



Diversity & Inclusion Policy

Axiom Investors believes that a culture of diversity and inclusion is critical to the success of our business, and is committed to fostering, cultivating, and preserving a working environment where all employees may draw upon their backgrounds and experience in furtherance of the common goal of providing best in class service to Axiom's clients.

Ours is a business that is premised upon providing top-of-market investment services. To that end, Axiom is committed to attracting and retaining the best talent and providing an environment where everyone can thrive. This inclusive approach not only enriches Axiom's culture, but it provides a competitive advantage in the marketplace by helping us understand and connect more effectively with our clients, communities, and colleagues.

At Axiom, we define diversity and inclusion as celebrating what each of us brings to the table. Our success is a result of our varied backgrounds, perspectives, talents, cultures and genders. Our concept of diversity is consciously inclusive of and welcoming to members of communities that have been historically underrepresented in the financial services workforce. Inclusion is about creating an environment that celebrates people's differences and, in so doing, inspires innovative ideas, practical solutions, and team building. Axiom seeks to achieve a work environment in which all individuals are recognized for their unique qualities, skills, and abilities, and are given opportunities to apply them fully to the success of the firm.

Axiom's commitment to diversity and inclusion manifests itself in all aspects of our operations, including our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; and terminations.

All Axiom employees are expected to conduct themselves in accordance with this policy, ensuring that they treat colleagues, clients and other people with whom they interact respectfully and in accordance with the guiding principles set forth in this policy. In addition to celebrating the differences that make each of us unique, Axiom is committed to eliminating all forms of discrimination from the workplace. Employees should consult Axiom's policy against discrimination, harassment and retaliation for further details.