



Mill Creek Capital Advisors, LLC Diversity & Inclusion Policy

Mill Creek Capital Advisors, LLC (“MCCA”) is committed to fostering, cultivating and preserving a culture of diversity and inclusion.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, creativity, innovation, self-expression, capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but also our reputation and company’s achievement.

We embrace and support our employees’ differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Mill Creek’s diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; our selection of investment managers and service providers; professional development and training; promotions; social and recreational programs; layoffs; and terminations.

Mill Creek focuses on the ongoing development of a work environment built on the premise of inclusion that fosters and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees’ varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity of those communities.

All employees of Mill Creek have a responsibility and obligation to treat others with dignity and respect at all times. All employees are expected to exhibit respectful and inclusive conduct during work, at work functions on or off the work site, and at all other company-sponsored and participative events. All employees are also required to attend and complete annual diversity awareness training to enhance their understanding and knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company’s diversity policy and initiatives should seek assistance from a supervisor.