *all Oak Hill Capital employees* are aware of the firm's culture of social responsibility dating back to its inception and encourage them to strengthen that culture. Provide ESG training for relevant employees of the firm. Encourage all firm professionals to engage in nonprofit giving and socially responsible volunteer activities.

**8** Encourage *dialogue with our Limited Partners* and other stakeholders on how we can manage ESG issues in a way that is consistent with their initiatives. Work with our Limited Partners to foster transparency with regard to our ESG performance.

**9** Distribute this policy and related ESG information to all appropriate *employees of our portfolio companies*.

