



# Diversity, Equity and Inclusion

2022-2023 Annual Report



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## Reflection

In its simplest definition, *diversity* is the presence of differences.<sup>1</sup> Diversity is essential to bringing together new perspectives to accomplish incredible things. We also recognize on a global scale how differences in beliefs, cultures and unique traits we hold closely to our identity can drive deep division. This paradox points to the delicate balance that must be maintained in understanding and connecting to others.

At Aristotle<sup>2</sup>, in alignment with our core values, we seek to *listen to, understand and embrace* the differences within our diverse teams and communities. We value the unique perspectives of our employees that inherently contribute to the firm's growth and ensure we consistently deliver for our clients.

This past year has been significant for Aristotle in terms of advancing our commitment to diversity, equity and inclusion (DEI). While we acknowledge that our journey will always be met with challenges, the lessons we have learned this past year have positively influenced our approach and strategy moving forward. We remain open-minded and confident in our approach toward consistently fostering a diverse, equitable and inclusive culture at Aristotle.

<sup>1</sup> Sources: Oxford University Press, Merriam-Webster.

<sup>2</sup> 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.



# Overview

As we reflect on the past year at Aristotle, it is evident that our commitment to diversity, equity and inclusion has been instrumental in guiding our actions and decisions. These principles are not only a reflection of our ethical stance but also a vital component of our organizational success. This report highlights how our dedication to DEI integrates with our core values and business strategy. To learn more about our initiatives in 2023, please refer to [Appendix C](#) at the end of this document.

**Client-First Approach:** At Aristotle, our clients' interests are paramount. Our diverse and inclusive environment enhances our ability to understand and meet the varied needs of our clients. We seek employees who represent a wide breadth of backgrounds, experiences and perspectives, as we believe this is critical to support the growth of our company and allows us to better service our clients. As the DEI landscape within our industry constantly evolves, we are committed to being transparent with our clients to continue guiding our strategic roadmap. This approach is the foundation of our success.

**Integrity in Diversity, Equity and Inclusion:** We believe that integrity in DEI means consistently aligning our stated values with our actions. It involves open and honest communication, accountability for our decisions and their impact, and an effort to eliminate disparities. The commitment to integrity empowers us to create an inclusive environment where diverse perspectives are valued and every voice is heard, fostering a culture of trust and mutual respect.

**Achieving Excellence through Accountability and Collaboration:** Our commitment to DEI strengthens our pursuit of excellence. We understand that accountability and collaboration are key to achieving high standards. By fostering

a diverse workplace, we bring together a wide range of perspectives, leading to innovative solutions and a culture where every team member's contribution is valued. We strive to hold ourselves accountable to the highest moral and ethical standards.

**Empowering Employees:** We aspire to create a workplace culture for all employees to contribute, grow and lead. This aspiration is a testament to our belief in inclusion, ensuring that all members of the Aristotle community are provided opportunities to share their perspectives and make an impact.

**Cultivating Respect:** Respect is a value that underpins all our interactions. Our DEI commitment ensures that respect is extended to everyone, regardless of their background or identity. We maintain an environment where differences are not only tolerated but also are genuinely appreciated and seen as a strength.

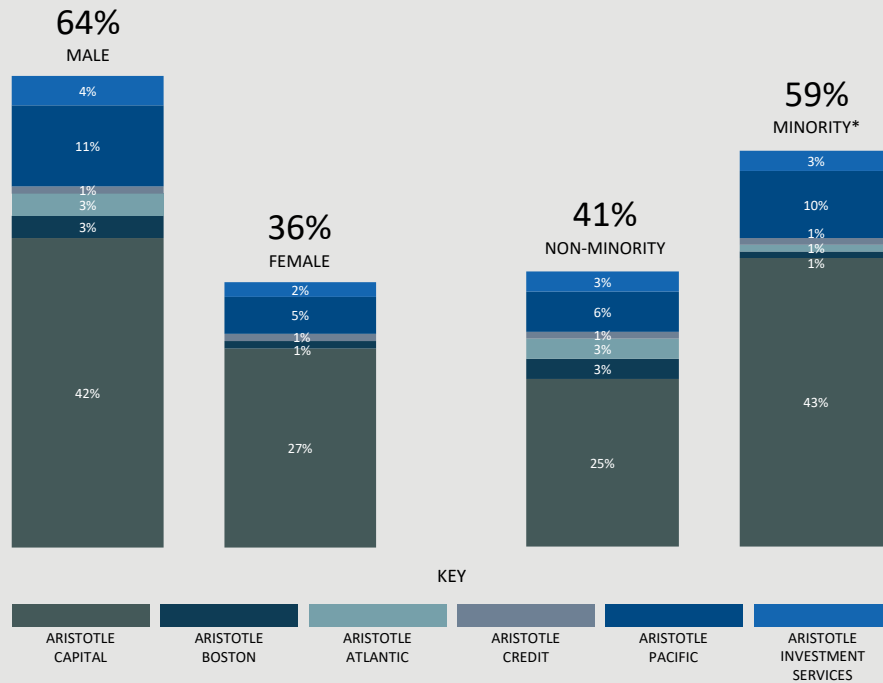
**Valuing Community:** Our bond with the community is strengthened through our DEI efforts. We understand that a strong community connection enriches our organization and reinforces our commitment to creating a positive impact. By engaging in our communities, we gain insights that inform our practices and strategies.

As always, we are committed to ensuring Aristotle is a workplace where every employee feels welcomed, respected, supported and valued.



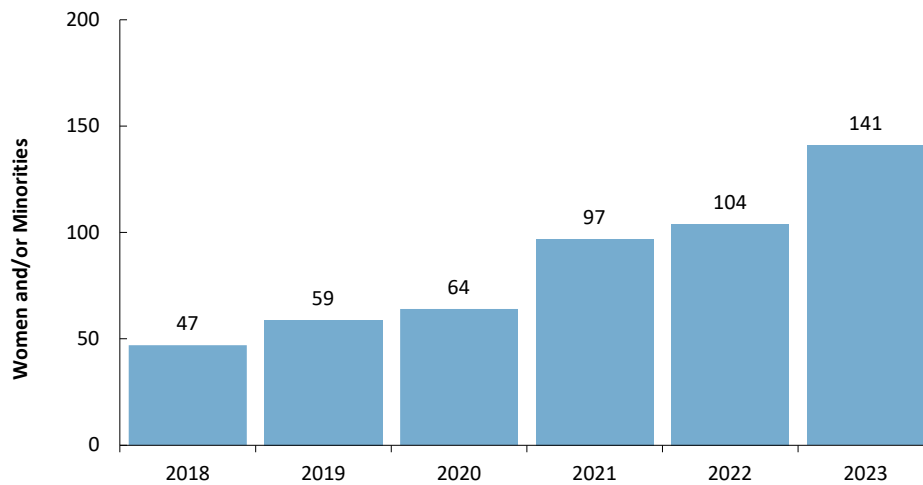
# Diversity, Equity and Inclusion at Aristotle

Aristotle Employees  
As of December 31, 2023  
237 Total Combined Professionals



\*Minority defined as women and/or minority.  
As of December 31, 2023, Aristotle Capital has 162 employees, Aristotle Boston has 9 employees, Aristotle Atlantic has 7 employees, Aristotle Credit has 4 employees, Aristotle Pacific has 40 employees and Aristotle Investment Services has 15 employees. DEI data are updated annually per company policy.

Aristotle Women and/or Minorities Over Time  
As of December 31, 2023



Total count represents women and/or minorities over time as of December 31, 2023. Totals reflect all employees of Aristotle Capital, Aristotle Boston, Aristotle Credit, Aristotle Atlantic, Aristotle Pacific and Aristotle Investment Services.



## DEI Council 2023 Focus

This past year, we 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 Code<sup>3</sup>, with a goal of becoming a signatory in the near future.

PIQue has also partnered with Aristotle to administer the firm's first employee engagement survey. This survey has created a baseline to facilitate a better strategy to help create a workplace culture that celebrates inclusiveness and belonging. Also, we plan to conduct the survey periodically to measure our progress. We recognize the vital role of nurturing a high-performing workplace culture, and our focus has been on fostering psychological safety. By creating an environment where all employees feel safe to express their thoughts and ideas without fear of negative consequences, we have seen improvement in team engagement and innovation.

<sup>3</sup> [dei-code-overview.pdf \(cfainstitute.org\)](https://www.cfainstitute.org/dei-code-overview.pdf).



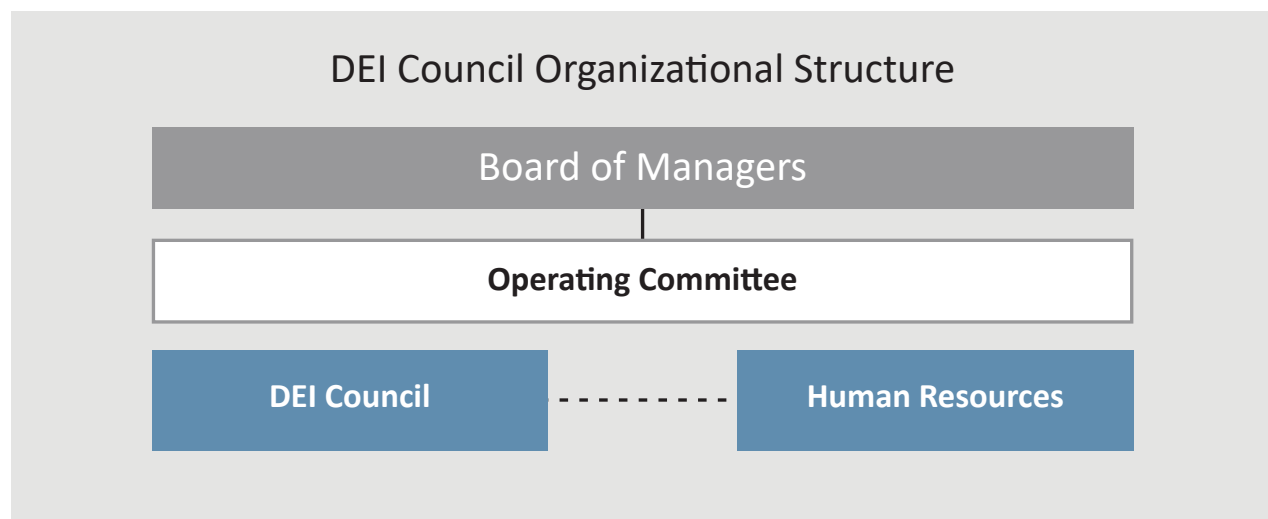
## DEI Council Scope and Operating Structure

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.

The Operating Committee also has representation from the Board of Managers who then discuss relevant topics with other members of the Board when appropriate.

The DEI Council is responsible for:

1. Firmwide DEI awareness
2. DEI newsletters, publications and internal communications
3. DEI calendar of events
4. DEI sponsorships and memberships
5. DEI annual report and client reporting
6. Supporting the firm's Employee Resource Group (ERG)
7. Supporting DEI-related HR initiatives



## CFA Institute DEI Code

The DEI Council is in the process of aligning the firm with the CFA Institute DEI Code. The CFA Institute DEI Code calls for signatory organizations to commit to the six principles that require leadership support: pipeline, talent acquisition, promotion and retention, leadership, influence, and measurement. Signatories also commit to accelerating and amplifying the impact of their commitment by making the economic, business and moral case for diversity, equity and inclusion. To learn more about the CFA Institute DEI Code Principles, visit [www.cfainstitute.org/-/media/documents/code/dei/dei-code-overview.pdf](http://www.cfainstitute.org/-/media/documents/code/dei/dei-code-overview.pdf).



## Hiring and Retention

Aristotle is committed to creating a diverse and inclusive culture and believes this is critical to support the growth of our company and allows us to better service our clients. While Aristotle does not have quantitative hiring targets, we post open positions internally and on various job boards, including job boards that are focused on underrepresented candidates (women and minorities) to ensure our job posts are reaching broader 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 support hiring of veterans, women and other minority groups. Our hiring managers and HR recruiting team understand the value of different perspectives. 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 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.

Aristotle seeks to identify, select, develop and promote exceptional individuals who 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. To support efforts toward retention, the firm has:**

1. Set up an employee engagement platform called Aristotle Connects to support engagement at all levels in our hybrid work environment;
2. Expanded our leadership development training programs;
3. Developed a Learning Lounge that offers accessible training videos and materials to enrich and encourage professional and personal growth;
4. Offered continuous learning reimbursement for qualified programs; and
5. Continually review and update employee benefits offerings based on employee feedback and evolving needs.





## Employee Benefits

Our company provides various benefits, including subsidies for insurance premiums and an Employee Assistance Plan, which provides support for mental health and other concerns.

### Our employee benefits include:



Employee 401(k)  
contribution match



Flexible hybrid work  
environment



Paid supplemental  
pregnancy disability leave  
(up to 12 weeks)



Intensive leadership  
development program  
for managers



Continuous learning  
reimbursement



LinkedIn Learning  
Lounge and employee  
engagement platform



Telehealth medicine  
appointments



Annual paid Employee  
Volunteer Day Program



# Our Partnerships



## Industry Partnerships

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



## Giving Back

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 in conflict-affected areas of the world, as global unease has risen. In 2023, in response to the Israel-Hamas conflict, we raised over \$49,000, which included employee contributions and our firm match program. In 2022, in response to the Russia-Ukraine conflict, we raised over \$27,000 collectively with the same match program.

**\$49,000**  
raised in 2023  
**\$27,000**  
raised in 2022



## Community Outreach and Involvement

We commit time, talent and resources to give back to our local communities, and our employees are actively involved in their own communities in different ways. Through our Quarterly Volunteer Event and Employee Volunteer Day Program, Aristotle employees can make an impact in their communities in the ways they feel would be most meaningful. As we move into 2024 and beyond, we seek to continuously support our communities in different ways.



## Employee Resources

We sponsor employee membership for organizations committed to empowering women working in the finance industry and/or focused on connecting and supporting women executive leaders. The DEI Council continues to support and collaborate with our Women in Finance Employee Resource Group.



## Recruiting

We have partnered with and continue to explore various third-party partnerships to improve our recruitment practices by seeking to develop a more diverse candidate pool.



## Third-Party Partnerships

We work with a variety of minority, veteran and women-owned brokerage firms and are constantly looking for ways to enhance not just our business but the entire value chain (where possible).





## Looking Ahead

As we move forward, our commitment to improving DEI at Aristotle remains unwavering. We recognize that DEI is an ongoing journey, one that requires continuous effort, reflection and adaptation. Our experience this past year has set a solid foundation for future endeavors, and we are committed to building on this momentum, ensuring that DEI remains at the heart of all we do.

We understand that the road ahead is filled with both opportunities and challenges. However, with our robust framework, dedicated team and the collective will of our organization, we are confident in our ability to continue on our path to a more diverse, equitable and inclusive Aristotle. We will do this by focusing on the following goals:

- Provide DEI training for managers
- Expand DEI Council resources
- Prioritize workplace culture, employee engagement and belonging
- Work toward becoming a CFA Institute DEI Code Signatory
- Concentrate on data reporting solutions and implementation



# Appendix A

## Core Definitions

Having a common language is critical to communicating DEI effectively. The DEI Council has adopted the following definitions of diversity, equity, inclusion, awareness, expansion and belonging:

**Equity – Equity is a choice.**

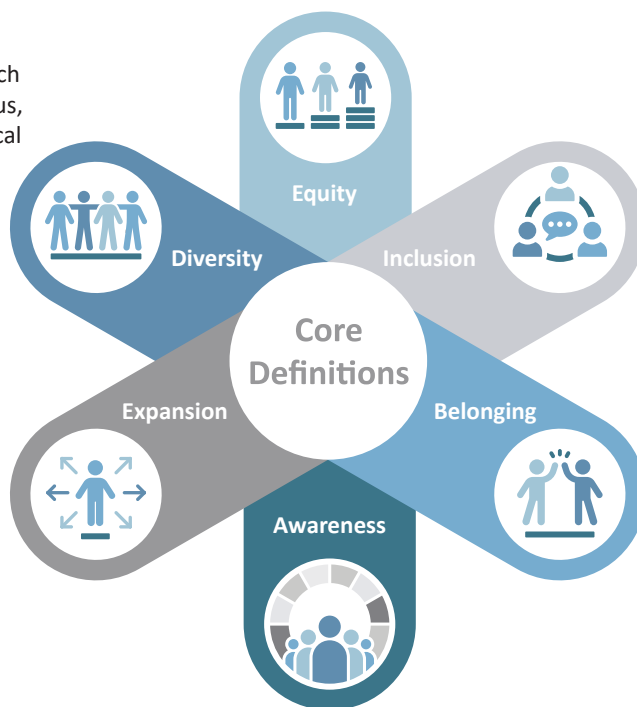
Different from equality, which means providing the same to all. Equity recognizes that people don't all start from the same place and must acknowledge and make adjustments to imbalances.

**Diversity – Diversity is a fact.**

Visible and invisible characteristics such as race, ethnicity, socioeconomic status, age, gender, sexual orientation, physical and mental abilities, and cultural backgrounds within a community, organization or system.

**Inclusion – Inclusion is an action.**

The community, organization, systemic culture, policies and procedures make all individuals feel welcome. Leaders and team members are open-minded and encourage different perspectives. Individuals are heard and recognized.



**Expansion – Expansion is practice.**

Seeking out new voices and divergent ways of thinking; pushing oneself to challenge existing constructs.

**Belonging – Belonging is an outcome.**

Feeling of security and support when there is a sense of acceptance, inclusion and identity for a member of a certain group. It is when an individual can bring their authentic self to work.

**Awareness – Awareness is knowledge.**

DEI awareness involves acknowledging and valuing the diverse backgrounds, perspectives and experiences of employees and the understanding of diversity, equity and inclusion principles within the workplace.



## Appendix B

# 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 foster a sense of belonging, boost employee morale and improve decision-making.

### 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





## Appendix C

# DEI Goals and Outcomes

(August 2022-December 2023)

Goals	Outcomes
<b>Engage a diversity professional to support the DEI Council's new-term goals</b>	<ul style="list-style-type: none"> <li>PIQue Coaching and Strategy Group was hired in November of 2022 and continues to consult our DEI efforts.</li> </ul>
<b>Align ourselves with the CFA Institute DEI Code</b>	<ul style="list-style-type: none"> <li>We are in the process of working through the required Reporting Framework and embedding the six CFA Institute DEI Code Principles into our business structure.</li> </ul>
<b>Develop the DEI Council's operating infrastructure</b>	<ul style="list-style-type: none"> <li>The new DEI Council structure was approved and implemented.</li> <li>A formal budget was created for 2024.</li> </ul>
<b>Expand employee engagement and enhance the firm's DEI environment</b>	<ul style="list-style-type: none"> <li>A Workplace Culture Assessment was conducted to better understand employee engagement and workplace culture.</li> </ul>
<b>Actively evaluate DEI related data reports</b>	<ul style="list-style-type: none"> <li>Determine a more holistic view of DEI at the firm and the need for exploration of better data reporting tools.</li> </ul>
<b>Collaborate with HR on overlapping initiatives</b>	<ul style="list-style-type: none"> <li>Representatives from HR were incorporated into the DEI Council infrastructure, with a collaborative focus on training opportunities, client reporting, manager training, firmwide educational opportunities and recruiting efforts.</li> </ul>
<b>Formalize workflow, incorporating employee volunteers on a regular basis</b>	<ul style="list-style-type: none"> <li>The DEI Council promotes employee volunteer opportunities on a regular basis.</li> </ul>
<b>Promote community involvement via our Quarterly Volunteer Event</b>	<ul style="list-style-type: none"> <li>The DEI Council promotes and celebrates community involvement.</li> </ul>
<b>Continue to make DEI awareness resources available and support the firm's ERGs</b>	<ul style="list-style-type: none"> <li>The DEI Council hopes to expand ERGs in 2024 to increase awareness and provide additional resources to employees.</li> </ul>



## Appendix D

# D. EEOC Race and Ethnicity Classifications

### Race and Ethnicity Categories:

Data referenced in this report reflect numbers reported to the U.S. Equal Employment Opportunity Commission, a snapshot in time of our U.S. demographics based on these categories:

- **Black or African American:** A person having origins in any of the Black racial groups of Africa
- **Asian:** A person having origins in any of the original peoples of East Asia (China, Hong Kong, Japan, Macau, Mongolia, North Korea, South Korea and Taiwan); South Asia (Afghanistan, Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan and Sri Lanka); and Southeast Asia (Burma, Brunei, Cambodia, East Timor, Indonesia, Laos, Malaysia, Singapore, Thailand and Vietnam)
- **Hispanic or Latino:** A person of Cuban, Mexican, Puerto Rican, Central or South American, or other Spanish culture or origin, regardless of race
- **Native Hawaiian or Other Pacific Islander:** A person having origins in any of the original peoples of Hawaii, Guam, Samoa or other Pacific Islands
- **White:** A person having origins in any of the original peoples of Europe, the Middle East or North Africa
- **Two or More Races:** A person who identifies as two or more races, not Hispanic or Latino



#### Disclosures:

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