

Guiding Principles

Our guiding principles are driven by our Theory of Change, Impact Thesis and a disciplined institutional approach to impact and investment management

Our Community

- We consider the interests of all stakeholders - employees, communities, customers, environment - and not just shareholders
- We target an appropriate return for the risk and duration of our investments and will prioritize impact and long-term financial sustainability over short-term financial returns
- We seek opportunities that benefit women- and BIPOC-owned businesses and employees

Our Portfolio Companies

- We offer high value-add support and guidance regarding both financial and impact performance
- We seek companies that are committed to the creation of Quality Jobs - a living wage, meaningful benefits, training and career-building and a safe, fair, dignified and engaging workplace
- We support forward leaning businesses that respect and do not harm the environment

Our Approach

- We build collaborative partnerships within community development ecosystems that seek to catalyze systemic change
- We use alternative and creative structures and exit scenarios to ensure the sustainability of our investment's impact
- We apply the same diligence and rigor to our impact objectives as we do our financial objectives
- We share our insights and lessons across our ecosystem to accelerate the scaling and replication of our integrated capital solutions