



**trinity  
alps  
capital**



**Diversity,  
Equity and  
Inclusion  
Policy**



## Trinity Alps Capital Diversity, Equity and Inclusion Policy

# Introduction

Trinity Alps Capital is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

Human capital is the most valuable asset we have. The collective sum of individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of our culture, our reputation and the company's achievement.

We embrace and encourage differences in age, color, disability, ethnicity, family or marital status, gender expression, language, national origin, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Trinity Alps Capital's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a diverse work environment that encourages:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation encouraging the representation of all groups and perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee participation in our communities to promote a greater understanding and respect for diversity.

All employees of Trinity Alps Capital have a responsibility to treat others with dignity and respect at all times. Employees are expected to exhibit conduct that reflects inclusion during work, at work functions and at all other company-sponsored and participative events.

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Any employee found to have exhibited inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.

### Disclaimer

An investment in any strategy, including the strategies managed by Trinity Alps Capital involves a high degree of risk. There is no guarantee that the investment objectives will be achieved. Past performance is not indicative of future performance. Trinity Alps Capital has no obligation to update, modify or amend this summary of this policy and associated practices or notify a reader thereof in the event that any matter or opinion stated herein changes or subsequently becomes inaccurate. Securities of any fund managed by Trinity Alps Capital are offered to select investors only by means of complete offering memorandum and related subscription material. Any decision to invest with Trinity Alps Capital must be based solely upon the information set forth in the Offering Documents, regardless of any information investors may have been otherwise furnished, including this presentation.



450 Pacific Avenue  
San Francisco, CA 94133

✉ [jessica@trinityalpscapital.com](mailto:jessica@trinityalpscapital.com)

☎ 415.677.5880