



Regan Capital Diversity, Equity, & Inclusion Policy

Our Mission:

At Regan Capital, we strive to be a leader in diversity and inclusion within our industry, to foster a sustainable work environment for our employees and to generate value to our clients. By upholding a diverse and inclusive culture, we will help drive a better future for employees and our clients.

Our Commitment:

We aim to achieve a diverse work environment. We attain this through hiring purely on the firm's judgement of a candidate's ability to perform in the given role to the high standards that our clients expect. Our existing employees and applicants for open positions come from a wide spectrum of backgrounds, with differing religion, race, sex, color, age, national origin, citizenship status and marital status. To further our commitment, Regan participates in an internship program called STREAM, with the mission to educate, train and mentor students from underrepresented groups in our area, to promote a diverse and inclusive environment and to provide opportunities to build a career in the Asset Management industry.

We believe in equity of opportunity and pay at Regan Capital. Our employees are given equal opportunity to progress their careers, their advancement is based solely on their merits. Each employee is supported to succeed as their own authentic selves. Our employees are compensated based on their performance. Diversity factors are not taken into consideration for compensation, awarding opportunities or for promotions.

We invest in our employees and believe having a diverse environment encourages collaboration to generate new solutions, while also fostering inclusivity in all areas of the company. Our policies and values provide a community where everyone feels welcomed, has a voice, and feels comfortable within the team. By welcoming everyone's differences, we make Regan Capital an inclusive and supportive work environment where everyone is able to and wants to contribute.