

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 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 voluntary and 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?

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

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. As such, the DEI Council has engaged with a consultant to advise on the operating structure of the DEI Council which includes aligning ourselves with the CFA Diversity Code.

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

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.

While we don't have quantitative hiring targets, we post open positions internally and on various job boards including diversity job boards that are focused on reaching underrepresented candidates (women and minorities) to ensure our job posts are reaching diverse audiences. 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. Our hiring managers and HR 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 material representation of diverse candidates in a recruiting pipeline, we will 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?

Aristotle seeks to identify, select, develop and promote exceptional individuals that can contribute a diversity of thought to the firm through their unique backgrounds and experience. When possible, we promote from within, encouraging employees to stretch themselves to take on new and challenging assignments and leadership opportunities. A significant number of these individuals have been women and/or minorities, though we provide these opportunities on an equal basis to all employees who distinguish themselves through their work performance and commitment to Aristotle’s purpose and values.

We are committed to ensuring Aristotle is a workplace where every employee feels welcomed, respected, supported and valued. We seek to embrace diversity and create the conditions for everyone to thrive. In an effort to support retention, the firm has setup an employee engagement platform called Aristotle Connects to support inclusiveness and belonging in our hybrid work environment; has launched the firm’s first affinity group; has developed a Learning Lounge which offers accessible training videos and materials to enrich and encourage professional and personal growth; offers educational reimbursement for qualified programs; and annually improves employee benefits including wellness programs based on employee feedback.

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.

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.

*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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FOR MORE INFORMATION, PLEASE CONTACT

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

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 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.

Further, we support various organizations that 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. 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.