

EMR Capital is committed to responsible investment by incorporating Environmental, Social and Governance (ESG) considerations in the evaluation and subsequent management of, and exit from, its investee companies



EMR Capital supports and implements best practice ESG principles

- ✓ EMR Capital is a signatory to the United Nations supported Principles for Responsible Investment (PRI)
- ✓ Supporter of the objectives of the Paris Climate Agreement and the IFRS Climate-Related Disclosures recommendations
- ✓ Committed to support and improve the well-being of employees. Support the payment of competitive wages and benefits to employees; providing a safe and healthy workplace and, respecting the rights of employees to decide whether or not to join a union and engage in collective bargaining
- ✓ Complies with applicable laws in the countries in which the EMR Funds invest
- ✓ Maintains strict anti-corruption policies that prohibit bribery and other improper payments to public officials
- ✓ Respects the human rights of those affected by EMR Capital's investment activities and seeks to confirm that EMR Capital does not invest in companies that utilise child or forced labour or maintain discriminatory policies
- ✓ Ensures that EMR Capital does not contribute to unlawful armed conflict or breaches of international humanitarian law through the mining and sale of our products



EMR integrates the consideration and thoughtful management of ESG issues throughout the investment cycle

- ✓ Consider ESG issues associated with investments throughout the investment process, including pre-acquisition, ownership, and at exit
- ✓ Seeks to grow and improve the companies in which EMR Capital invests for long-term value creation and to benefit a broad range of stakeholders. This may include taking steps to mitigate and/or adapt to climate change and other environmental impacts over the long term
- ✓ EMR Capital works through appropriate governance structures with portfolio companies with respect to environmental, public health, safety, and social issues, with the goal of improving performance and minimising adverse impacts in these areas
- ✓ Ensures that our products are produced, used and managed in a socially and environmentally responsible manner
- ✓ Seeks to improve diversity, equity, and inclusion in the private equity industry and in portfolio companies, as appropriate



EMR Capital is transparent in its approach to incorporating ESG principles in its investments

- ✓ Is accessible to, and engages with, relevant stakeholders either directly or through representatives of portfolio companies, as appropriate
- ✓ Provides appropriate levels of oversight in the areas of audit, risk management, and potential conflicts of interest, and implements compensation and other policies that align the interests of owners and management
- ✓ Provides timely information to EMR's Limited Partners on ESG matters and works to foster transparency about their activities
- ✓ Works with EMR portfolio companies to advance these principles through appropriate governance structures (e.g. board representation), with the goal of improving the long-term performance and minimising adverse impacts in these areas, consistent with their fiduciary responsibilities