

Diversity, Equity and Inclusion



Driehaus is an Equal Employment Opportunity employer that does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin, ancestry, age, veteran status, disability or handicap, sexual orientation, marital or civil union status, citizenship, genetic information or any other characteristic protected by law. This policy governs all aspects of employment, including hiring, promotion, compensation, discipline, termination, and access to benefits and training.

RECRUITMENT AND RETENTION

Driehaus is an Equal Employment Opportunity employer that does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin, ancestry, age, veteran status, disability or handicap, sexual orientation, marital or civil union status, citizenship, genetic information or any other characteristic protected by law. This policy governs all aspects of employment, including hiring, promotion, compensation, discipline, termination, and access to benefits and training.

Driehaus ensures wage-equality within the organization by participating in McLagan Partner's Compensation Studies, generally on an annual basis, to benchmark compensation for all employees against their peers in the industry and make adjustments as necessary. Driehaus has also partnered with experts at McLagan and Aon to complete a pay equity analysis.

Promoting a diverse, equitable, and inclusive atmosphere across the firm enables Driehaus to retain and recruit the best talent available. Driehaus works with women and minority recruitment and retention organizations such as 100 Women in Finance, Women Investment Professionals (WIP) and DiversityJobs.com. A focus on diversity, equity, and inclusion is consistent with Driehaus' values and culture.

DIVERSITY, EQUITY AND INCLUSION COMMITTEE

Driehaus has a DEI Committee which focuses on three main segments:

- **Cultivate:** The passion of Driehaus' leaders and all employees to champion DEI firmwide.
- **Build:** Attract and retain the best workforce to maintain a high level of talent by introducing a DEI perspective to hiring, retention and promotion efforts.
- **Promote:** Driehaus' DEI commitment by creating internal and external forms of development and engagement.

Since the DEI Committee started in September 2018 Driehaus has implemented many changes within the firm's recruiting/interview process, reserved internships for minority students, increased employee training on DEI topics such as unconscious bias and hosting conversations on DEI topics, started a DEI book club, and have worked foster partnerships with local organizations that work with underrepresented students to provide volunteer mentors/coaches.



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