



coremont

Internal Policy

Environmental, Social and Governance Policy

2022

Compliance

Introduction

This Environmental, Social and Corporate Governance (“ESG”) Policy for Coremont LLP (“Coremont”) reflects our commitment to considering ESG in our business operations. Coremont understands the role we play in the wider global environment and that showing due regard for ESG has a positive impact on both the goals of our business and the communities and environments we operate in. This policy will be reviewed and updated in line with internal changes as well as evolving updates in ESG trends, data and best practice.

Environment

A healthy environment is essential for society’s wellbeing and is the basis of a strong economy. We all have a responsibility to protect and preserve our planet and resources. Coremont understands that our business impacts the environment and communities in which we operate. Where possible, we aim to find smart and sustainable solutions that help our business operations while being environmentally responsible. Our main office in 55 Baker Street London is designed to reduce solar gain and, coupled with a chilled beam system, minimises energy use throughout, earning the building an ‘Excellent’ BREEAM rating¹. The BREEAM assessment provides sustainability benchmarking for comparison and assurance. A rating of Excellent is only awarded to 10% of non-residential buildings in the UK. In addition, the 55 Baker Street building has also won a number of awards for design and sustainability including:

- British Council for Offices Awards 2009 Winner – Refurbished Recycled Workplace, London and South East Region²
- Concrete Society Awards 2008 Winner – Sustainability³
- British Council for Offices Awards 2009 Winner – Refurbished Recycled Workplace, London and South East Region⁴

The office is also part of The Baker Street Quarter Partnership Smarter Recycling project, which ensures that all of Coremont’s waste is processed appropriately. The Smarter Recycling programme works with two industry leading providers, Paper Round and Westminster City Council’s Commercial Waste Service to offer a sustainable service. Using Smarter Recycling is one of the many ways Coremont is committed to ensuring our business operates in an environmentally friendly manner and is part of our commitment to making the environment and communities we work in cleaner, greener and safer for all.

Our Hong Kong office, Two ChinaChem, is built by the ChinaChem Group, an industry leader in development projects that consider environmental impacts, sustainability and waste management⁵. In addition, we have recently signed a new contract for an office location in

¹ [55 Baker Street - Make Architects](#)

² [BCO - BCO Awards - 2009 Refurbished/Recycled Workplace Award](#)

³ [55 Baker Street - London W1U | Buildington](#)

⁴ [55 Baker Street - London W1U | Buildington](#)

⁵ [ccg-sustainability-report-2020_2021env2.pdf \(azureedge.net\)](#)

Stamford, Connecticut which has sustainability at the heart of it. Stamford Plaza has excellent green space for staff to enjoy including a mature tree that absorbs carbon dioxide at a rate of 48 pounds per year. There are also 60 trees on the Plaza, absorbing 2,880 pounds of carbon dioxide which also supports a thriving bee community.

Our business is a leader in financial technology. Usage of cutting-edge technology broadens any business's environmental footprint, but Coremont actively seeks to partner with technology vendors that minimise power consumption without compromising on efficiency. In addition, Coremont Digital, our dedicated institutional grade platform for digital asset managers, is committed to responsible energy consumption as we are aware of the huge amounts of energy associated with cryptocurrencies and bitcoin mining. Any computer hardware is disposed of appropriately and in line with rules on electronic waste disposal.

Coremont promotes recycling and minimising waste volumes across all our locations. Our printers are set by default to print on both sides of the page to reduce paper waste. We constantly promote employee engagement by having clear labelling on our waste and recycling bins. We have dedicated bins for each type of waste and we also compost food waste. Our cleaning staff are trained on the appropriate procedures for collecting recyclable materials.

Coremont encourages our staff to consume resources responsibly. We encourage staff to use the 'Too Good To Go' App, which supports the reduction of food waste. Reducing food waste has been cited as one of the most important things we can do to reduce and reverse global warming. Currently, each year, more than one third of food produced in the world goes to waste⁶, and it is responsible for 10% of all greenhouse gas emissions⁷. By using the Too Good to Go app, staff have the option to buy food for lunch that would otherwise go to waste. Staff are also encouraged to support the local community by supporting the variety of small, independent businesses, fostering community partnership.

We also support staff using sustainable modes of transport to and from the office by assisting staff with paying the cost of a season train ticket through Trainline as a voluntary benefit. In addition, we keep corporate international travel to a minimum and in line with business need, to reduce our carbon impact.

Coremont complies with all applicable legal and regulatory requirements in the jurisdictions in which we operate, including in relation to the social and environmental aspects of our operations. Coremont aims to create an internal Environmental Policy Framework which will form the basis for setting and reviewing environmental, social and economic objectives and targets for our operations on a continuous basis.

⁶ [The food waste movement | Too Good To Go](#)

⁷ FAO. 2011. Global food losses and food waste – Extent, causes and prevention. Rome

Social

Coremont is proud to support charitable causes. In 2022, we announced our support of 'Children's Cancer and Leukaemia Group CCLG' and 'The Stephen Okrent Shared Grief Foundation'. Coremont will be providing corporate sponsorship to support the vital work these organisations do. We have been actively planning and organising events, fundraising and finding practical ways to support these organisations. Coremont is committed to supporting these organisations and their aims and we look forward to making a continued contribution to their efforts. Both CCLG and The Stephen Okrent Shared Grief Foundation make a transformational impact to the causes they support and have a personal connection to Coremont staff.

You can find more details of these charities below:

- Stephen Okrent Shared Grief Foundation [Stephen Okrent Shared Grief Foundation \(stephenokrentsgfoundation.co.uk\)](https://stephenokrentsgfoundation.co.uk)
- Children's Cancer and Leukaemia Group <https://www.cclg.org.uk/>

We look forward to supporting more charities and playing an active role as part of our social responsibility.

Our culture is an integral part of who we are and what we do. As an organisation we pride ourselves on our pedigree and experience. We believe that diversity and inclusion is one of the pillars of our success. Our mission is to disrupt the investment management industry. As such, Coremont is committed to providing equal opportunities in employment and will not unlawfully discriminate against job applicants or employees of Coremont, workers or contract workers, because of their age, sex, sexual orientation, disability, gender reassignment, race (which includes colour, nationality and ethnic or national origins) or religion or belief, or on grounds of their marriage or civil partnership, pregnancy or maternity (the "protected characteristics"). By including women, people from diverse ethnic and educational backgrounds on our senior leadership team and other leadership positions we believe we can create a diverse governance structure. We aim to tackle bias in recruitment processes and review relevant policies. Through mentoring, training, talking and listening, Coremont provides a warm and friendly environment where employees can thrive and bring their true selves to work. We are part of industry initiatives to tackle diversity in the workplace as we participated in the FCA Diversity and Inclusion Piolet Survey and Consultation. Our colleagues are also part of organisations like Women in Finance which champions gender diversity. It is Coremont's policy to provide a working environment free from harassment, bullying and discrimination, which Coremont considers unacceptable behaviour.

Our offices in London, New York, Greenwich and Hong Kong attract high-quality diverse talent, and create a supportive environment for innovation and collaboration that embeds sustainability and long-term thinking into our decision making. Coremont maintains a Code of Conduct for staff and issues training sessions on behaviour which reminds staff of our high expectations of employees to:

- Act with integrity
- Act with due skill, care and diligence.
- Be open and cooperative with our regulators.

- Pay due regard to the interests of [customers](#) and treat them fairly.
- Observe proper standards of market conduct.

Governance

Coremont champions a number of social causes both through our corporate support as well as our practices and procedures. Coremont understands the role and responsibility of the private sector to protect, preserve and promote human rights in all areas of business. We have published our detailed Modern Slavery Policy on the Coremont website, which is fundamental to how we conduct business. As a supplier of outsourced support services for our clients, we operate in a sector that is at relatively low risk of modern slavery occurring. Given the level of transparency and oversight we have over our operations, we consider there is a low risk of modern slavery. We do not work with vendors who, so far as we are aware, engage in these practices.

In 2021, reviews were conducted for over 200 suppliers using risk-based screening of our vendors and third party suppliers by assessing government, regulatory, media and online sources to identify any adverse information. We expect all vendors and service providers we work with to ensure they comply with all applicable laws, regulations and accreditations to conduct their business. Furthermore, the majority of the countries in which our wider group operates are not ranked as high risk by the Global Slavery Index, and we do not have an extensive supply-chain. The United Kingdom, the location of Coremont's main office, poses a relatively low risk for modern slavery and human trafficking given its robust national legislative context. However, we remain alert and Coremont will continue to monitor the risk associated with our supply chain and practices.

It is Coremont's policy to seek to ensure our business and supply chains are free from modern slavery and human trafficking.

Coremont's HR Department carries out checks in line with best practice and regulatory requirements before we employ a new member of staff and all of Coremont's staff are subject to range of protective policies, including:

- Bullying and Harassment Policy
- Equal Opportunities Policy
- Grievance Procedure Whistleblowing Policy
- Health and Safety Policy and Procedures
- Coercion Policy

Coremont only deals with suppliers of goods and services that it believes to be reputable and carries out risk-based due diligence on its suppliers. Coremont will continually monitor potential risk areas in our supply chain. Coremont places high expectations on its suppliers to adopt the same standard it meets itself and will not deal with any organisation that it believes may be connected with slavery in any way. Senior managers who are responsible for sourcing goods and services are routinely made aware of the need to be vigilant of the risk of modern slavery.

Final Remarks

This policy seeks to set out Coremont's commitments and intentions with respect to ESG. This policy will be reviewed and maintained by Compliance in light of internal practices and wider updates in the ESG space. Coremont encourages staff to take ownership of this document and share ideas for improvements and expansion to our ESG framework and policy which we will take into consideration where practical to promote a greener, cleaner and more positive working environment for all.

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