



## **Causeway Capital Management LLC** **Diversity, Equity, Inclusion, and Accessibility Policy**

At Causeway, we strive to deliver superior long-term results and service for our clients. To achieve and exceed our goals, we are committed to ensuring an inclusive and diverse culture for our colleagues. Causeway believes in equality of opportunity for all, regardless of race, color, religious creed, national origin, persons with disabilities, gender, gender expression, or sexual orientation. We seek to embed these values throughout our organization and continue our journey to broaden diversity, equity, inclusion, and accessibility.

Diversity: As a firm blending fundamental and quantitative investing strategies, we believe diverse talent and unique perspectives add depth to our research, for the ultimate benefit of our clients. We have expanded our recruiting efforts so that our career opportunities are made available to underrepresented groups. Internally, we provide training and resources for our colleagues to support a diverse workplace.

Equity: Causeway seeks to provide an environment where all colleagues—with differences both seen and unseen—are treated fairly, with equal access to resources and opportunities for advancement. We support ongoing efforts to nurture equitable treatment of our colleagues, including with regard to hiring practices and compensation.

Inclusion: At Causeway, we believe that our colleagues are most productive when they feel supported and encouraged to express themselves authentically. We are seeking to raise our colleagues' awareness of unconscious racial, gender, and cultural biases. With the recognition that leading with inclusion is a constant and enduring process, we aim to further a more engaging culture of belonging for all individuals.

Accessibility: We believe greater accessibility in the financial services industry depends on seeding a pipeline for youth in underserved communities. We are expanding outreach efforts to promote financial literacy and spark an interest in finance for young people throughout our community.

Diversity, Equity & Inclusion Committee: Causeway's Diversity, Equity & Inclusion Committee periodically reports to our Operating Committee and consists of individuals across multiple departments. The Committee's goals relate to ensuring our environment properly reflects our values and culture. The Committee is spearheading several initiatives focused on our stakeholders including our colleagues and community and sharing our efforts with clients.

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