

Diversity, Equity and Inclusion Policy

Driehaus Capital Management LLC (“DCM”) is committed to fostering, cultivating and preserving a culture of diversity, equity, and inclusion.



WE BELIEVE THAT

- DCM’s employees are the most valuable assets that DCM has.
- The sum of DCM’s employees’ individual differences, life experiences, knowledge, innovation, self-expression, and unique talents represents a critical competitive edge as DCM serves its clients and manages the firm.
- Promoting a diverse, equitable and inclusive atmosphere across DCM enables DCM to retain and recruit the best talent available.
- A focus on diversity, equity, and inclusion is consistent with the DCM’s values and culture.

DCM embraces and encourages employees’ differences in race, color, sex, age, ancestry, marital or civil union status, citizenship, genetic information, disability or handicap, gender identity and expression, national origin, sexual orientation, religion, veteran status and any other protected characteristics.

DCM will maintain practices and policies that protect these characteristics within all aspects of employment, including hiring, promotion, compensation, discipline, termination, and access to benefits and training. These policies and practices will support the ongoing development of a work environment that encourages and enforces that all employees have a responsibility to treat others with dignity and respect while at work and at work functions, on or off the worksite.

Employees are encouraged to promptly report any conduct which may violate the Equal Employment Opportunity Policy (“EEO Policy”) to a Supervisor, the Director of Human Resources or the President and CEO. DCM encourages employees to put their concerns in writing if possible and to include details, including the names of any witnesses to the conduct. Concerns must be raised in good faith.

Supervisors who observe, are told of or otherwise learn of conduct which may violate the EEO Policy, are required to immediately report the conduct to the Director of Human Resources or the President and CEO. Supervisors may not report this conduct, in this instance, on an anonymous basis.