



Respect at Work

At John Street Capital, we believe that a culture of respect is fundamental to how we do business.

We are committed to treating everyone we work with — our colleagues, clients, suppliers and partners — with fairness, dignity and courtesy. We do not tolerate harassment, bullying, discrimination or victimisation of any kind, and we expect the same standard from everyone who works with or on behalf of our firm.

We want our people to feel able to speak up. Anyone who raises a genuine concern in good faith, whether informally or through our formal reporting channels, is protected from retaliation. Concerns are taken seriously, investigated appropriately, and handled in confidence wherever possible.

These commitments go hand in hand with our legal and regulatory obligations, including under the Equality Act 2010 and the standards our regulators set for individual conduct in financial services. They apply to everyone at John Street Capital, in every location, and in every setting where we do business — in our offices, working remotely, or at work-related events.

Responsibility for this culture sits with everyone, from our most senior leaders to every new joiner. It is overseen by our Compliance function and reviewed regularly to reflect evolving best practice and regulatory expectations.