



## **ENVIRONMENTAL, SOCIAL & GOVERNANCE POLICY (ESG)**

Altus Capital Partners has been and continues to be committed to investing with the highest regard for our investors. We strive to maintain an ethical and responsible business practice in the selection and management of our investments. Our focus on the risks associated with ESG contribute to the value creation in our portfolio alongside our stringent investment strategy. These two strategies co-exist in each of our investments. With our long holding periods and our role as the controlling shareholder, we have identified and managed risks associated with ESG issues as part of our diligent underwriting process.

Altus Capital Partners developed its ESG Policy using the key principles set out in the UN Principles for Responsible Investment (UN PRI). Our utmost responsibility is our duty to serve in the best interest of our investors. This requires an awareness and a duty to uphold our compliance with our ESG Policy. As with all business governance initiatives, dynamics change over time, and we will revise our Policy recognizing those changes and adapting them to our Policy.

### **Environmental: Resources**

Altus Capital recognizes there is a balance between the efficient deployment of capital and operating our businesses and at the same time being respectful of the resources, including the environment, available to our efforts. We are committed to the principles set forth and seek to enhance these principles through the continued awareness among our investment professionals and portfolio company management teams.

### **Social: People**

Altus Capital values the entire human ecosystem connected to our Firm. We strive to ensure there is mutual respect within the entire social sphere encompassing the Firm, our portfolio companies, our investors, as well as our employees, vendors, suppliers, customers, regulators, and federal, state, and local governmental agencies.

### **Governance: Leadership**

Altus Capital respects the rule of law and endeavor every day to remain in compliance with the rules and regulations of our business. We expect our portfolio companies, vendors, and suppliers to do the same. We align ourselves in this regard through sound business practices and policies as they relate to executive pay, independent audits, internal controls, and shareholder rights.