



# Corporate (Social) Responsibility Policy

March 2021

# Corporate (social) responsibility policy

Equitix corporate (social) responsibility policy represents the corporate aspects of our overall Equitix sustainability framework.

We believe that a commitment to the principles of corporate social responsibility (CSR) makes good business sense and complements our values of trust, partnership and excellence. Our policy is based on the following principles:

- To minimise the impact and maximise the benefits that our work has on the environment and people around us.
- To integrate our CSR considerations into all our business decisions.
- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.
- To review, annually report, and to continually strive to improve our CSR performance.



## Community

**Recognising the important role that we play in supporting the local communities that our assets operate in**

By focusing on investment in renewable energy and social infrastructure, we aim to improve the environment for the benefit of the people who live and work there.

Before committing to any project, we assess the physical location of an asset, the environmental impact that any construction would have on the local community and its inhabitants, the dynamics and politics of the sector or industry and the practices of any related third parties.

Equitix supports charities through its charitable foundation, which raises tax-free funds for worthwhile causes chosen by our staff.

## Employees

**Finding, supporting and developing great people throughout their Equitix career**

We recognise the importance of, and embrace, a diverse and inclusive culture. We are proud to foster a philosophy of equality, where everyone feels valued for his or her unique contributions, perspectives and circumstances. Only by building teams of people with different backgrounds, education, skills and experiences can we allow them to thrive and that is why we are proud to champion diversity and inclusion, and to support apprenticeships at Equitix.

## Environment

**Minimising our impact on the environment in a responsible and ethical manner**

We are committed to a policy of effectively managing environmental performance in order to minimise the impact of our business processes on the natural environment and the community at large. This commitment extends to all workplaces, employees and others affected by our operations.

## Governance

**Leadership through action**

We are committed to conducting our business in accordance with all applicable laws and regulations and in a way that enhances our reputation in the market. Business conduct and ethics are promoted through maintaining an effective culture that drives good behaviour. A framework of policies, controls, processes and reporting mechanisms supports this.

By achieving excellence in these areas, we can be confident that we are acting responsibly and delivering value to each of our stakeholders. The development and implementation of this policy is the responsibility of the Equitix Board, and it will be reviewed at least annually.

## Office Sustainability

**Equitix has established office sustainability plans for each of its offices**

By implementing office sustainability plans, we are seeking to be both conscious and accountable for how our corporate operations impact on global sustainability. We believe that undertaking initiatives such as managing our carbon footprint, minimising waste and operating more efficiently will lead to a competitive business advantage.

As outlined in our sustainability goals Equitix offices are seeking to be carbon neutral by 2025 (Scope 1 & 2). Equitix office sustainability plans are available on request.

## Example initiatives

### Uptree

Equitix has engaged in a partnership with Uptree to provide employment opportunities to disadvantaged and underprivileged youths.

The program allows individuals with unique backgrounds, the chance to work in a corporate finance environment, and to learn on the job through experience and mentoring. Equitix believes that there is a mutual benefit in investing in staff from varied backgrounds who bring a unique perspective and mindset to the business.

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#### REVIEW

The development and implementation of this policy is the responsibility of the Equitix Board, and it will be reviewed at least annually.



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Equitix recognises the importance of, and embraces, a diverse and inclusive culture. Senior leadership at Equitix is committed to creating an environment where each employee, irrespective of their background or experience, has a sense of belonging and feels valued.

We welcome different voices and perspectives so that, as our business grows, we will reflect the diversity and skills of our people.

