

Our Responsible Investment Policy

During 2019, we updated our Responsible Investment Policy, which was first adopted in 2013. While we have retained the fundamental principles and commitments, the updated policy better aligns with our current responsible investment approach, which has matured and evolved over the years.

This updated policy considers a range of international ESG guidance documents, including the United Nations Principles for Responsible Investment, the United Nations Global Compact, the American Investment Council Guidelines for Responsible Investment, and Environmental Defense Fund's ESG Management Tool for private equity. It positions us well for the future, while remaining true to our history and the values that have shaped our Firm.

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

- 1 Identify ESG issues throughout our due diligence process related to potential investments.
- 2 Refuse to invest in any business that willfully exploits underserved or underprivileged communities and/or creates significant damage to society. This includes, but is not limited to, guns, ammunition, payday lending or gambling. Diligence should consider the macroeconomic environment required for potential investments to succeed and whether that aligns with the Firm's values.
- 3 Seek to grow and improve portfolio companies while benefiting multiple stakeholders. To that end, Oak Hill will work with portfolio companies on environmental, health, safety, and social issues with the goal of improving performance and minimizing adverse impacts.
- 4 Develop and maintain the resources to achieve implementation of the Firm's ESG initiatives including: an ESG Committee, ESG Officer, and working with our strategic ESG partners, BSR and EDF.
- 5 Make ESG integration an ongoing endeavor. The ESG Committee will meet to review the Firm's efforts semiannually.
- 6 Adhere to the highest standards of conduct to avoid even the appearance of negligent, unfair, or improper practices. This includes proactively complying 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.

7 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.

8 Ensure all Oak Hill 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 Firm employees. Encourage all Firm professionals to engage in nonprofit giving and socially responsible volunteer activities.

9 Encourage dialogue with our Limited Partners and other stakeholders regarding how we can manage ESG issues in a way that is consistent with their initiatives. Work with our Limited Partners to foster transparency in all aspects of the Firm's activities, including our ESG performance.

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

