AVENTUM

ESG POLICY STATEMENT

#AventumFamily

ESG POLICY STATEMENT

POLICY SCOPE

This policy applies to all Aventum Group companies globally.

PURPOSE

This ESG Policy formalises the Group's commitment to responsible business practices in the areas of:

- Environmental Stewardship
- Social Responsibility
- Governance, Ethics and Compliance

Additionally, the policy confirms our commitment to integrate ESG considerations into management decisions and processes.

PRINCIPLES AND APPROACH

By including ESG in our operations and processes, we create value for the business by driving innovation, expanding our value proposition, and deepening relationships with our clients and employees. ESG also assists with our efforts to attract and retain the best talent.

We aim to maximise the positive impact of our ESG approach and the value this delivers to our business, by following the below principles:

- Business integration - ESG helps to inform decision-making at all levels and in all areas of the business
- Client-focused solutions - ESG initiatives that add value to client relationships and the Company, are pursued
- Innovation - New technologies and best practice are used in our approach to solve sustainability challenges
- Culture and talent - Best in class employee experience and engagement with our employees to deliver on ESG objectives

Aventum is committed to integrating ESG factors throughout our operations, and focussing on areas that are meaningful both to our employees and clients. We seek to lead by example and apply what we know in a number of areas:

ENVIRONMENTAL STEWARDSHIP

Our focus:

- We factor in environment sustainability, when running our operations

Our actions:

- We work with third parties to off-set our Greenhouse Gas emissions from both business travel and our physical premises
- Environmental factors are incorporated into longer term risk selection pricing processes

SOCIAL RESPONSIBILITY

Our focus:

- Deepen relationships with our key stakeholders by investing in our employees and partnering with our clients, peer groups, communities, and suppliers

Our actions:

- Engage with our employees to provide a challenging, dynamic, inclusive and diverse work environment that supports their professional development, as well as promoting a good work-life balance that prioritises their overall health and wellness
- Support initiatives that benefit the environment, human welfare and education where possible
- Engage clients, employees and suppliers around safety, health, and wellness
- We recruit and foster diverse talent throughout the business. This is achieved to an unwavering commitment to Equality, Diversity and Inclusion, as laid out in our D&I policy



ETHICS & GOVERNANCE

Our focus:

- Promote strong oversight, transparency and risk management at all levels of our organisation, ensuring the resilience and long- term preservation of value for our business

Our actions:

- Maintain strong corporate governance practices through board direction, management accountability, and proactive risk management
- Mitigate risk exposure and build the resilience of our portfolio to climate change, earthquakes and other catastrophic events
- Maintain high ethical standards through a strong code of ethics and conduct, ongoing ethics training, and executive leadership that promotes a culture of integrity
- Cultivate strong stakeholder relationships through transparency, open communications, and responding to stakeholder input
- We believe that good corporate governance is essential for the financial health of the Company. We support all areas of the business to implement good governance in their processes and controls. The direction and drive for good governance comes from the sponsorship and engagement of the Board. The Board possesses the skills necessary to properly oversee, directly manage, and encourage protocols to encourage transparency and good governance
- Our Risk and Compliance actively work to ensure our business is Compliant with all regulatory requirements in the markets that we operate
- All employees are required to regularly complete Cybersecurity training, in order to educate everyone to recognise suspicious activities and report them accordingly

RESPONSIBLE INVESTMENT

Our focus:

- We implement our core ESG principles when evaluating all investments

Our actions:

- We only partner and work with Asset Managers that have ESG values aligned with our own

REPORTING

The Company is committed to being transparent with employees, clients and other stakeholders. Regular ESG updates will be made available on both Base and the external Company website. We value regular, frequent engagement with all stakeholders on ESG matters, with the aim of constant review and improvement in performance.

ROLES AND RESPONSIBILITIES

The Group CEO has the ultimate responsibility for oversight of Aventum's ESG policy. The CEO is supported by an ESG Steering Committee, which coordinates initiatives across the Company to maintain a consistent approach. Team leaders in turn, are responsible for supporting and ensuring compliance with ESG initiatives, and embedding ESG principles.

The ESG Steering Committee has the responsibility of monitoring changes or updates to industry trends, policies and regulations, and taking action as necessary.

AVENTUM

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