

## WITH INTELLIGENCE SUSTAINABILITY POLICY

### Background and context

With Intelligence is made up of different legal entities. This sustainability policy is issued on behalf of the With Intelligence Group so when we mention With Intelligence, “we”, “us” or “our” in this policy, we are referring to the relevant company in the With Intelligence Group.

With Intelligence provides a combination of proprietary data, actionable insights and events across a range of asset classes, including hedge funds, traditional asset management, private equity, real estate and credit/debt.

With Intelligence believes that, through encouraging responsible and sustainable business practices, we can both enhance our product offering and contribute to a more stable, sustainable society and a more inclusive global community.

With Intelligence has an Environmental, Social and Governance (ESG) committee to look at how we can further improve governance of these issues.

### Scope of Policy

Our Sustainability policy refers to our responsibility towards society, our environment, our investors, our suppliers, our staff, and the communities in which we operate.

This policy applies to our company and its subsidiaries. Wherever possible, it also applies to suppliers and partners.

### Key elements of our Sustainability Policy

With Intelligence is committed to running our business in a responsible and sustainable way. We manage our environmental and social impacts, whilst creating shared value for our clients, staff and shareholders.

We believe this approach brings many benefits including minimising risks, saving money and reinforcing our brand values.

To ensure a responsible, sustainable approach to business we will:

- Manage and reduce our environmental impacts.
- Encourage our suppliers to adopt a responsible approach to business.
- Uphold human rights in our business and encourage our value chain to do the same.
- Treat our employees fairly and protect their health and safety.
- Support our communities
- Set targets and regularly monitor and review our sustainability performance; and strive to improve.

Our policy therefore has the following key elements:

#### 1. Ensuring a Responsible Business

With Intelligence will:

- Manage our business in a responsible way, operating fairly and transparently.
- Comply with all applicable legislation, regulations and codes of practice, as well as voluntary commitments where appropriate.
- Enforce our commitments, particularly in the areas of equal opportunities, anti-harassment, anti-corruption and bribery, anti-slavery and human trafficking.
- Aim to incorporate sustainability considerations in all our business activities and decisions.
- Communicate and promote our approach to sustainability within our organisation, ensuring all staff are committed to implementing and improving our ways of working, and communicating our approach externally: to key stakeholders, partners, suppliers and clients.
- Procure goods and services that match our values and encourage our suppliers to adopt a responsible approach to business.

## **2. Protecting the environment**

With Intelligence recognises the need to protect the natural environment for a sustainable future. We seek to minimise and reduce our own environmental impacts, including greenhouse gas emissions, and subsequently minimise our organisational carbon footprint.

This means using all resources wisely and minimising waste and pollution. In particular we will:

- Ensure compliance with all applicable environmental legislation.
- Aim to minimise resource consumption by a focus on resource efficiency
- Work to understand and reduce our carbon footprint
- Work to reduce energy consumption in our operations by adopting energy savings measures and deploying low energy equipment where possible.
- Seek to minimise the use of non-renewable resources and use low impact, sustainably sourced products and materials in our own facilities where possible.
- Focus on waste prevention, ensuring any waste we produce in our own facilities is efficiently managed and recycled where possible in line with a circular economy approach.
- Aim to manage water resources effectively, reducing consumption and reducing environmental impacts in waste-water discharges.
- Encourage our staff to use low impact forms of transport.

## **3. Protecting people**

Protecting people within our business means treating our employees fairly through responsible employment contracts and fair labour practices, with supporting policies and practices that are defined in our Employee Handbook. These policies include Equal opportunities, Diversity and Inclusion, Anti-harassment and Bullying, Whistleblowing, Health and Safety, and Security.

Our responsibilities to protecting people extend beyond our own employees to our clients / customers, partners and suppliers. We have a duty of care to protect people's

health and safety where we work, and to flag other welfare of human rights issues where we become aware.

We are committed to acting ethically and with integrity in all our business dealings and relationships and to ensure modern slavery is not taking place in our own business or in our supply chains. We expect the same high standards from our contractors, suppliers and other business partners, and we expect that our suppliers will hold their own suppliers to the same high standards.

#### **4. Supporting Our Staff**

With Intelligence is committed to creating an environment where all its employees are treated with dignity and respect at work and which is free from discrimination, victimisation, harassment and bullying. Such conduct is harmful to the Company's employees and its business and the Company will seek to address any form of discrimination, victimisation, harassment or bullying where it occurs in the workplace.

With Intelligence will continue to develop practical and inclusive ways to support and develop a happy and productive workforce both within and outside the workplace.

We will continue to support our staff through practical initiatives and employee benefits, including but not limited to:

- Employee Assistance Programmes
- Diversity & Inclusion networks (multicultural, LGBTQIA+, women's and wellness)
- Flexible working policy, including flexible Fridays
- 5 wellness & care days (additional to holidays)
- 50% cover of private therapy cost
- Pension contributions (where applicable)
- Access to benefits through Reward Gateway
- Share scheme
- Hardship fund
- Social events

We will also encourage our people to develop their learning and their careers and will aim to provide additional support in these areas for long term benefit.

#### **5. Supporting Communities**

As part of With Intelligence's commitment to making a difference, we initiate and support community investment, by giving to non-profit organizations.

We encourage and support our staff to attend a volunteering day with a charity of staff's choice, one day a year. We also match staff's charity fund raising initiatives.

In the past some of the charities us and our staff have supported:

Blueprint For All, Children's Cancer Research Fund, CLIC Sargent, Duchenne UK, FareShare UK, I can be Foundation (volunteering), MacMillan, Mind.org, Movember, OutRight Action International, Save the Children.