



Diversity, Equity, and Inclusion at Essex Investment Management

Essex Investment Management, LLC is an independent, employee-owned institutional investment firm that is committed to diversity, equity, and inclusion (DEI) in our corporate practices and investment processes. Essex is committed to finding and retaining diverse employees and strives to foster an equitable and inclusive working environment where all employees feel comfortable being themselves. The firm provides equal employment opportunity on all open positions regardless of race, gender, sexual orientation, ethnicity, religion, or disability. As part of the firm's efforts to create an inclusive environment, employees are required to complete anti-sexual harassment training on an annual basis.

The firm also considers diversity factors when sourcing services from third-party agents such as vendors and brokers. The firm monitors DEI information for third-party agents and incorporates this information into our business decisions, seeking to contract with businesses owned by underrepresented groups when possible.

Essex incorporates diversity, equity, and inclusion factors in our investment and portfolio management processes. While the importance of climate change and other environmental factors has pushed environmental aspects of environmental, social, and governance (ESG) investing to the forefront, social factors should not be forgotten. Relevant social factors such as racial and gender diversity in company management and on the board of directors, pay disparities among underrepresented groups, and sexual harassment and anti-discrimination policies may be considered as part of our ESG investment analysis. Positive corporate performance on diversity not only reduces investment risks and societal inequalities but has also been proven to enhance corporate performance. Systemic racism and disparities in workplace gender representation hinder company productivity since companies do not attract and retain the most talented workers available. The firm has adopted the UN Sustainable Development Goals (SDGs) as our framework around sustainability outcomes and we have identified key goals that relate to diversity, equity, and inclusion. **Goal 4 Quality Education, Goal 5 Gender Equality, Goal 8 Decent Work and Economic Growth, and Goal 10 Reduced Inequalities** aim to create a more inclusive and just society and we actively identify companies that are aligned with these goals.