
DIVERSITY, EQUITY & INCLUSION POLICY

Hotchkis & Wiley is committed to advancing diversity, equity, and inclusion (DE&I) at our firm and within the investment industry. We believe in building a team of individuals with a variety of experiences, perspectives and capabilities to produce the best outcome for clients and a compelling culture to attract and retain the most talented individuals.

We will continue to build an inclusive work environment to embrace differences in age, color, disability, ethnicity, family/marital status, gender identity/expression, language, national origin, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make each employee unique.

DE&I FAQ

1. H&W DE&I goals:

- a. Foster an inclusive culture where all members are valued, respected and challenged, with equal access to resources and opportunities to succeed
- b. Strive for diverse representation across all departments and levels
- c. Ensure fair and equitable compensation policies and practices
- d. Promote work-life balance for all team members
- e. Support local communities through volunteerism and active partnerships

2. Describe H&W's engagement with organizations or programs that promote the recruitment and retention of women and/or minorities.

To draw diverse candidates, open positions are actively posted on job boards focused on reaching women, veterans, and other underrepresented minorities.

CEO Scott McBride is a member of CEO Action, the largest CEO-driven business commitment to advance diversity and inclusion in the workplace.

H&W is a partner of the Robert Toigo Foundation and a sponsor of their MBA Catapult Program. The firm is also a corporate sponsor of Women in Institutional Investments Network (WIIIN) and a member of 100 Women in Finance.

3. What has H&W done to further its diversity and inclusion goals in the past year?

Driven by a CEO-level initiative, our firm engaged in an intensive recruiting outreach program for talented, diverse investment professionals at both the MBA and pre-MBA experience levels. We are committed to identifying, engaging, interviewing, and hiring additional diverse candidates for our investment team. While this initiative will take time, we are making steady progress on diversifying our team.

H&W hosted a summer internship program developed with the goal of introducing promising undergraduate female and underrepresented minority candidates to our industry as a potential career path.

Since 2013, H&W has sponsored a Corporate Work Study in partnership with a local high school for fiscally disadvantaged students of underrepresented minority groups. Our team trains and mentors students in business etiquette, basic office skills, and provides an industry overview to lay a foundation for entry into the workforce.

While persistence and time will allow H&W to achieve its diversity and inclusion aspirations, we are encouraged by our recent progress. Currently, 54% of H&W employees are female or diverse. We remain committed to our DE&I initiatives and embrace our role in reshaping the future diversity of the investment industry.

4. Does H&W have policies or practices in place to support diverse suppliers?

We continue to gather and evaluate the makeup of our business suppliers. By policy, future suppliers are assessed for diversity employment and ownership prior to engagement.