

RHJ DIVERSITY, EQUITY, AND INCLUSION POLICY

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Our Commitment

RHJ is keenly aware of the need to actively promote diversity, equity, and inclusion (DEI) within our industry, and this policy formalizes our commitment to improve DEI at the firm. Even as a small boutique firm with low personnel turnover, the composition of our ownership and employee base evidences our commitment to DEI.

We maintain that diversity encompasses every employee's distinctive attributes and unique qualities. Respecting these differences is key to building a sense of inclusion. We foster diversity of thought and value innovative thinking. RHJ has a "diverse" investment team in the sense that we have historically hired individuals with considerably different backgrounds and experience. Having a diverse group of decision makers in senior management and within our investment teams challenges conventional thinking. It helps us avoid "group-think" and the "following the herd" mentality which can be prevalent in the industry. We believe that this leads to improved investment decisions over time, and ultimately allows us to generate superior results, thus better serving our clients.

Our History

RHJ has a longstanding commitment to DEI. Thirty percent of RHJ is women-owned (and within that share, 15% is minority woman-owned). Furthermore, there are 4 women with senior management positions. From its inception, RHJ has been a long-time supporter of organizations that promote diversity. We actively seek to expand our reach of support to additional DEI-related organizations.

Exercising Diversity, Equity, and Inclusion

RHJ is also dedicated to ensuring that our firm is a workplace where every employee feels included, comfortable, respected, and provided with opportunities for continued growth. The firm will encourage initiatives focused on promoting awareness of DEI topics through training opportunities and creating a safe space for employees to express DEI-related concerns. RHJ's Management Committee will oversee and track progress made by the firm in relation to DEI, and ensure firm adherence to this policy.