


Impact Report:

Quantitative Portfolio: Gender and Diversity

The **Quantitative Portfolio: Impact Large Cap Core - Gender and Diversity** is designed to track the Russell 1000 index by maintaining similar risk characteristics relative to the index. The portfolio invests in companies that are fostering gender and diversity inclusion, by focusing on those with strong leadership diversity, anti-discrimination policies, and programs aimed at increasing opportunities for women and minorities. These companies are more likely to create opportunities for women and minority groups to participate fully in business and society as leaders and stakeholders.

Invest in Equality – Invest with Impact

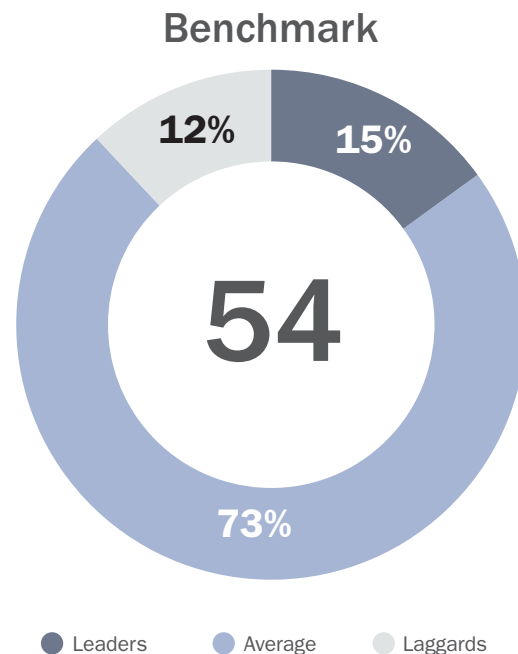
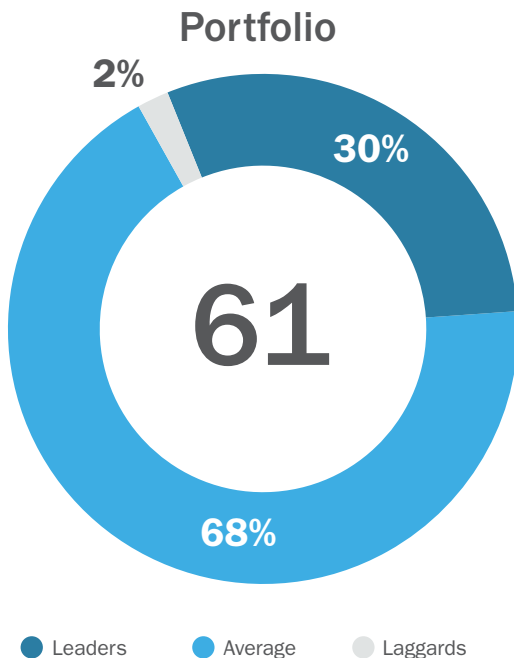
You Support:

-  **Equal opportunity for women and minorities across the workforce**
-  **Inclusionary hiring and career development practices**
-  **Encouraging cultural understanding and sensitivity in the workplace**
-  **Respectful and safe work environments for women and minorities**

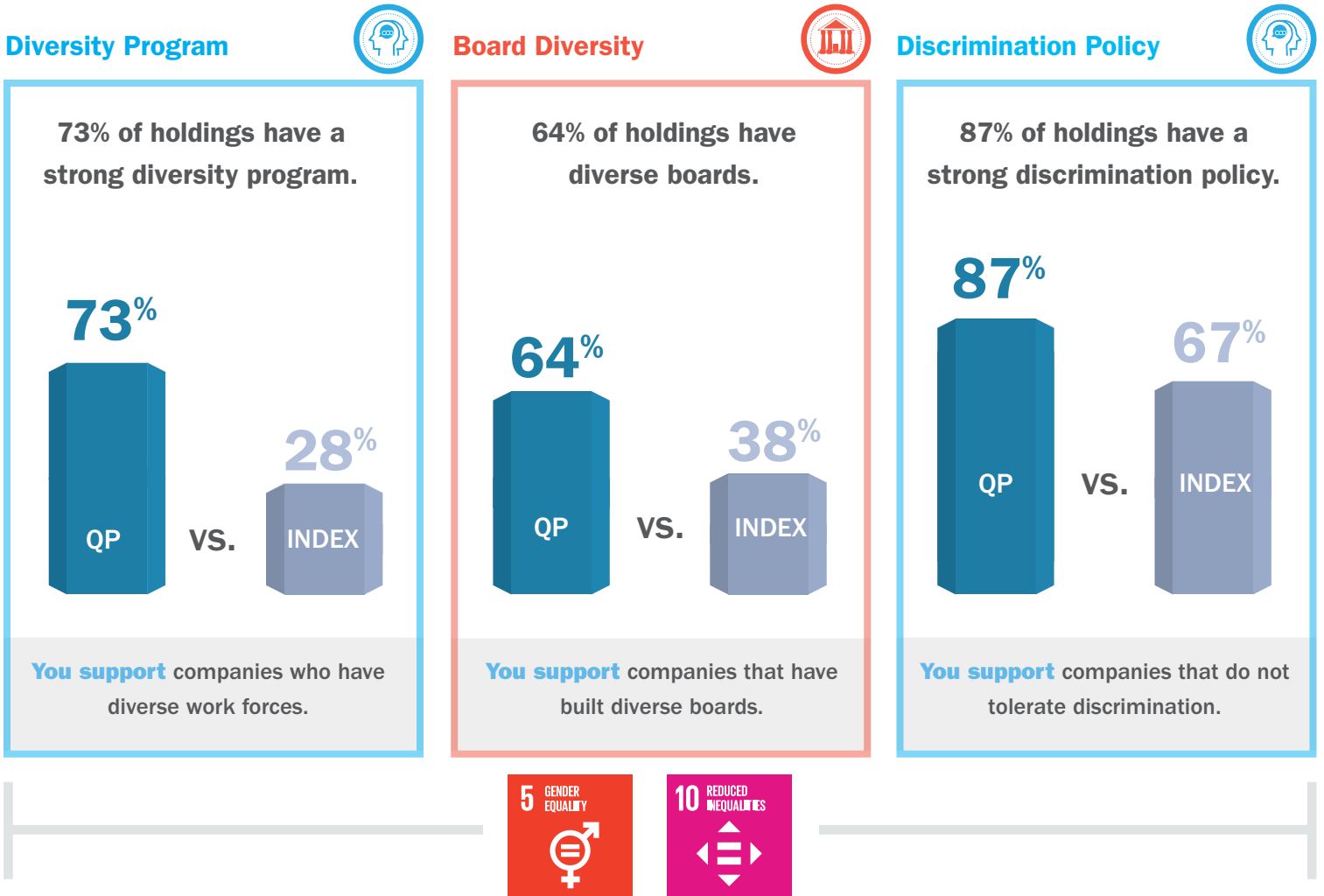
You Avoid:

- The adult entertainment industry, which has historically exploited women**
- Companies with controversial events related to severe sexual harassments cases**

Gender and Diversity Score



Gender and Diversity



Company Highlight: Kellogg Company

Kellogg has demonstrated a deep commitment to diversity and inclusion across the organization. The Women of Kellogg (WOK) employee resource group in Latin America helped create Networking Together, Mexico's first cross-sector effort to support gender equality. Networking Together consists of 35 companies that meet every two months to share best practices on building a workplace that is more inclusive of women. The WOK in North America, as part of International Women's Day in March, organized a speaking event featuring Pam Cohen, an expert on gender diversity and its impact on a company's financial success. About 800 people attended the event in person and there were over 300 watch parties in seven countries. In Europe a Parenting Transition Coaching Program has been implemented, which provides support to new parents through coaching sessions. The program teaches in-line managers and HR business partners how to better aid employees juggling new family priorities. The ratio of women on the Kellogg Japan leadership team has significantly improved. Currently, four women are part of the nine-member team. In South Korea, Kellogg achieved gender parity among its executive team in 2017. 36 percent of the company's board of directors are female. Kellogg was recognized in Diversity Inc.'s Top 50 Companies for Diversity and is included in Working Mother Diversity Best Practices Leading Inclusion Index.



Sustainalytics Definitions

Discrimination Policy

The International Labour Organization (ILO) is the set of standards used for this measure. The policy needs to make a clear reference to the relevant ILO convention but does not need to specify the number of the convention. The policy needs to apply to at least 50% of the company's operations and follow the Sustainalytics criteria for a formal policy.

Diversity Programs

This measure provides an assessment of the quality of a company's program to increase workforce diversity. An effective and comprehensive workforce diversity program must include measures to attract, hire, retain, and develop a diverse workforce. Initiatives must be targeted at certain groups that may otherwise face barriers entering the workforce or advancing in the corporate ladder (e.g. women, visible minorities, religious minorities, indigenous people and people with disabilities). These "designated groups" vary depending on the local context. General statements on human capital at large are not considered.

Board Diversity

This is an assessment of both the gender diversity on the board, and quality of the diversity policy.

Sustainable Development Goals

The Sustainable Development Goals (SDGs) are a collection of 17 global goals set by the United Nations General Assembly in 2015 for the year 2030. The SDGs are part of Resolution 70/1 of the United Nations General Assembly, the 2030 Agenda. At the heart of the goals is an urgent call for action by all countries - developed and developing - in a global partnership. The SDGs recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.

Read more from PMC at investpmc.com/impact



Overview

Index performance is presented for illustrative purposes only and does not represent the performance of any specific investment product or portfolio. An investment cannot be made directly into an index.

Russell 1000 Index is a market capitalization-weighted benchmark index made up of the 1000 largest U.S. companies.

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Investments in smaller companies carry greater risk than is customarily associated with larger companies for various reasons such as volatility of earnings and prospects, higher failure rates, and limited markets, product lines or financial resources. Investing overseas involves special risks, including the volatility of currency exchange rates and, in some cases, limited geographic focus, political and economic instability, and relatively illiquid markets. Income (bond) funds are subject to interest rate risk which is the risk that debt securities in a fund's portfolio will decline in value because of increases in market interest rates.

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