



ESG Statement

As of 15/08/2023

Jacobi ASSET
MANAGEMENT

ESG STATEMENT

APPLICATION

This statement is made on behalf of Jacobi Asset Management Fund PPC (Jacobi). This statement was approved by the Board of Directors on 31st July 2023.

INTRODUCTION

At Jacobi, we recognise that environmental, social, and governance (ESG) considerations are integral to long-term sustainable investment practices. We are committed to incorporating ESG principles into our investment decisions, portfolio management, and company operations. This policy outlines our commitment to responsible investing and our efforts to reduce negative impact and promote positive impact, transparency, and accountability.

ESG INTEGRATION IN INVESTMENT PRODUCTS

ESG considerations will be a key factor when structuring investment products. The team will consider relevant ESG factors alongside traditional financial metrics when evaluating any potential product launches. For existing and future products, our goal is to have a positive environmental impact as a core characteristic.

ESG METRICS AND REPORTING

We will consistently monitor and assess the ESG performance of our products and broader company and make available transparent and timely reporting which will include relevant ESG metrics.. We aim to foster open communication with our investors to ensure that their ESG objectives are integrated into their investment strategies.

RESPONSIBLE INVESTMENT PRODUCTS

Jacobi is committed to offering responsible investment products that align with investors' ESG preferences and objectives. We will provide clear and accurate information about the ESG characteristics and impact of our products to help investors make informed decisions.

ESG RISK MANAGEMENT

We recognize that ESG risks can have significant implications for investment performance. As part of our risk management process, we will identify, assess, and manage ESG-related risks in our portfolios. We aim to mitigate potential adverse impacts for our investors while seeking opportunities that arise from sustainable practices.

ESG EDUCATION AND TRAINING

To promote a culture of ESG awareness and understanding, we will provide ongoing education and training to our employees, investment professionals, and other stakeholders. This training will

help enhance their knowledge of ESG issues, responsible investing practices, and emerging trends in sustainability.

COLLABORATION AND INDUSTRY ENGAGEMENT

Jacobi believes in the power of collaboration and actively seeks opportunities to engage with industry peers, regulators, and stakeholders to advance ESG standards and best practices. We will support initiatives that promote sustainability, responsible investing, and transparency within the financial industry.

CONTINUOUS IMPROVEMENT

We are committed to continuously reviewing and enhancing our ESG policy to reflect evolving best practices and the latest insights on sustainable investing. We will seek feedback from our investors, employees, and other stakeholders to ensure that our ESG efforts remain relevant, effective, and aligned with our commitment to responsible investment practices.

EQUITY, DIVERSITY AND INCLUSION

Jacobi adopts a zero-tolerance approach to discrimination of any kind. We encourage equality, diversity and inclusion throughout our organisation and business operations. In everything that we do, we are guided by our values, namely:

- We pioneer progress
- We believe in constructive collaboration
- We deliver ironclad integrity

At Jacobi, we are fully committed to creating an exceptional work environment where our people can grow and thrive. We prioritise providing a safe and inclusive space for everyone to be their authentic selves. Our dedication extends to supporting equal opportunities and fostering a sense of belonging, irrespective of various factors like age, disability, gender, race, religion, sexual orientation, or other characteristics. We maintain transparency in remunerating our employees, ensuring equal pay for equal roles.

We promote intersectional diversity through a mix of backgrounds, experiences, expertise, and ways of thinking. Our aim is to reflect the communities we operate in and ensure that each individual in our organisation feels respected and appreciated for their unique identity. Curiosity is encouraged, and we hold great respect for every person, recognizing the extraordinary contributions they can bring to the table. Our team members apply their distinct talents with passion and integrity.

We firmly believe that a more diverse and inclusive workforce results in better outcomes for all. Inclusivity lies at the core of everything we do in our interactions and activities involving our people. Through training and education, we address topics such as unconscious bias and emphasise the benefits of a diverse and inclusive workforce.

We actively encourage our team members to voice their concerns, assuring them of safety and protection against any negative consequences. Regular engagement with our global workforce ensures we remain vigilant and responsive to their evolving needs and concerns. Simultaneously, we continually strive to improve our policies, strategies, procedures, and processes, fostering a culture that promotes equality, diversity, and inclusion throughout the organisation.

At Jacobi Asset Management, our ESG statement underlines our dedication to responsible investing and sustainability. We believe that by integrating ESG considerations into our investment process and company operations, we can contribute to a more sustainable and equitable future for our investors and society as a whole.

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