



Press release – September 28, 2020

Dorval Asset Management today achieves *Best Workplaces For Women 2020* accreditation*

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In addition to Dorval Asset Management's *Great Place to Work* and *Best Workplace France 2020* certifications, the company is today awarded the *Best Workplaces For Women 2020* accreditation by monthly publication Marie Claire's Think Tank *Act for Equality*, whose members include the *Great Place to Work* organization, in conjunction with the *Connecting Leaders Club*.

The *Great Place To Work*® organization takes on board two aspects when awarding this accreditation:

- Women's representation within the organization and in management roles;
- Women's perception in the Trust Index® survey* on specific questions covering four themes i.e. empowerment, promotions and fairness, recognition, work-life balance.

An awards ceremony for this accreditation was held today Monday as part of the broader Equality Week running from September 28 to October 2, 2020, which aims to promote gender equality in the workplace.

A mindset born from entrepreneurial ambition and collective values

Dorval Asset Management's Chief Executive Officer Jean-François Baralon states "*the Best Workplaces For Women accreditation is true recognition of the values that are firmly rooted at the core of our corporate culture. The company's founders Stéphane Furet and Louis Bert successfully built a group that now boasts 26 female and male professionals, who all strive towards the same entrepreneurial goal. Our company's mindset is built first and foremost on care, trust and recognition. Engagement, entrepreneurial freedom and the quest for performance are both individual and collective drivers here at Dorval AM, regardless of gender and for the benefit of all. So against this backdrop, diversity, fairness and working time organization – to name but a few aspects – are the natural building blocks for our company.*"



This recognition fits hand-in-hand with Dorval Asset Management's responsible investor approach

Following on from its longstanding *Manageurs* range's investment process, Dorval Asset Management has made corporate governance the cornerstone of its responsible investment policy, putting diversity and female representation in organizations and governance bodies at the very center of its non-financial analysis grid and its engagement and voting policies.

"The Best Workplaces For Women accreditation also attests to the clear consistency between our investment management philosophy and our day-to-day in-house practices. It reflects the strong and lasting connection we advocate between our responsible investment approach on the one hand and the corporate social responsibility policy we apply at Dorval Asset Management on the other" notes Jean-François Baralon.

This accreditation also resonates with Natixis Investment Managers' pledge to enhance gender equality in the workplace, with its signature of the United Nations Women's Empowerment Principles, established by UN Women and the UN Global Compact.

*** Methodology for the *Best Workplaces For Women France 2020* accreditation**

The accreditation is awarded by Great Place To Work®, an organization that assesses employees' perception and corporate practices using a unique methodology (<https://www.greatplacetowork.com/our-methodology>) to create a definitive standard, the Trust Index©.

Companies must first meet the following criteria to be eligible for the Best Workplaces for Women 2020 ranking:

- Feature in the Best Workplaces France 2020 classification;
- Employ at least 33% women in the company (number of permanent and fixed-term contracts);
- Employ at least 33% women among managers (database of survey respondents, declaratory);
- Have a positive Trust Index© score of more than 70% of participants self-reported as women and a positive response of more than 70% to the statement "staff are treated fairly regardless of their gender" for participants self-reported as women;
- Women's results must be accurate to a 90% confidence level (+/- 6.5) while the parity index for women must be above 70%: the parity index is a series of 25 questions in the Trust Index© survey questionnaire.

Responses from the 93 eligible companies in 2020 were assessed in detail to ensure that there were no issues of harassment or sexism, etc.



Companies that met these criteria then submitted information to Great Place To Work® on their practices related to a new question – number 13 – in the Culture Audit, which specifically covers women: “Why do you think that your organization should be accredited as a great place to work for women?”.

- About Dorval Asset Management

Dorval Asset Management: Flexibility with conviction

Dorval Asset Management is a management company recognized in the areas of flexible wealth management strategies and stock-picking in European equities. These strategies aim to safely navigate stock market cycles and to perform in the long term. Approved by the French Financial Markets Authority (AMF) since 1993, 88.7% of its capital is held by Natixis Investment Managers and 11.3% by its employees. Dorval Asset Management implements conviction-based wealth management, characterized by active management removed from indices.

With the conviction that a flexible approach is needed to provide high-quality management for its clients in the current market environment, the management team offers flexible wealth management, reflecting its corporate DNA. Dorval Asset Management offers a range of ten complementary funds: a European equities range made up of Dorval Manageurs, Dorval Manageurs Europe, Dorval Manageurs Euro and Dorval Manageurs Small Cap Euro, Dorval Manageurs Smid Cap Euro and a flexible range made up of Dorval Convictions, Dorval Convictions PEA, Dorval Global Convictions, Dorval Global Convictions Patrimoine, and Dorval Emerging Market Convictions. Thanks to its partnership Dorval Asset Management’s products and services are marketed by Natixis Investment Managers international distribution platform and the BPCE Group’s French banking networks. Dorval Asset Management had close to 1.6 billion euros in assets under management as at December 31, 2019.

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- About Natixis Investment Managers

Natixis Investment Managers serves financial professionals with more insightful ways to construct portfolios. Powered by the expertise of more than 20 specialized investment managers globally, we apply Active Thinking® to deliver proactive solutions that help clients pursue better outcomes in all markets. Natixis Investment Managers ranks among the world’s largest asset management firms¹ with more than \$1 trillion assets under management² (€906.0 billion).

Headquartered in Paris and Boston, Natixis Investment Managers is a subsidiary of Natixis. Listed on the Paris Stock Exchange, Natixis is a subsidiary of BPCE, the second-largest banking group in France. Natixis Investment Managers’ affiliated investment management firms include AEW; Alliance Entreprendre; AlphaSimplex Group; DNCA Investments;³ Dorval Asset Management; Flexstone Partners; Gateway Investment Advisers; H2O Asset Management; Harris Associates; Investors Mutual Limited; Loomis, Sayles & Company; Mirova; MV Credit; Naxicap Partners; Ossiam; Ostrum Asset Management; Seeyond; Seventure Partners; Thematics Asset Management; Vauban Infrastructure Partners; Vaughan Nelson Investment Management; Vega Investment Managers;⁴ and WCM Investment Management. Additionally, investment solutions are offered through Natixis Investment Managers Solutions, and Natixis Advisors offers other investment services through its AIA and MPA division. **Not all offerings available in all jurisdictions.** For additional information, please visit Natixis Investment Managers’ website at im.natixis.com | LinkedIn: linkedin.com/company/natixis-investment-managers.

Natixis Investment Managers’ distribution and service groups include Natixis Distribution, L.P., a limited purpose broker-dealer and the distributor of various U.S. registered investment companies for which advisory services are provided by affiliated firms of Natixis Investment Managers, Natixis Investment Managers S.A. (Luxembourg), Natixis Investment Managers International (France), and their affiliated distribution and service entities in Europe and Asia.

1 Cerulli Quantitative Update: Global Markets 2020 ranked Natixis Investment Managers as the 17th largest asset manager in the world based on assets under management as of December 31, 2019.



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2 Assets under management (“AUM”) as of June 30, 2020 is \$1,017.7 billion. AUM, as reported, may include notional assets, assets serviced, gross assets, assets of minority-owned affiliated entities and other types of non-regulatory AUM managed or serviced by firms affiliated with Natixis Investment Managers.

3 A brand of DNCA Finance.

4 A wholly-owned subsidiary of Natixis Wealth Management.

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