

URBAN PARTNERS DIVERSITY, EQUITY AND INCLUSION (DE&I) POLICY



Urban
Partners

2026

Fostering Inclusive Urban Futures Together

Our Vision and Core Beliefs

At Urban Partners our core mission revolves around fostering thriving and sustainable urban spaces. Our aim is to stand out as pioneers in global urban investment, where we actively contribute to the cause of sustainable urban development while rooted in principles of responsibility, sustainability, and respect for human dignity. Our dedication to continuous improvement drives us to build a workplace where everyone, irrespective of their backgrounds, feels valued and empowered. Our commitment transcends boundaries as we champion inclusivity, equity, and diversity, not only within our organization but also within the urban solutions we create.

Diversity, Ethics and Inclusion at the Essence of Urban Partners

We believe in creating solutions that enhance the built environment while addressing the unique needs and backgrounds of urban communities. By meticulously integrating DE&I considerations into our operations, we lay a robust foundation for enduring transformation and growth.

Our core values—***Making a Difference, Always Learning, Care and Trust***—resonate with our dedication to advancing urban solution. Just as we commit to excellence through these values, Urban Partners is steadfastly dedicated to accountability, transparency, and collaboration in the context of Diversity, Equity, and Inclusion.

Our DE&I Commitment

Urban Partners' DE&I Commitment is “Fostering Inclusive Urban Futures Together”. We hold ourselves accountable for embracing DE&I principles to create thriving cities, vibrant communities and an inclusive workspace. In line with our ESG commitment, we are resolute in respecting internationally recognized human rights standards in every aspect of our operations.

Our DE&I commitment is rooted in our efforts as we collectively work to shape a more inclusive, socially just, and equitable urban future. This commitment is evident in our daily activities and decision-making processes.

The Urban Partners DE&I commitment signifies our dedication to:

Cultivating Inclusive Urban Solutions: We are committed to nurture and create urban spaces that embrace diverse societies;

Creating an Inclusive Workplace: We are committed to foster an inspiring and inclusive workplace that celebrates diversity and promotes equal opportunities for our people;

Global and Local Impact and Contribution: Driven by value aligned mindsets, we strive to excel as a globally responsible and impactful organization.

This essence is the driving force behind our actions, the cornerstone of our relationships, and the foundation upon which we build a sustainable, vibrant, and inclusive urban future, together.

DE&I is at the core of everything we do

We live up to our DE&I Commitment in Urban Partners by ensuring:

Equal opportunity

- We provide our hiring managers with training to raise awareness of unconscious bias, foster open dialogue, and encourage inclusive behaviour.
- We employ third-party personality assessments and logical reasoning tests to evaluate candidates' potential and alignment with our organisational culture.
- We ensure that our recruitment, promotion, and selection processes are conducted based on merit, objective criteria, and our steadfast commitment to avoiding any form of discrimination.
- We are committed to pay equity. Salaries and compensation packages are determined based on job roles, responsibilities, and market standards, not on personal characteristics or identities.
- We offer appropriate accommodations to individuals who have disabilities, as well as to those who have specific needs related to their religious observance or practice.

Fair treatment & anti-discrimination

- We foster a respectful and inclusive work environment, prohibiting bullying, harassment, victimisation, and discrimination.
- We ensure that harassment and discrimination are addressed regardless of the source. This would be done through a thorough investigation and depending on the outcome, followed by mediation; coaching of one or both parties; disciplinary action.

Psychological safety

- We promote daily check-ins for all employees to encourage active listening, empathy, and open-mindedness regardless of background or position.
- We offer confidential reporting channels for employees to raise safety concerns or share experiences anonymously.
- We provide information about available resources that employees can access if they encounter challenges related to psychological well-being within the workplace.

Learning & growth

- We run our Leading with Values and Diversity of Mind trainings which focuses on inclusive leadership, conflict resolution, and creation of an equitable work environment.
- We ensure that training materials and sessions are accessible to all employees, considering factors like language, disabilities, and remote working arrangements.
- We actively support the creation and nurturing of Employee Resource Groups (ERGs), such as "The Unicorns", our LGBTQ+ ERG which fosters a culture of openness where individuals can freely express their genuine identities.

Transparency & accountability:

- We will ensure that objective policies and procedures are applied coherently through Urban Partners. This includes an annual review and revision of our policies and practices including talent life cycle, development, retention.

- We regularly collect, review, and measure data to monitor diversity, equity, and inclusion performance, addressing any identified issues proactively. This includes Pulse Surveys via WinningTemp to understand employee perspectives.
- We are committed to transparency in our DE&I efforts and will collect, analyse, and regularly report on diversity metrics and progress.

This commitment applies to all who work with us, encompassing employees, consultants, headhunters, volunteers, interns, clients, suppliers, and stakeholders. It covers all aspects of employment, including recruitment, compensation, terms, training, promotion, grievances, discipline, leave, and contract endings.

Ownership and Review

This policy is applicable for companies belonging to the Urban Partners Group.

Author	Legal Basis	Amended	Date	Version
Chief People Officer	Urban Partners A/S	Approval and review	October 2023	1.0
People and Culture	Urban Partners A/S	Minor changes	January 2026	2.0