Corporate Social Responsibility at WisdomTree
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About WisdomTree

WisdomTree Investments, Inc., through its subsidiaries in the U.S. and Europe (collectively, “WisdomTree”), is an Exchange Traded Fund (ETF) and Exchange Traded Product (ETP) sponsor and asset manager headquartered in New York.

WisdomTree® is the marketing name for WisdomTree Investments, Inc. and its subsidiaries worldwide. WisdomTree® and Modern Alpha® are trademarks of WisdomTree Investments, Inc. in the United States and in other countries.

“At WisdomTree, sustainability and responsibility is embedded throughout our business, which we believe benefits our investors, employees and shareholders. We are excited to release our first-ever Corporate Social Responsibility Report, which highlights some of the areas where WisdomTree is investing to improve the Environmental, Social and Governance (ESG) positioning of our firm as a whole.”

- Jonathan Steinberg, Founder & CEO of WisdomTree

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1. Responsible Investing

ESG Investing

ESG investing at WisdomTree is overseen by our ESG Steering Committee, which includes senior leaders from across our business. This committee oversees several sub-committees focused on particular ESG considerations, such as improving data and transparency into the ESG attributes of our funds.

United Nations Principles for Responsible Investment


Founded in 2005, the UNPRI is a United Nations-supported network that encourages asset managers and other institutional investors to engage with corporations on environmental, social and governance (ESG) issues to create a more sustainable global financial system and support long-term investment value.

More information on the UN PRI can be found here

Proxy Voting

Through proxy voting, WisdomTree advocates for strong corporate governance in the companies in which our products invest. We rely on the proxy voting guidelines of our sub-advisors to inform how we vote and we have therefore selected sub-advisors whose proxy voting guidelines align with our commitment to responsible and sustainable business practices. Rather than adopting ESG guidelines for a select number of ESG-mandated products, the proxy voting guidelines used by our largest sub-advisor apply an ESG lens to all proxies based on our shared belief that sustainable companies make for better long-term investments. Our sub-advisors regularly engage with management at the companies held by our products to push for action on key ESG issues, such as reporting on carbon emissions and increasing gender diversity.
1. Responsible Investing (continued)

**ESG Products**

The integration of ESG into our product line-up represents an exciting development for WisdomTree. We believe that combining our Modern Alpha® investment approach1 with ESG enables investors to build a portfolio that aligns with both their investment objectives and personal values.

In March 2020, we came out with a family of three core equity ESG ETFs in the U.S. These strategies start with our multifactor investment approach, which selects securities based on two fundamental factors – value and quality – and two technical factors – momentum and correlation. In addition to these financial factors, our ESG products add in a fifth factor – sustainability. We then assign a modified market cap weighting to each security that takes into account both the market capitalization and the sustainability score of the security. We leverage ESG ratings and controversy metrics from a variety of industry-leading data providers in order to ensure that the amalgamated ESG metrics we rely on are as unbiased and robust as possible.

WisdomTree offers a suite of three governance-oriented products that seek to invest in emerging market companies that are not state-owned. The investment thesis for these products is grounded in the belief that strong corporate governance is critical to a stock's performance and that government-owned companies can, at times, run their businesses with a broader set of political interests than traditional firms. In late January 2021, we applied additional environmental and social screens to these three strategies to ensure that they meet international standards for ESG investing.

In Europe, we are moving towards all WisdomTree physically-backed Exchange Traded Commodities (ETCs) being made up of 100% Post-2012 gold bars, which is the current London Bullion Market Association (LBMA) market standard for ethically sourced gold bars.

Additionally, we are applying ESG screens across all of our equity UCITS products that track proprietary WisdomTree indexes. This screening process began in December 2020 and will be gradually rolled out across our ETFs at each index's rebalance date throughout 2021.

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1 A relentless focus on performance and creating better ways to invest
2. Employee Code of Conduct

Introduction

WisdomTree is committed to basic human rights and we conduct our business in accordance with all national and international standards. The Board of Directors (the "Board") of WisdomTree Investments, Inc. ("WisdomTree") has adopted an employee Code of Conduct (the "Code"), which is applicable to all directors, officers and employees to:

1. Promote honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest between personal and professional relationships;
2. Promote the full, fair, accurate, timely and understandable disclosure in reports and documents that WisdomTree files with, or submits to, the Securities and Exchange Commission ("SEC"), as well as in other public communications made by or on behalf of WisdomTree;
3. Promote compliance with applicable governmental laws, rules and regulations;
4. Deter wrongdoing; and
5. Require prompt internal reporting of breaches of, and accountability for adherence to, this Code.

This Code is not intended to reduce or limit the many other obligations that employees may have to WisdomTree. Instead, the standards in this Code should be viewed as the minimum standards that WisdomTree expects from its directors, officers and employees in the conduct of WisdomTree’s business.

Disciplinary measures for violations of the Code may include, but are not limited to, counseling, oral or written reprimands, warnings, probation or suspension with or without pay, demotions, reductions in salary, termination of employment or service and restitution.

Honest, Ethical, and Fair Conduct

Each employee owes a duty to WisdomTree to act with integrity. Integrity requires, among other things, being honest, fair and candid. Deceit, dishonesty and subordination of principle are inconsistent with integrity. Service to WisdomTree never should be subordinated to personal gain and advantage.

Each employee must:

1. Act with integrity, including being honest and candid while still maintaining the confidentiality of WisdomTree’s information where required or in WisdomTree’s interests;
2. Observe all applicable governmental laws, rules and regulations;
3. Comply with the requirements of applicable accounting and auditing standards, as well as WisdomTree policies, in order to maintain the accuracy and completeness of WisdomTree’s financial records and other business-related information and data.
2. Employee Code of Conduct (continued)

Honest, Ethical, and Fair Conduct continued

4. Adhere to a high standard of business ethics and not seek competitive advantage through unlawful or unethical business practices;

5. Deal fairly with WisdomTree’s customers, suppliers, competitors and employees. Refrain from taking advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair-dealing practice;

6. Protect the assets of WisdomTree and ensure their proper use;

7. Refrain from taking for themselves personally opportunities that are discovered through the use of corporate assets or using corporate assets, information or position for general personal gain outside the scope of employment with WisdomTree; and

8. Avoid conflicts of interest wherever possible. Anything that would be a conflict for a person subject to this Code also will be a conflict if it is related to a member of his or her family or a close relative. Examples of conflict of interest situations include, but are not limited to, the following:

   a. Any significant ownership interest in any supplier or customer

   b. Any consulting or employment relationship with any customer, supplier or competitor

   c. Any outside business activity that detracts from an individual’s ability to devote appropriate time and attention to his or her responsibilities with WisdomTree

   d. The receipt of any money, non-nominal gifts or excessive entertainment from any company with which WisdomTree has current or prospective business dealings

   e. Being in the position of supervising, reviewing or having any influence on the job evaluation, pay or benefit of any close relative

   f. Selling anything to WisdomTree or buying anything from WisdomTree, except on the same terms and conditions as comparable officers or directors are permitted to so purchase or sell; and

   g. Any other circumstance, event, relationship or situation in which the personal interest of a person subject to this Code interferes – or even appears to interfere – with the interests of WisdomTree as a whole.
2. Employee Code of Conduct (continued)

Disclosure

WisdomTree strives to ensure that the contents and disclosures in the reports, documents, and communications that WisdomTree files with the SEC are full, fair, accurate, timely and understandable in accordance with applicable disclosure standards, including standards of materiality, where appropriate. Each employee must:

1. Not knowingly misrepresent, or cause others to misrepresent, facts about WisdomTree to others, whether within or outside WisdomTree, including to WisdomTree’s independent auditors, governmental regulators, self-regulating organizations and other governmental officials, as appropriate; and

2. In relation to his or her area of responsibility, properly review and critically analyze proposed disclosure for accuracy and completeness.

In addition to the foregoing, the Company’s Chief Executive Officer, the Chief Financial Officer and each other person that is typically involved in the financial reporting for WisdomTree must familiarize himself or herself with the disclosure requirements applicable to WisdomTree as well as the business and financial operations of WisdomTree.

The integrity, reliability and accuracy in all material respects of WisdomTree’s books, records and financial statements is fundamental to WisdomTree’s continued and future business success. No director, officer or employee may cause WisdomTree to enter into a transaction with the intent to document or record it in a deceptive or unlawful manner. In addition, no director, officer or employee may create any false or artificial documentation or book entry for any transaction entered into by WisdomTree. Similarly, officers and employees who have responsibility for accounting and financial reporting matters have a responsibility to accurately record all funds, assets and transactions on WisdomTree’s books and records.

As part of WisdomTree’s Whistleblower Policy, all employees and service providers must promptly bring to the attention of the Chair of the Audit Committee of WisdomTree’s Board of Directors any information he or she may have concerning:

1. Significant deficiencies in the design or operation of internal and/or disclosure controls which could adversely affect WisdomTree’s ability to:
   a. Record, process, summarize and report information required by WisdomTree to be disclosed to the SEC.
   b. Accumulate and communicate information to management as appropriate to allow timely decisions regarding such disclosure.

2. Any fraud, whether or not material, that involves management or other employees who have a significant role in WisdomTree’s financial reporting, disclosures or internal controls.
2. Employee Code of Conduct (continued)

Compliance

It is WisdomTree’s policy to comply with all applicable governmental laws, rules and regulations. It is the responsibility of each employee to adhere to the standards and restrictions imposed by those laws, rules and regulations, including those relating to accounting and auditing matters.

Reporting and Accountability

The Audit Committee of the Board of Directors is responsible for applying this Code to specific situations in which questions are presented to it and has the authority to interpret this Code in any particular situation. Any person who becomes aware of any existing or potential breach of this Code is required to notify the Chair of the Audit Committee promptly. Failure to do so is itself a breach of this Code.

Specifically, each employee must:

1. Notify the Chair of the Audit Committee promptly of any existing or potential violation of this Code.
2. Not retaliate against any other employee for reports of potential violations that are made in good faith.

WisdomTree will follow the following procedures in investigating and enforcing this Code and in reporting on the Code:

1. The Audit Committee will take all appropriate action to investigate any breaches reported to it.
2. If the Audit Committee determines that a breach has occurred, it will inform the Board of Directors.
3. Upon being notified that a breach has occurred, the Board will take or authorize such disciplinary or preventive action as it deems appropriate, after consultation with the Audit Committee and Chief Legal Officer, up to and including dismissal or, in the event of criminal or other serious violations of law, notification of the SEC or other appropriate law enforcement authorities.

No person following the above procedure shall, as a result of following such procedure, be subject by WisdomTree or any officer or employee thereof to discharge, demotion suspension, threat, harassment or, in any manner, discrimination against such person in terms and conditions of employment. Any person who participates in any such retaliation is subject to disciplinary action, including termination.
3. Diversity

Diverse Leadership

WisdomTree recognizes that a diverse set of perspectives is critical to innovation. We have built a diverse and inclusive workforce that includes all genders, races, and ages, as well as those in the disabled community. We actively look for candidates from different backgrounds and outside traditional fields and reinforce our commitment to diversity through organizational policies, such as mandating fairness and equality for all employees and creating performance appraisal systems that are non-discriminatory.

We pride ourselves on the ethnic diversity of our employee-base globally and are committed to offering employment to the best possible candidates regardless of whether they require sponsorship.

The WisdomTree Investments Board of Directors amended its corporate governance guidelines to specify that when considering director candidates, the Nominating and Governance Committee:

1. May consider whether a nominee will help achieve a Board mix representing diversity of background and experience, inclusive of gender, race, ethnicity, age, gender identity, gender expression and sexual orientation; and

2. Should actively seek out highly qualified women and people of color as nominees

WisdomTree’s commitment to diversity is highlighted further by the appointment of Smita Conjeevaram to our Board of Directors in January 2021.

Women’s Initiative Network (WIN)

In 2019, WisdomTree formally launched the Women’s Initiative Network (“WIN”), which is an employee-led network designed to offer:

1. A community to provide opportunities and support for all genders at WisdomTree
2. Career development and professional training opportunities
3. Female empowerment and leadership within the organization

Amidst the challenges of 2020, WIN held a variety of virtual events throughout the year for employees to discuss important issues around diversity, such as racial justice. WIN continues to bring employees together through virtual events to hold these discussions.

Since inception, WIN has held several successful global events including a panel discussion on women in the workforce featuring notable guest speakers; an interactive seminar on negotiation skills; workshops and coaching sessions to enhance confidence to speak up; and various roundtable forums, informal coffee catch-ups and virtual happy hours to promote connectivity while working remotely.
3. Diversity (continued)

Diversity, Equity & Inclusion (DEI)

In 2020, we engaged an external consulting firm focused on diversity, equity, and inclusion (DEI). Through our work with this firm, we were able to conduct an employee survey and create several focus groups – the output from these exercises were incorporated into a DEI strategic plan. The objectives of this plan include:

1. Driving clarity and accountability around our commitment to fostering an inclusive culture where employees feel empowered to do their best work
2. Building trust across differences to ensure employees feel a sense of community and belonging
3. Providing clear paths for growth and development opportunities
4. Encouraging diverse voices and perspectives.

In 2021, WisdomTree established its inaugural DEI council. This council is comprised of employees and leaders from across our business with a varied range of backgrounds and is tasked with overseeing and helping to advance our efforts to foster a diverse, equitable, and inclusive culture.

WisdomTree has also developed a series of DEI workshops aimed at giving our workforce practical tools to use in working to build a culture that welcomes all. The first workshop of 2021 focused on “Behaviors of Inclusion” and covers the psychology of unconscious bias and habits that our employees can use to be deliberately inclusive at work.
4. Employee Training and Policies

Training Opportunities
WisdomTree provides a variety of opportunities for our employees to build new skills and further their career development, including:

1. WisdomTree Talks – Employees are invited to talks hosted by each department in order to gain a holistic view of the company and better understand what their colleagues’ jobs entail

2. Job-specific training courses, such as recurring sessions on Python coding

3. Leadership coaching – Full-time leadership specialist encourages team-building, facilitates 360 manager feedback, and provides communication coaching to managers and future leaders

4. Executive Lunches – Opportunity for all employees to get to know their senior leaders

5. Cybersecurity training – In addition to the robust Cybersecurity Plan in-place, on an annual basis, our employees are trained to identify potential cybersecurity threats so that they are better able to protect the company and colleagues from such risks

6. Town Halls - We hold monthly town halls to inform our employees of business developments and job openings for those seeking career development opportunities

Employee Policies & Procedures
WisdomTree employees are required to adhere to strict policies and procedures to ensure that they act with the highest standards:

1. Code of Conduct – At the time of hire and annually thereafter, WisdomTree’s employees are required to certify that they have read and acknowledge the Firm’s Code of Conduct

2. Whistleblower Policy – WisdomTree has an established Whistleblower Policy that enables employees to report instances of non-compliance (see additional information on the following page)

3. Political Contributions Policy – this policy offers guidelines for employee contributions to political organizations and campaigns

The safety of its employees is WisdomTree’s top priority and, to that end, we offer various voluntary and mandatory safety training sessions as well as unconscious bias training.
4. Employee Training and Policies (continued)

Anti-Money Laundering

Although a formal anti-money laundering ("AML") program requirement has not been established for registered investment advisers such as WisdomTree, we have adopted an AML program as a best practice. The AML policy identifies an AML Compliance Officer who is responsible for overseeing, implementing, monitoring and enforcing all aspects of the AML policy.

Given our business structure, the AML function is performed by the underwriter and the transfer agent to the Funds. The AML Compliance Officer shall oversee the AML service providers on an ongoing basis consistent with the AML Policy and Procedures, including overseeing that each AML service provider subject to the Patriot Act has established written anti-money laundering compliance programs reasonably designed to comply with all relevant anti-money laundering laws, including the Patriot Act. The Chief Compliance Officer receives a quarterly AML certification from State Street Bank & Trust Company ("State Street"), our transfer agent, and Foreside Fund Services, LLP ("Foreside"), our distributor, attesting to the effectiveness of its procedures and providing any AML issues that occurred during the period.

Anti-Bribery and Corruption

WisdomTree has established an Anti-Bribery and Corruption Policy to demonstrate its commitment to preventing bribery and establishing a zero-tolerance approach to bribery in all parts of the organization’s business operation. WisdomTree aims to limit its exposure to bribery by:

1. Setting out a clear anti-bribery policy;
2. Training all employees so that they can recognize and avoid bribery offences or suspicious activity;
3. Encouraging its employees to be vigilant and to report any suspicion of bribery, providing them with suitable channels of communication and ensuring sensitive information is treated appropriately;
4. Rigorously investigating instances of alleged bribery and assisting the police and other appropriate authorities in any resultant prosecution; and
5. Taking appropriate action against any individual(s) involved in bribery.
Whistleblower Policy

In order to maintain the highest standards of business conduct and ethics regarding its accounting standards and disclosures, internal accounting controls, and audit practices, WisdomTree has established a formal Whistleblower Policy which establishes procedures for the receipt, retention and treatment of confidential, anonymous complaints related to any accounting or audit concerns made by any member of the Firm that may relate to questionable practices and other related matters.

Further, if an employee has a concern or a complaint related to compliance policies and procedures, applicable federal securities laws, or if they believe that a potential compliance violation has occurred or is occurring, relating to WisdomTree, employees are encouraged to first contact their immediate manager. If they are uncomfortable with making the complaint or disclosing a concern to their manager, the complaint or concern should be made to either the Chief Compliance Officer (CCO) or Chief Legal Officer (CLO) or submit an anonymous submission through the compliance management system that will be routed to the CLO. All complaints or concerns submitted, which will be treated seriously and with the utmost care, would be promptly reviewed by the CCO or CLO and such other applicable business area(s) and brought to the attention of senior management for further review or action.

To date, no whistleblower complaints have been filed.
WisdomTree is committed to reinvesting resources for its employees in the form of benefits. We have a robust package of benefits including:

1. Generous healthcare coverage
2. Employee retirement program – In the U.S., 50% of employee 401(k) contributions are matched
3. Unlimited Paid Time Off for U.S. employees
4. 8 weeks of paid sabbatical leave after 10 years of service with WisdomTree
5. Life insurance and short- and long-term disability benefits
6. Educational Assistance Plans
7. Paid parental leave for both parents and access to lactation facilities
8. Travel insurance
9. Discounted gym memberships and “sweat equity” exercise reimbursement plan
10. CPR and first aid training
11. Coverage for holistic medicine and pet insurance
12. Virtual yoga, wellness, and meditation sessions
6. Community Investment

Community Service at WisdomTree

WisdomTree encourages employees to be active members of the community and to give back through a variety of programs.

While in-person volunteering has been put on pause for many due to the pandemic, WisdomTree has decided to increase our donations to charitable causes associated with providing relief from Covid-19.

We have also partnered with a provider called Good Today to enable our employees to allocate weekly WisdomTree-sponsored donations to organizations of their choice across a range of causes.

During normal times, WisdomTree has several programs in place to encourage our workforce to give back, including:

1. **Paid Volunteer Days**: Employees are offered paid time off to volunteer at a charitable organization of their choice.

2. **New York Cares**: We have partnered with New York Cares, the largest volunteer network in New York City offering thousands of volunteer opportunities with nonprofits and schools, to give our New York-based employees access to volunteer opportunities, such as fitness challenges and holiday gift giving programs with local low-income schools.

3. **Pilotlight**: In our London office, we support a program that matches our employees with local charities and social enterprises to provide business guidance and support to become more efficient, effective, and sustainable organizations.

4. **Charitable Events**: WisdomTree hosts employee events to raise money for charitable organizations throughout the year, such as charity game nights and fitness challenges. We also offer unique volunteer opportunities for our employees – for instance, our London team spent a day painting a Night Shelter which is used to house beds for the local homeless population.

5. **Building-Sponsored Volunteer Opportunities**: Charitable initiatives sponsored by our office building, including blood drives and coat and clothing collection boxes.
7. Environment

Climate Awareness Statement

WisdomTree considers its impact on the environment to be low. Due to the nature of our business, WisdomTree has a relatively light carbon footprint and does not generate hazardous waste or emit meaningful levels of greenhouse gases.

However, we acknowledge the threat of climate change on the environment and recognize that it is imperative to use our position as a global platform to implement positive change so that we may offset any negative impact. To that end, WisdomTree seeks to operate a more sustainable business through various initiatives, including, but not limited to, an organization-wide commitment to sustainability efforts, becoming a signatory to the United Nations Principles for Responsible Investment and launching funds dedicated to environmental, social and governance (“ESG”) strategies.

Going “Green” at WisdomTree

WisdomTree strives to maintain an environmentally-friendly work environment and we encourage our employees to avoid waste where possible. We are also committed to maintaining these values with regard to our corporate shareholders and have therefore instituted a paperless policy as the default option for all proxy materials.

WisdomTree currently has a “Remote First” policy where employees are encouraged to work from home on an ongoing basis. We believe that this reduction in our physical footprint will make us more efficient and sustainable over the long run.
Supplier Code of Conduct

WisdomTree is committed to conducting all of its business activities in a socially responsible and ethical manner and we expect all of our suppliers and service providers to act in the same manner. WisdomTree is dedicated to ensuring that all suppliers are committed to maintaining the highest of ethical standards as it relates to their employees. We expect each service provider and/or vendor to have implemented a robust Corporate Social Responsibility program and we incorporate the review of all such programs as part of our standard due diligence process. On an ongoing basis, we review our vendors’ policies to ensure that they continue to meet these high ethical standards. To date, we have not found any suppliers to be in non-compliance. Further, a portion of our suppliers adhere to WisdomTree’s own Code of Conduct.

At a minimum, WisdomTree expects all suppliers to do the following:

1. Hold themselves to the highest ethical standards and act with integrity at all times

2. Fully comply with all applicable laws and regulations within their respective industries and jurisdictions, including with regards to fair competition and anti-trust, bribery and corruption, and employee wages and working hours

3. Provide a safe work environment for their employees and treat all employees and suppliers with dignity and respect

4. Disclose any potential conflicts of interest in relation to the business they conduct with WisdomTree
8. Suppliers (continued)

Third-Party Oversight

WisdomTree utilizes third-party sub-advisers and other service providers to perform various back office services, including trading, investment management, distribution and administrative activities, and has service-level agreements in place for all such relationships. All sub-advisers have a fiduciary duty to manage all investor accounts in a fair and equitable manner, and all third-party service providers must comply with all federal rules and regulations regarding trading, investment management, and administrative activities.

Each business head is responsible for conducting initial and ongoing due diligence relative to the services provided by the sub-advisers and/or third-party service provider as it relates to their specific functions and operations. Any issues that present business or compliance concerns are brought to the attention of the appropriate member of senior management and/or the CCO. The CCO receives quarterly and annual due diligence questionnaires from each sub-adviser which detail the sub-adviser’s compliance with applicable securities laws as well as other activities as they relate to the ongoing maintenance of WTAM’s and the sub-adviser’s compliance programs. Certain WTAM employees also receive reports which detail the Administrator’s internal control environment and whether any deficiencies exist that require remediation.

In addition, WisdomTree has established a Risk Management Committee which oversees risks both inside and outside of the firm including any heightened or changed risks as they relate to independent third-party service providers. The Risk Management Committee consists of members of senior management, including all department heads, and WisdomTree’s CCO serves as the chairperson. The Committee meets on a quarterly basis.

As noted above, independent third-party service providers are required to provide the Firm with the following information:

Sub-Advisers (Quarterly)
- Completed Quarterly Questionnaire
- Transactions Reports
- Proxy Voting Certificate
- Code of Ethics Certification
- Trade Errors Report
- Approved Brokers List
- Best Execution Report
8. Suppliers (continued)

Third-Party Oversight continued

Sub-Advisers (Annually)
- Annual Certification under Rule 206(4)-7
- Annual Code of Ethics Certification
- Whistleblower Certification
- Rule 12b-1(h) Directed Brokerage Certification

Administrator (Quarterly)
- IRC Portfolio Compliance Monitoring Report
- Securities Lending Certification
- Rule 17f-5 Certification

Administrator (Annually)
- Annual certification and testing reports under Rule 38a-1
- Annual Securities Lending Certification
- Whistleblower Certification

Distributor
- Quarterly CCO Certification
- Annual Certification under Rule 38a-1
- Annual Due Diligence Questionnaire
9. Governance

WisdomTree Board Policies

Our Board of Directors sets high standards for employees, officers and directors. Implicit in this philosophy is the importance of sound corporate governance. It is the Board’s duty to serve as a prudent fiduciary for shareholders and to oversee the management of the Company’s business. To this end, the Board has established an Audit Committee, a Compensation Committee and a Nominating and Governance Committee, each of which operates pursuant to a charter adopted by the Board.

The Board has developed Corporate Governance guidelines that serve to promote the effective governance of WisdomTree. These guidelines include but are not limited to:

1. Standards for Board Composition, Leadership, Term and Independence
2. Conflicts of interest
3. Compensation
4. Annual Board and Committee evaluations

Additionally, the Board has amended its corporate governance guidelines to specify that when considering director candidates, the Nominating and Governance Committee:

1. May consider whether a nominee will help achieve a Board mix representing diversity of background and experience, inclusive of gender, race, ethnicity, age, gender identity, gender expression and sexual orientation; and
2. Should actively seek out highly qualified women and people of color as nominees

The Board’s commitment to diversity is also applied to WisdomTree’s senior management, not just its own members.
10. COVID-19 Response

COVID-19 and Remote Work

WisdomTree treats the health and safety of its employees as a top priority. In response to the COVID-19 pandemic, WisdomTree established a committee that led a coordinated strategy and acted quickly, implementing significant changes across the organization to protect our people. Our entire global workforce transitioned seamlessly and has been working remotely and successfully throughout the pandemic. This committee meets regularly to address issues related to the pandemic and its impact to the Firm, employees and primary service providers and provides frequent communications to keep our employees informed about health, safety and remote working logistics.

Given the strength and sustainability of our execution throughout the pandemic, we have decided to pursue a ‘remote first’ philosophy and plan to reduce our office space globally. Technology has brought our team closer together and driven productivity gains and we believe it is the right strategy to drive sustained momentum and future growth of the business.

We support employees with their information technology needs, provide a monthly stipend to cover remote work-related business expenses and provide guidance for managers to ensure that employees remain connected and maintain physical, mental and emotional wellbeing. In an effort to help employees maintain a sense of wellbeing, WisdomTree has been sponsoring weekly private yoga and meditation sessions, regular health seminars, weekly wellness newsletter as well as providing access to mental health professionals, a licensed nutritionist and a physical activity app. In addition, employees have been staying connected through virtual happy hours and trivia nights. We have also transitioned to flexible paid time-off and sick leave policies to provide employees additional flexibility.