

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?

Aristotle's Diversity, Equity and Inclusion (DEI) Council leads the diversity efforts for the firm. The DEI Council is independent from other departments within Aristotle. The oversight body of the DEI Council is the Operating Committee. The DEI Council has an executive sponsor who is a current member of the Operating Committee to ensure connectivity, to advance firmwide initiatives forward and to report DEI topics back to the Operating Committee on a regular basis. Representatives from human resources, including an additional member of the Operating Committee, have also been incorporated into the DEI Council infrastructure to collaborate more closely on DEI-related initiatives.

Diversity, Equity and Inclusion (DEI) Council Vision and Mission:

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.

The DEI Council Purpose and Objectives:

- Increase constituents' awareness of DEI topics
- Promote meaningful discussions/actions surrounding DEI
- 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, abilities, etc.
- Measure progress and hold the firm accountable for such policies
- Spearhead initiatives to promote social justice and mobility in our communities
- Align DEI strategies with Aristotle business strategies

Membership on the DEI Council is voluntary and open to all employees of the firm with a tenure of over one year. Members of the Council represent many dimensions of diversity at Aristotle, including age, department, ethnicity, gender, level, race, and personal and professional backgrounds.

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

We have focused our efforts on strengthening the formal structure of the firm's DEI Council to better align with executive leadership, human resources (HR) and employee representatives.

We understand the DEI landscape is a journey and constantly evolving, and thus we must continue to improve the operational infrastructure to uphold our mission statement and communicate across the firm more effectively. As such, the DEI Council has engaged with PIQue Coaching and Strategy Group, a consultancy firm. In working with PIQue, we have established a formal operating structure of the DEI Council and are working to align ourselves with the Chartered Financial Analyst (CFA) Institute DEI Code¹, with a goal of becoming a signatory in the near future.

Does the Firm have sponsorship or employer affinity programs for women and/or minorities?

Yes. The firm supports the Women in Finance Employee Resource Group (ERG) which supports employees in their career development by providing them with education, mentorship, training, and networking opportunities.

The firm also sponsors employee membership for 100 Women in Finance (100WF). 100WF is an organization committed to empowering women working in the finance industry to achieve their professional potential at each career stage. Through their 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. Additionally, the firm sponsors employee membership for Chief, a membership network focused on connecting and supporting women executive leaders.

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

We actively seek to hire individuals from diverse backgrounds, with varied experiences and perspectives, as we believe that this is essential to the growth of our company and enables us to better serve our clients.

Though we do not have specific hiring targets, we post most of our job openings internally and on various job boards, including diversity job boards that are focused on reaching underrepresented candidates, such as women and minorities, to ensure that our job posts are reaching diverse audiences. We have a holistic hiring process, and we intentionally widen our talent pool by looking beyond traditional pipelines or target schools.



Aristotle Diversity – Frequently Asked Questions

The Human Resources and DEI Council work together to explore additional partnerships with organizations that have diversity job boards that support veterans, women, and other minority groups. Our hiring managers and human resources recruiting team understand the value of diverse perspectives and prioritize diversity as one of many important factors in advancing and selecting candidates. We use structured screening interviews and standard recruiting workflows for all candidates to mitigate the effects of bias in the recruiting process.

When we do not see a sufficient representation of diverse candidates in a recruiting pipeline, we explicitly ask to see more diverse candidates from recruiters and/or will do outbound recruiting ourselves to target more diverse candidates.

What measures is the firm taking to promote diversity and inclusion within retention practices?

We are committed to creating a workplace that is welcoming, respectful, supportive, and values every employee. We believe in embracing diversity and inclusion by fostering an environment where everyone can thrive. To ensure employee retention, we have launched Aristotle Connects, an employee engagement platform that promotes inclusiveness and belonging in our hybrid work environment. We have also established an affinity group, developed a Learning Lounge that provides accessible training videos and materials to encourage professional and personal growth, support department specific trainings organized by managers, orchestrate third-party administered managerial training, and offer educational reimbursement to all employees for qualified programs. We also continually review and update employee benefits offerings based on employee feedback and evolving needs.

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.

The opinions expressed herein are those of Aristotle and are subject to change without notice.

* 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) Aristotle Atlantic Partners, LLC (Aristotle Atlantic), Aristotle Pacific Capital, LLC (Aristotle Pacific), and Aristotle Investment Services, LLC (Aristotle Investment Services); 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. Registration does not imply a certain level of skill or training. More information about each adviser, including their investment strategies, fees and objectives, can be found in their respective Form ADV Part 2, which is available upon request. ACM-2404-247

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 actively 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.

We continue to partner with organizations that provide resources for underrepresented groups in finance and focus on our impact within our industry.

For several years, Aristotle has organized the annual Employee Match Donation Drive in support of aid for ongoing events. In recent years, we have made contributions to humanitarian efforts globally.

Is the firm affiliated with any other diversity related initiatives or charters?

We continue to partner with Junior Achievement and Investment Diversity Advisory Council (IDAC). Junior Achievement promotes financial education and career readiness for K-12 students. IDAC is an independent forum for investment organizations to share best practices and document processes on diversity, equity, and inclusion in the asset management industry.

Does your firm provide DEI-related training to employees?

The DEI Council leads diversity training efforts for the firm by offering unconscious bias, cultural education, and allyship educational webinars and LinkedIn Learning courses to all employees. Additionally, the DEI Council distributes various newsletters with educational literature and resources related to DEI topics on an ongoing basis. All educational events and trainings are optional for employees. We believe in the importance of self-teaching both professionally and around DEI and remain committed to continuing to make educational resources available to all employees.

FOR MORE INFORMATION, PLEASE CONTACT

Phone: +1.310.478.4005 | Email: info@aristotlecap.com | Website: www.aristotlecap.com