

Corporate Social Responsibility Policy

Spring 2019



Overview

At Chicago Equity Partners, we define corporate social responsibility as the alignment of our business practices and our values. It is the intention of Chicago Equity Partners to abide by policies and practices that will best serve the interest of our clients and associates, the community, and the environment.

Commitments and Goals

Chicago Equity Partners aspires to be recognized as a leader in the field of corporate social responsibility. Our associates will adopt into their day-to-day work activities the corporate social responsibility considerations described in this policy. Chicago Equity Partners leaders will act as role models by incorporating these considerations into decision making in all business activities. The leaders will ensure that appropriate organizational structures are in place to effectively identify, monitor, and manage corporate social responsibility issues and performance relevant to our business.

It is the goal of Chicago Equity Partners, as an investment manager, to act as stewards of client assets in accordance with the United Nations Principles for Responsible Investment (UNPRI). It is the goal of Chicago Equity Partners, as a corporate citizen, to conduct business in accordance with the UN Sustainable Development Goals.

Business Ethics and Transparency

Chicago Equity Partners is committed to maintaining the highest standards of integrity and corporate governance practices. This commitment allows us to maintain excellence in our daily operations and promote confidence in our governance systems. We will conduct our business in an open, honest, and ethical manner. Chicago Equity Partners recognizes the importance of protecting our human, financial, physical, informational, social, environmental, and reputational assets. We will advise our partners, contractors, and suppliers of our corporate social responsibility policy, and we will work with them to achieve consistency with this policy. Furthermore, we remain committed to measuring, auditing, and tracking the performance of our corporate social responsibility program.

Environmental

Chicago Equity Partners is committed to environmental protection and stewardship. We will work with our stakeholders, peers, and others to promote responsible environmental practices and mitigate our impact on the environment. Chicago Equity Partners recognizes that pollution prevention, biodiversity, and resource conservation are keys to sustaining the environment. We will effectively integrate these concepts into our business decision making.

Health and Safety

Chicago Equity Partners is committed to protecting the health and safety of all individuals affected by our activities, including our associates, contractors, and the public. We will provide a safe and healthy working environment and will not compromise the health and safety of any individual. Our goal is to remain accident-free.

All associates and contractors are responsible and accountable for contributing to a safe working environment, fostering safe working attitudes, and operating in an environmentally responsible manner. Chicago Equity Partners does not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.

Stakeholder Relations

Chicago Equity Partners will engage stakeholders clearly, honestly, and respectfully. We are committed to timely and meaningful dialogue with all stakeholders, including clients, associates, the community, and regulators.

Human Rights

Chicago Equity Partners is committed to supporting and respecting human rights and dignity within our sphere of influence. We will not tolerate human rights abuses and will not engage in or be complacent toward any activity that solicits or encourages human rights abuse. Chicago Equity Partners will always strive to build trust and deliver mutual advantages in all our relationships, while respecting the cultures and values of individuals and groups.

Community Investment

Chicago Equity Partners stresses collaborative, consultative, and partnership approaches in our community investment programs. We will integrate community investment considerations into our decision making and business practices. We are committed to improving the quality of life in our host communities via our support of innovative health, education, social services, environmental programs, and cultural and civic projects.

Furthermore, we will strive to provide employment and economic opportunities in our communities. We actively support initiatives in the communities where our associates live and work, providing financial assistance, equipment, and volunteer support for a variety of programs. We encourage our associates to participate in community organizations.