

## Frequently Asked Questions (FAQs)

### How does your firm define diversity?

In our view, diversity refers to the traits and characteristics that make people unique. At Aristotle\*, we strive to have team members represent different abilities, ages, countries, ethnicities, experiences, gender, learning styles, races, sexual orientations, and other dimensions.

### Who leads your diversity efforts?

In July 2020, Aristotle Capital established a Diversity, Equity and Inclusion (DEI) Council. The DEI Council is committed to promoting a diverse, equitable, and inclusive culture at Aristotle. We believe valuing diverse experiences and seeking out different perspectives fosters a sense of belonging, boosts employee morale, and improves decision-making.

Since its formation, the DEI Council has led various initiatives, such as organizing a diversity 101 webinar on unconscious bias, distributing a four-part education series on Black history, hosting a mentorship-focused panel featuring the women of Aristotle, and providing various newsletters with DEI-related educational literature and resources.

#### **The DEI Council's mission is to:**

- Increase constituents' awareness of DEI topics
- Provide a safe space to voice DEI-related concerns and serve as a conduit for communication
- Recommend policies to ensure fair and equitable hiring, compensation and promotion, regardless of race, gender, age, nationality, religion, socioeconomic background, sexual orientation, family dynamics, disabilities, etc.
- Monitor progress and hold the firm accountable for such policies
- Spearhead initiatives to promote social justice and mobility in our communities

Membership on the DEI Council is open to all employees of the firm. Members of the Council represent many dimensions of diversity at Aristotle, including age, department, ethnicity, gender, level, race, and personal and professional backgrounds. The DEI Council is independent from other departments within Aristotle and has a direct line of communication with the Board of Managers and liaises with Human Resources on collaborative initiatives.

### What actions is your firm taking to improve diversity/inclusion?

The firm does not currently have a Chief Diversity Officer, however, the DEI Council has engaged with a consultant to advise on the operating structure of the DEI Council which includes consideration of a full time position dedicated to DEI efforts.

We understand the DEI climate is constantly evolving, and thus we must continue to improve the operational infrastructure of the DEI Council to more effectively uphold our mission statement and improve our communication across the firm. We believe part of that improvement is working to align ourselves with the CFA Diversity Code.

At Aristotle, we aim to promote an inclusive and equitable environment to foster a community of belonging and respect.

Aristotle supports various organizations focused on serving underrepresented and impacted communities. The DEI Council also shares professional and volunteer opportunities with employees and has launched the *Women in Finance* Employee Resource Group (ERG) based on employee demand. Additionally, the firm sponsors employee membership for the organization 100 Women in Finance (100WF). 100WF is committed to empowering women working in the finance industry to achieve their professional potential at each career stage. Through its three pillars of Education, Peer Engagement and Impact, 100WF aims to further the progress of women who have chosen finance as a career and enable their positive influence over pre-career young women.

### Does your firm have any specific diversity and inclusion hiring objectives or targets?

Aristotle is committed to creating a diverse and inclusive culture and believes diversity is critical for growth and helps us to provide excellent service to our clients.

We seek to identify, select, develop and promote exceptional individuals that can contribute diversity of thought to the firm through their unique perspectives, backgrounds and experiences. While we aim to attract and recruit a diverse pool of individuals, when possible, we promote from within.



While we don't have quantitative hiring targets, we post most open positions internally and on various job boards including diversity focused job boards such as 100WF. Our hiring process is holistic and we intentionally widen our talent pool by looking beyond traditional pipelines or target schools. Together, Human Resources and the DEI Council continue to explore additional partnerships with organizations that have diversity job boards that support veterans, women and other minority groups.

Further, at the request of management, the DEI Council provides retention recommendations from a diversity perspective to support management's efforts to retain talent committing to our inclusive culture.

Lastly, we have partnered with various job boards and organizations that are focused on reaching underrepresented candidates (women and minorities) to ensure our job posts are reaching diverse audiences.

### **How do you measure/track diversity?**

We actively collect and track demographic data from employees to measure gender, ethnic, and racial diversity within our workforce. We also collect and track demographic data from our job applicants to measure diversity within our applicant pool.

### **Please provide details of diversity and inclusion assessment of service providers.**

We work with a variety of suppliers and are constantly looking for ways to enhance not just our business, but the entire value chain (where possible). One example is minority, veteran and women-owned brokerage firms. We have worked with these firms for many years and currently have seven on our approved counterparty list.

### **What steps does your firm take to give back to the community?**

At Aristotle, we commit time, talent and resources to give back to our local communities. Our employees live across the U.S. and many are involved in their own communities in different ways. Through the Employee Volunteer Day Program which provides each full-time employee a paid volunteer day with a qualified non-profit organization, Aristotle employees can make an impact in their communities in the ways they feel would be most meaningful. Additionally, the DEI Council provides a quarterly volunteer opportunity to encourage all employees to give back.

Further, we support organizations such as the Toigo Foundation and Junior Achievement of SoCal which focus on mentorship, ongoing development, and education for individuals in underserved and underrepresented communities. Additionally, the DEI Council is continuing to evaluate new partnerships with organizations that provide financial literacy to youth of various ages in underrepresented communities across the nation.

On an ongoing basis we also support various organizations such as the American Red Cross, UNICEF, and Habitat for Humanity and incorporate an employee match program.

### **Does your firm provide unconscious bias training or other D&I-related training for staff?**

A Diversity 101 webinar on unconscious bias, cultural education, and allyship; as well as the distribution of various newsletters with educational literature and resources related to DEI topics including a LinkedIn Learning Unconscious Bias course have been made available to all employees. All educational events and trainings are optional for employees.

\*The term Aristotle is used to represent the family of affiliates which is comprised of Aristotle Capital Management, LLC (Aristotle Capital), Aristotle Capital Boston, LLC (Aristotle Boston), Aristotle Credit Partners, LLC (Aristotle Credit) and Aristotle Atlantic Partners, LLC (Aristotle Atlantic); which collectively operate under a unified platform known as Aristotle. Each firm is an independent investment adviser registered under the Investment Advisers Act of 1940, as amended. Shared service business functions are conducted by affiliate Aristotle Capital which supports all Aristotle investment teams.

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