

JEDIS (Justice, Equity, Diversity, Inclusion, Sustainability)

Statement of Intent

ARNERICH MASSENA IS COMMITTED TO CORPORATE CITIZENSHIP.

As a Certified B Corporation®, Arnerich Massena is required to govern the company and make decisions that consider not just shareholder value but the impact on all stakeholders – employees, clients, society, and the environment. With our mission being to “build lasting legacies in service of a greater good,” we establish our commitment to making the world a better place and upholding the highest standard of corporate citizenship. We take this effort seriously, and have established a JEDIS Committee, which is charged with monitoring and improving our internal policies and practices to ensure that they meet high social and environmental standards.

HUMANITY IS PLURAL, NOT SINGULAR.

We are dedicated to fostering 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 a diverse and inclusive environment is integral to the firm’s values and success. Our goal is to empower our employees, create an environment of self-advocacy and peer advocacy, and support the inclusion of diverse perspectives and voices.

JEDIS IN ACTION.

The JEDIS Committee is tasked with researching and identifying industry best practices; sharing resources for employees and coordinating opportunities for training and education; auditing company policies, practices, and programs; and connecting with the community to foster affiliations, collaborations, and networking to support continued enhancement of Arnerich Massena’s JEDIS programs.

Invest with intention

HOW DO WE SUPPORT JUSTICE, DIVERSITY, EQUITY, & INCLUSION?

Differences in humans 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 based on equal opportunities for all can improve employees' wellbeing, elevating productivity and reducing mistakes. Diversity, equity, 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-, veteran-, 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, equity, and inclusion:

- Maintain the JEDIS Committee to make recommendations and provide education, training, and resources.
- Build and maintain a library of informational materials available to all employees.
- Occasionally host 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.
- Survey employees periodically to gather ideas and gauge engagement.

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, social origin, or other status protected under applicable federal, state, and local laws 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.

HOW DO WE SUPPORT ENVIRONMENTAL STEWARDSHIP?

Arnerich Massena is committed to serving as a model of corporate citizenship, using best practices and high standards for sustainability and environmentally friendly. The firm operates in a silver LEED-certified building that uses high-efficiency utilities and has made every effort to utilize sustainable materials in its construction. Our hybrid schedule reduces our carbon footprint from commuting, and we assist employees in building out environmentally friendly home offices.

We are dedicated to making our best effort to engage in internal practices that will minimize our carbon footprint, reduce waste, and demonstrate care for the world we live in.

Arnerich Massena and its employees will:

- Strive to act as stewards of our environment in all ways.
- Partner with organizations that demonstrate a similar commitment to environmental stewardship and corporate citizenship.
- Buy local where possible, and purchase environmentally friendly products.
- Foster a culture that rewards positive action and discourages waste.
- Make the best use of tools and resources to recycle and reuse.
- Refrain from activities that are harmful to the environment.
- Hold the business accountable for its commitment to environmental stewardship.
- Promote environmental stewardship among our vendors, managers, and community.

Arnerich Massena shareholders and leaders commit to:

- Engaging in best practices as it relates to sustainability in the workplace.
- Implementing policies that encourage carbon reduction.
- Working to manage business travel to reduce environmental impact.
- Incentivizing employees to reduce their carbon footprint.
- Modeling environmental stewardship and sustainable practices.

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

- Maintain the JEDIS Committee to make recommendations and provide education, training, and resources.
- Build and maintain a library of informational materials available to all employees.
- Audit at least on an annual basis Arnerich Massena's environmental practices and targets.
- Utilize specialized recycling (Ridwell) for unusual waste such as electronics and plastic bags.
- Compost food scraps.
- Provide environmentally friendly materials and resources for home offices.

ARNERICH MASSENA'S FUTURE OPERATIONAL TARGETS FOR ENVIRONMENTAL STEWARDSHIP

In addition to the above commitments, Arnerich Massena intends to continue to improve firm sustainability policies and practices. Below we state several targets toward which we are currently working:

- Go 100% paperless by 2030.
- Move servers entirely to the cloud by 2025.
- Reduce our use of single-serve snacks and beverages.
- Identify more ways to incentivize and encourage carpooling, public transportation, and bicycling
- Reduce business travel by using alternatives such as remote meeting technology.
- Develop a JEDIS Rewards program that incentivizes employees to engage in best practices.