



Diversity, Equity, and Inclusion (“DEI”) Policy

Altrinsic Global Advisors, LLC (“Altrinsic”) seeks, embraces, and thrives on diverse perspectives. The principles of diversity, equity, and inclusion are at the core of our ideology, powering a strong internal culture, differentiated investment perspectives, and a better client experience.

Commitment

Altrinsic is committed to treating all people with dignity and respect. We value all of the characteristics that make a person unique and the varied perspectives of diverse identity groups. We understand that diversity is built upon a foundation of inclusive behaviors and practices. Altrinsic believes diversity is integral to successfully realizing our organizational capabilities and competitive advantage.

Altrinsic is committed to treating each individual fairly. We recognize that each person’s circumstances differ, and we work to equitably support individual growth and achievement through our practices and policies. Enacting and maintaining equity requires continuous improvement at the personal, professional, organizational, and systemic levels.

Altrinsic is committed to fostering a culture in which all employees feel accepted, valued, and respected. We believe that cultivating an inclusive environment encourages employees to be curious, share ideas, and take initiative. An inclusive environment benefits our clients, the firm, our teams, and all individuals.

In support of our goals, Altrinsic strives to:

- Attract, develop, and retain diverse individuals at all levels of the organization
- Ensure equal opportunity, access, and support for each employee
- Provide a work environment free from discrimination and harassment
- Foster teamwork, collaboration, and mentorship
- Offer benefits and work practices that support employees’ mental and physical well-being
- Advance awareness of DEI principles and benefits within our firm and the industry
- Demonstrate progress in DEI efforts over time and foster a culture of continuous improvement
- Engage with our local community to expand our impact
- Hold ourselves accountable to our stated commitments regarding DEI efforts

Recruitment and Retention

Altrinsic works with a robust network of industry contacts and recruiters to identify and evaluate a diverse slate of candidates during the hiring process. We offer a competitive compensation and benefits program that prioritizes employees’ physical, mental, and financial well-being. Altrinsic’s structure and business philosophy provide a path for employees to earn equity ownership in the firm and participate directly in the firm’s long-term value creation.

Altrinsic's employee policies support the firm's commitment to an equitable and inclusive workplace – these include guidelines on employee conduct, equal employment opportunity, accommodations for individuals with disabilities, sexual and other unlawful harassment, whistleblowing, employee benefits, time off, and leaves of absence.

Development

Altrinsic's approach to employee development recognizes the power of equitably distributing resources and opportunities. Our mentoring program includes group and one-on-one time with senior leadership to foster engagement, collaboration, skillset enhancement, and knowledge transfer. These efforts promote individual growth and shape career development. We also encourage peer coaching and ad hoc feedback sessions.

Altrinsic's 'DEI Learning Initiative' provides all employees the opportunity to acquire the language and tools necessary to build self-awareness and effect positive behavioral changes with respect to diversity, equity, and inclusion.

Engagement

Altrinsic's flat organizational structure enables each employee's voice to be heard. This creates a unique lens for assessing information, leading to a differentiated level of internal debate that helps raise the bar on the intensity and quality of discourse and decisions.

Group learning sessions, social gatherings, cross-functional employee lunches, and local community volunteer events are organized by Altrinsic to further strengthen the sense of community at our firm.

Diversity, Equity, and Inclusion Committee

Altrinsic established a Diversity, Equity, and Inclusion Committee ("DEI Committee") in 2019. The DEI Committee reports directly to Altrinsic's Operating Committee, which is comprised of senior management and functional heads from each department. The Operating Committee works closely with the DEI Committee to advance DEI initiatives and track progress.

The DEI Committee meets at least quarterly to communicate ideas, discuss initiatives, and curate firm-wide programming and partnerships.

Specifically, the Committee works to:

- Promote an environment in which all individuals and ideas are treated equally and are valued
- Increase diversity, equity, and inclusion awareness and education
- Promote greater diversity by recommending strategic initiatives to recruit, support, and retain employees from diverse backgrounds
- Advise firm leadership on the status and progress of internal DEI programs and initiatives
- Conduct research and generate intelligence regarding industry and peer DEI best practices
- Review the firm's DEI Policy at least annually and propose amendments as DEI initiatives evolve