

Diversity & Inclusion Manifesto

HUMANITY IS PLURAL, NOT SINGULAR.

Arnerich Massena strives to foster a culture that inspires and nurtures the human spirit in all its diverse manifestations, understanding that diversity drives innovation, growth, and new ideas.

We recognize and honor the fact that diversity is integral to the firm's values and success.

WHY DIVERSITY?

Differences in age, gender, background, race, political opinion, sexual orientation, religious beliefs, and physical ability offer broad perspectives in problem-solving and meeting challenges. Diversity of perspectives can lead to greater innovation, better decision-making, and ultimately better long-term outcomes. An inclusive environment can improve employees' wellbeing, improving productivity and reducing mistakes. Diversity and inclusion in the workforce and in our policies can also provide a competitive advantage in the industry.

Arnerich Massena and its employees will:

- Strive to have a diverse workforce and hiring practices that reflect the diversity of our clients, colleagues, and communities
- Partner with organizations that demonstrate a similar commitment to diversity and equal opportunity, utilizing minority and women-owned businesses when possible
- Foster an inclusive culture that recognizes the value of all voices
- Facilitate an atmosphere that cultivates empathy, not exploitation or exclusion
- Demonstrate respect to all employees, irrespective of race, background, gender, age, etc.
- Refrain from activities that exploit, demoralize, or demean the dignity or humanity of a group or individual
- Hold the business accountable for its commitment to diversity
- Promote equal opportunities and practices to ensure that discrimination* is not tolerated.

Arnerich Massena shareholders and leaders commit to:

- Seeking out diverse perspectives for broader insights and better decisions.
- Creating a workplace in which every individual feels inspired to operate to their full potential.
- Reflecting on their personal, unconscious biases and privilege, and being open to understanding perspectives that don't immediately fit with their own.
- Creating diverse teams by including people based on their competencies, not their background.
- Listening with grace and understanding to any issues of discrimination brought to them or to the business.
- Holding the firm's leaders accountable for mistakes and seeking to remedy them to the fullest extent possible.

The firm commits to the following to encourage and improve diversity:

- Maintain a Diversity & Inclusion Committee to make recommendations and provide education.
- Build and maintain a library of informational materials available to all employees.
- Occasionally hosting in-person or online training to help employees better understand unconscious biases and to promote more objective decision making.
- Ongoing review of hiring and promotional decision-making to ensure equal opportunity.
- Open-door policy to listen to employee feedback and suggestions.

Note: Arnerich Massena's Diversity & Inclusion goals and values are aspirational and do not guarantee individual standards of behavior. Incidents of discrimination are a human resource issue and should be addressed by the Human Resources Department, not the Diversity & Inclusion Committee.

*Discrimination includes any distinction, exclusion, or preference made on the basis of race, color, sex, sexual orientation, gender identity, marital status, disability, religion, gender, political opinion, nationality, or social origin, that has the effect of nullifying or impairing equal opportunity or treatment in employment. Any distinction, exclusion, or preference based on the inherent requirements of the job is not deemed as discrimination.

Invest with intention