



**PPM
CORPORATE
RESPONSIBILITY**

PPM CORPORATE RESPONSIBILITY (CR)

At PPM Wealth, we aim to create long-term value for all our stakeholders through the implementation of a business strategy that focuses on the ethical, social, environmental, cultural and economic dimensions of doing business. We believe that a responsible approach has a positive impact to the society and environment and, in addition, can play a strategic role in our business model, enhancing reputation and efficiency, improving employee satisfaction and productivity, and driving innovation in the range of solutions offered to our clients.

CR is a journey, not a destination. This is why we continue to develop our CR framework and provide our contribution to environmental and social change in the following areas:



Client Sphere

- Effective stewardship
- Impartial and independent advice
- Responsible investment solutions
- Informing on responsible investing



Work Sphere

- Work-life balance
- Diversity and inclusion
- Training and development
- Culture of respect, meritocracy and trust



Community Sphere

- Operational impact
- Modern slavery (indirect risk)
- Support charities



World Sphere

- Climate change
- Natural resources
- Pollution, waste and circular economy

CLIENT SPHERE



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We put our clients at the centre of our business and focus on building long-term partnerships as we manage their wealth.

Effective stewardship:** we see stewardship as a reflection of our fiduciary duty, so we aim to enhance the value of our clients' investments over time through prudent, active management with a competitive and transparent charging structure.

Impartial and independent advice: we are not tied to financial products from a particular provider; instead, we exclusively act in our clients' interest.

Responsible investment solutions: we offer our clients bespoke portfolios in line with their responsible needs (more in "Responsible Investing" section).

Informing on responsible investing: we inform our clients on ESG risks and opportunities for responsible investing.

WORK SPHERE



We seek to attract, develop and retain extraordinary and passionate investment professionals with deep expertise in their specific role. To do that, we believe it is essential to maintain high, employee job satisfaction.

Work-life balance: we make sure that our employees feel fulfilled and content in both work and leisure by adopting a flexible work approach.

Diversity and inclusion: we foster a culture and workplace practices that support diversity, inclusion and equality, ensuring an environment where everyone is treated and remunerated fairly.

Training and development: we encourage our staff to constantly improve and also study for professional qualifications by supporting them during the entire path.

Culture of respect, meritocracy and trust: three pillars of our company culture.

* Sustainable Development Goals (SDGs): a collection of 17 interlinked global goals designed to be a "blueprint to achieve a better and more sustainable future for all". The SDGs were set up in 2015 by the United Nations General Assembly and are intended to be achieved by the year 2030.

** For more information on how we deliver effective stewardship, please see PPM Stewardship Statement.

COMMUNITY SPHERE



Even as a small firm, we are aware of the positive impact we can have on the community.

- **Operational impact:** we consider the impact of our investments on local and wider communities.
- **Modern slavery:** we abide by the Modern Slavery Act. Even if low, we are aware of the risk of modern slavery practices present in the supply chains of companies that are held within the funds in which we invest. This is why we make sure we understand the stewardship framework adopted by our managers.
- **Support charities:** we nominate a local charity each year.

WORLD SPHERE



We recognise the importance of minimising our corporate impact with regards of carbon emissions, resources, and waste, and encourage responsible behaviours across the company.

- **Plastic bottles:** we eliminated the use of disposable bottles by using a ZIP Tap water dispenser, resulting in a significant impact on environmental sustainability.
- **Paper usage:** paper correspondence with clients (e.g., reports, valuations) has been drastically reduced through the use of technology which makes operations more efficient and sustainable. Additionally, we converted most of our publication subscriptions into paperless services.
- **Energy usage:** we endeavour to reduce consumption of energy during the day, and outside of office hours.
- **Recycling:** we recycle any paper, packaging and plastic waste.

17 PARTNERSHIPS FOR THE GOALS



At PPM Wealth, we all work together towards having a positive impact and align business practices to the SDGs.

