

Supplier Diversity Statement

Janus Henderson Investors values the unique perspectives of our diverse workforce. The diversity of backgrounds, experiences and thought is what makes our company unique and innovative. We welcome vendors and suppliers that value diversity in their business practice and deliver exceptional products and services.

As a global company, it is important that our business partners reflect the global demographics of our clients and the communities where we live and work. Diversity through our engagement with diverse vendors and suppliers not only impacts our global economy, promotes corporate citizenship and support small and diverse owned businesses, it also aligns with the Janus Henderson's Diversity and Inclusion Vision. Janus Henderson staff involved in purchasing and subcontracting are encouraged to identify and include diverse suppliers and subcontractors in the procurement process. Our goal is to promote inclusive practices that provide maximum opportunity to all companies that meet our purchasing and contracting standards; while:

- Maintaining our current standards of safety, quality, competitive pricing, and project delivery and ensuring that diverse owned businesses are treated fairly during the procurement process.
- Helping small and diverse businesses understand Janus Henderson's supplier/subcontractor related policies and procedures