

Shaping the Future of Sustainability

Arabesque Group

Non-Financial Report
2020

arabesque

CEO STATEMENT OF SUPPORT

Finance is entering one of the most profound decades of change in its history, with sustainability and technology driving transformation of the global marketplace. An unprecedented opportunity is emerging, which is being advanced by investor commitments, regulation, and real economic transformation.

Sustainable investment funds worldwide are growing. In 2020, the UN-backed Principles for Responsible Investment (PRI) have seen assets under management grow to US\$103.4 trillion, an increase of 20% over the last year.

Sustainable finance policies and regulations are increasing. Across the world's 50 largest economies, there have been over 730 policy revisions, across some 500+ policy instruments, which support and require investors to consider ESG factors.

And as we approach COP26, momentum towards net-zero targets is picking up pace. As of today, 160 financial institutions with over US\$70 trillion in assets have committed to align their lending and investment portfolios with net-zero emissions by 2050.

Arabesque is uniquely positioned to lead this transition, combining cutting-edge AI applications, market-leading data assets and ESG investment propositions.

Established in 2013, we are a leading provider of technology solutions for sustainable finance, with three integrated businesses offering ESG investment strategies, data and insights for financial decision-making, as well as AI investment technology.

We believe economic value creation can and should be combined with environmental stewardship, social inclusion and good governance. This guides our strategy to bring together technology, data and finance to deliver sustainable, transparent financial solutions for a changing world.

We became signatories to the United Nations Global Compact (UNGC) in September 2013. Almost eight years on, I am pleased to confirm that we at Arabesque reaffirm our support for the ten principles of the UNGC in the areas of Human Rights, Labour, the Environment and Anti-Corruption.

Arabesque was founded with the recognition that our actions have both a direct and indirect impact on a wide range of stakeholders, ranging from investors, corporations, employees and suppliers, as well as the local communities in which these stakeholders live, work and serve.

As our group expands its services to meet rapidly increasing demand for ESG and AI technology solutions in financial markets, we remain as committed as ever in ensuring that sustainability is at the heart of our company purpose.

Technology is revolutionising sustainable investment and democratising finance as a force for good to shape a more prosperous future for our society and the planet. Supported by a world-class board of sustainability experts, and together with some of Europe's largest financial institutions as shareholders, we look forward to driving Arabesque forward as an industry pioneer and an enabler of change.

Omar Selim

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Introduction

Arabesque's mission is to enable clients and other stakeholders to implement sustainability in their investments and financial decision-making. 2020 saw the beginning of the scale-up of our three international businesses, Arabesque Asset Management (comprising Arabesque Asset Management Ltd, Arabesque Deutschland GmbH, Arabesque Asset Management Singapore Pvt Ltd, and Arabesque Asset Management USA, Inc), Arabesque S-Ray GmbH and its subsidiary Arabesque S-Ray GmbH USA Inc., and Arabesque AI Ltd. Mainstreaming sustainability is at the core of Arabesque's values. Our vision is to make sustainable choices accessible to all, as well as to empower decision-making through information transparency. Each of the three businesses within the Arabesque Group has a unique offering towards this mission.

As a talent and innovation-led organisation, our people across the group have highly specialised skills that drive our differentiation and competitiveness, and deliver value to our clients. We are firmly committed to investing in our people and fostering a working environment that encourages entrepreneurship, growth and learning, and we have an unwavering commitment to inclusion and diversity. The founding principle of Arabesque is to create a mission-driven culture for our team to make an impact, and shape the industry of sustainability through AI technology and finance.

In line with good practice as our group expands its operations, we have turned the lens inwards to assess and evaluate our own operational impact across environmental, social, and governance (ESG) issues. We are pleased to present, for the first time, a non-financial overview of our sustainability policies, initiatives, metrics and targets. We plan to enhance our reporting each year, in line with frameworks such as the Task Force on Climate-related Financial Disclosures (TCFD) and the UNGC to ensure consistent and comparable reporting.

Arabesque S-Ray

Arabesque S-Ray is a leading provider of sustainability data, advisory and research services, with a quantitative algorithmic approach that combines big data and ESG metrics to assess the performance of listed companies worldwide. S-Ray's services are used by a range of major financial institutions, investors, corporations and consultants, together with media organisations and other stakeholder groups. Arabesque S-Ray's investors include Allianz X, Commerz Real AG, DWS Group, Helaba Digital, and Land Hessen, alongside Accenture, the final A Round investor that took a stake in the company in 2020.

Over the past year, we have expanded and enhanced S-Ray's product offerings for our clients worldwide, including our new Preferences Filter, which allows clients to create bespoke filters based on their sustainability values. We have also increased our range of advisory and insights services, such as the ESG Regulatory Solutions product suite, which we launched to meet growing demand for expertise around increased sustainability regulation such as the EU Taxonomy.

All products offered by S-Ray are designed with sustainability in the forefront. S-Ray's flagship products, the ESG and GC scores, allow clients to align their portfolios with positive ESG performance and with the ideals of the UN Global Compact respectively. Both products are being overhauled for a 2021 upgrade. The ESG score is being realigned to consider the SASB Conceptual Framework and Materiality Map, while the GC score is being redesigned to score company performance on the ten GC Principles. Additionally, S-Ray's leading climate product, the Temperature Score, directly links company GHG emissions with their contribution to global temperature rise, and allows clients to build portfolios that are Paris aligned.

In 2020, we invested significantly in our global ESG research centre, which in addition to facilitating the scale-up of S-Ray services, has allowed us to broaden our thought leadership programme, and increase public access to sustainability research. Turning to partnerships, Arabesque S-Ray has also strengthened its commitment to international stakeholder organisations that help drive the global sustainability agenda, including becoming a member of the World Business Council for Sustainable Development (WBCSD), the International Corporate Governance Network (ICGN), and the World Environment Centre (WEC).

Thought leadership

In 2020 Arabesque S-Ray set up the Thought Leadership Committee, with the intention of streamlining our efforts to disseminate Arabesque's data, research and company values and philosophy more broadly. This committee, led by the S-Ray Research Office, coordinates efforts across the whole of Arabesque to produce a consistent high-quality and high-impact pipeline of ESG research publications and thought pieces, to cement our reputation as one of the leading sustainable intelligence providers globally.

Arabesque's monthly newsletter provides our clients and stakeholders with regular updates on our latest thought leadership across the firm, including our latest research, webinars and product development.

Arabesque Asset Management

Arabesque Asset Management has sustainability at its core. 100% of assets under management employ sustainability themed investing, encompassing all environmental social and governance considerations, and including additional screening based on UNGC criteria and controversial business activities. The specific ESG methodology utilized within our product range is dependent upon multiple factors, including the objectives of a specific investment product, subject specific research, portfolio construction, and model processes. All products currently offered by Arabesque S-Ray are utilised in either our Screening, Integration, or Thematic Investing approaches.

Additionally, we are in a final stage of launching a new Climate Pathway strategy, which has an environmental tilt. This is a Net Zero investment strategy that focuses on companies aligned with a 1.5 C warming scenario or provide solutions that contribute to the transition to a decarbonized economy by 2050.

Training and engagement have been a key part of our asset management business over the past year. Our training is primarily external, aimed at increasing awareness and understanding of ESG topics in the UK, Germany and Asia.

We have been a member of the PRI since 2014 and are pleased to present our PRI Scores (**Table 1**).

Table 1: 2020 PRI Scores

PRI Module	Arabesque Score	Median Score
Strategy and Governance	A+	A
Listed Equity - Incorporation	B	A
Listed Equity – Active Ownership	D	B

This year, we undertook a comprehensive overview of our activities, leading to a PRI Score of A+, the highest available, in the Strategy and Governance module. In recognition of the fact that as a quantitative investor, Arabesque Asset Management only holds stock positions for a limited timeframe, in 2020 we joined the non-profit organisation Share Action which provides us with the opportunity to participate in shared, targeted active ownership initiatives.

Arabesque AI

Launched in 2019 as part of the group, Arabesque AI has developed a proprietary artificial intelligence engine which analyses and predicts financial market behaviour, and allows clients to build customizable investment strategies. Rather than narrowing its focus to particular markets or asset classes, Arabesque AI uses artificial intelligence and analytics to extract general principles that can be applied to a wide range of investment styles. ESG factors are central to the engine, with investors able to construct their portfolios to incorporate sustainability options. Through the integration of S-Ray's ESG data models, the platform offers best-in-class sustainability investing practices which are both scalable and accessible.

With the Arabesque Group expanding its services to meet increasing demand for AI technology solutions in financial markets, Arabesque AI aims to provide its offerings to a broad spectrum of customers across financial markets in 2021. In scaling-up the service, Arabesque AI turned to Google Cloud as the backbone of its platform, which is powered by 100% renewable electricity.

Our Environmental Commitment

With respect to the environment and the impact of our actions, Arabesque committed to a series of firm goals in 2020. As a Group, we are aligned with action to keep global temperature well below 2 degrees Celsius, in accordance with the aims of the Paris Agreement, and are fully supportive of the Rio Declaration on Environment and Development. In 2020, Arabesque S-Ray set a target with the Science Based Targets initiative (SBTi), committing to an emissions reduction in line with a well-below 2 degrees Celsius pathway.

Our targets are recognized on the [Science Based Targets initiative](#) website as well as its partners' websites at [CDP](#) and [We Mean Business](#).

The COVID-19 pandemic has had a profound impact on how and where we work, making us all take a step back to acknowledge and review our impact on the world. We recognise however that the climate crisis continues and action on climate change must not stop. Therefore, in 2020 we supported the UNGC 'Recover Better' initiative, focused on ensuring a sustainable recovery from the global pandemic.

Furthermore, our asset management business formalised its ESG approach to sustainable investing, outlining our investment philosophy, detailing the tools we use to apply ESG considerations to our investments, and explaining our approach to stewardship.

As part of this process, the Investment Committee has established a Sustainability Working Group (SWG) which carries out the firm's sustainable investment activities. In 2020, for example, we joined the Investor Decarbonisation initiative from Share Action, which engages with companies on setting science-based emissions targets and taking climate action. The [full approach](#) can be viewed on our website.

Climate Change

As a business, we are committed to reducing our greenhouse gas emissions and have taken action to realise this ambition. For example, in 2020 we transitioned our operational computing from on-premise servers to a variety of cloud-based platforms. These include the Google Cloud Platform and other cloud-based services which have a net-zero emissions target, and have provided our employees with increased flexibility on working location, reducing the need for daily commuting. We have also updated our travel policy to encourage all employees to make more sustainable choices when travelling for business.

Quantifying our Impact

We started measuring our greenhouse gas emissions this year from a baseline of 2018, and in October 2020 Arabesque S-Ray had its 'well below 2 degrees Celsius' emissions reduction target approved by the SBTi. When establishing our 2018 baseline, we normalised our emissions to account for the rapid growth in our employee numbers from 34 in 2018 to 136 in December 2020 when our calculations took place. We accounted for emissions from our London, Frankfurt, Boston and Singapore offices.

For our 2018 baseline, our scope 1 emissions were 73 tCO₂e, and our scope 2 emissions were 106 tCO₂e. **Table 2** shows our emissions break-down by scope in 2018 and 2019. In 2021, we plan to enhance our data collection and reporting capabilities to provide a more timely and comprehensive emissions breakdown, to start to record and report on relevant scope 3 categories, and to provide details on our emissions reduction target.

Table 2: S-Ray Emissions data

	2018	2019
Scope 1 (tCO ₂ e)	73	39.40
Scope 2 (tCO ₂ e)	106.20	80.65
Total (tCO ₂ e)	179.20	120.05
Total (tCO ₂ e/FTE)	1.49	1.19

Recycling

Throughout our offices we encourage recycling. In our London office, in the 12 months to April 2020, we recycled 69% of our waste and signed up to a new initiative to send zero waste to landfill. Any waste that cannot be recycled is sent to an energy from waste facility. The recycling rates have improved compared to the previous 12 months (2019: 67%) despite our continued growth. Following the success of our recycling program in London, we plan to roll out similar initiatives across our offices in Boston, Singapore and India.

Our Social Policies

The events of 2020 have brought the importance of social issues to the forefront of public consciousness and discussion, and demonstrated the importance of placing diversity and equality at the heart of a fair and successful business. In recognition of this, in 2020 we founded the Arabesque Diversity and Inclusion Working Group, led by a partner in the firm, which is set up to develop initiatives and lead action in this space.

This group has met regularly since its inception, with workshops to define the business case for diversity and establish a broad set of goals covering topics such as transparency, empathy, feedback, grievances and employee support. The group is currently working on refining these objectives to bring a proposal to the company as a whole in 2021.

Non-Discrimination and Diversity

We have an unwavering commitment to inclusion and diversity and a culture of equality, which is core to our values as a company and critical to our success and continued innovation.

This year, Arabesque has developed a diversity policy that outlines our commitment to inclusion, equality, diversity and the elimination of any form of discrimination. To this end, Arabesque is proud to be an equal opportunities employer. As such, all job listings include statements affirming that all applicants will be considered equally irrespective of race, colour, religion, national origin, sex, physical or mental disability, or age.

Additionally, our AI division has signed up to Women Who Code, a network that provides women with access to events and education in STEM careers. Our contributions so far have provided 96 women access to events and education through their platform.

Table 3: Employees, breakdown by gender, in 2020

Employee Breakdown	Female	Male	Total
Contractor	21	12	33
Intern	2	3	5
Analyst	2	0	2
Associate	20	31	51
Director	9	20	29
Partner	2	14	16
Total	56	80	136

Arabesque is committed to equal pay, as outlined in our Equal Pay Policy, and each position has a pay structure, regardless of gender, race, colour, religion, national origin, physical or mental disability, or age. We outline in **Table 3** the employee breakdown at different levels by gender, averaged across 2020, and in **Table 4**, the number of new hires by region and gender. The mean gender pay-gap within Arabesque is 38.4%, while the median is 28.9%, calculated according to the UK government guidance and methodology. **Table 5** shows the breakdown of the mean gender pay gap for different levels. We are in the process of reviewing our hiring practices and hope to reduce these numbers as the company grows, with our Human Resources and Diversity Leadership teams mandated to drive constructive and positive change.

Table 4: New hires, breakdown by region and gender, in 2020

New Hires	Female	Male	Total
U.S.	1	5	6
Germany	3	4	7
India	21	13	34
U.K.	9	19	28
Total	34	41	75

Table 5: Mean gender pay gap across the company (note – all analysts employed in 2020 were female)

Category	Mean Gender Pay Gap
All	38.4
Contractor	6.11
Intern	-2.60
Analyst	N/A
Associate	1.07
Director	54.3
Partner	39.2

The founding principle of Arabesque is to create a mission-driven culture for entrepreneurs to make an impact, and our organisation is based on the structure of meritocracy. As the company grows, we are committed to building a highly diverse team that is inclusive of all.

Employee Wellbeing

Throughout the year, we continued to deliver on our commitments to our people. Arabesque recognises that providing employees with the opportunity for personal and professional progression can be a critical factor in employee satisfaction and happiness. Therefore, in December 2020, we formalised group-wide training for CISI and IMC courses, and a programme to support all staff studying for relevant professional qualifications. Before this, Arabesque arranged training on an ad-hoc basis, having funded employees to undertake courses with the CFA.

We recognise that fostering talent and providing employees with opportunities for growth is key for employee engagement and retention. Therefore, in 2020 Arabesque approved an employee performance management policy and started a regular formalised performance review process. This process will help employees progress through their careers by identifying areas where the employee wants to develop and allows for open discussion on areas for improvement. Outlined below (Table 6) is the full-time employee annual turnover in 2020.

Table 6: Full-time employee total annual turnover in 2020

Category	Turnover Rate %
Male	17.6
Female	16.9
UK	23.3
Germany	5.9
US	17.8
Singapore	34.3
Total	19.8

Data Protection and Privacy

Arabesque strongly believes in the principle of privacy and is committed to protecting both the privacy of its employees and all data that Arabesque holds. The Arabesque Data Protection Policy outlines how Arabesque implements this commitment and conforms to the EU's General Data Protection Regulation (GDPR). Additionally, every employee has Microsoft Company Portal installed on their company laptop to ensure all equipment is data protection compliant. As part of this, the company is restricted from seeing files, passwords, emails, or any private messages, further safeguarding employee privacy.

In 2020 the London branch of Arabesque S-Ray office received ISO 27001 certification. This allows S-Ray to securely manage the security of financial information, intellectual property, employee details and information entrusted by third parties. Additionally, Arabesque is working towards rolling out ISO 27001 certification across the rest of the company as well.

Human and Labour Rights

In 2020, Arabesque published a statement on Human Rights outlining our alignment with the UN Global Compact and the UN Principles for Responsible Investment, as well as our commitment to the following standards:

1. Universal Declaration on Human Rights
2. International Covenant on Civil and Political Rights
3. International Covenant on Economic, Social, and Cultural Rights
4. International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work

At board-level, Arabesque is advised on the latest international developments in human and labour rights issues by John Ruggie, the Berthold Beitz Professor in Human Rights and International Affairs at Harvard's Kennedy School of Government. Professor Ruggie is the author of the UN Guiding Principles on Business and Human Rights, and considered the world's foremost expert in the area of corporate human rights. Arabesque has never been subject to any investigation, legal proceedings or incidents involving Human Rights abuses.

In alignment with Arabesque's endorsement of the International Labour Organisation (ILO)'s Declaration on Fundamental Principles and Rights at Work, Arabesque personnel are free to associate and organise themselves collectively in accordance with local laws.

All Arabesque staff work on a contractual basis with a strong element of alignment of interest in the success of the business. We do not tolerate forced, coerced or compulsory labour within our business or within that of our business partners. We have a zero-tolerance policy towards child labour. We do not employ children and we would not accept it if any of our suppliers or partners were to violate this principle.

Our Anti-corruption Policies

As a UK regulated asset manager and a US Securities and Exchange Commission (SEC) Registered Investment Adviser, we are fully cognisant of, and in compliance with, UK and US anti-corruption and anti-bribery rules. The Financial Conduct Authority (FCA) and the SEC requires all authorised firms to have in place policies and processes which prevent corruption and bribery and to conduct their business with integrity.

Our partnership agreement governs the business conduct of our employees. All employees are required to work with utmost integrity. We rely on personal integrity as one of the three key components in our hiring and on-going evaluation process.

Furthermore, Arabesque is a member of ICGN (International Corporate Governance Network) and fully supports its mission to inspire and promote effective standards of corporate governance to advance efficient markets and economies worldwide. To this end, Arabesque has developed a fully fleshed out anti-corruption policy, that details precisely how Arabesque ensures that all levels of operation are kept free from corruption, including but not limited to, bribery, money laundering and tax-evasion. We are pleased to announce that Arabesque has not been subject to any legal proceedings or events relating to corruption or bribery.

Our Governance Structure

Arabesque has established a robust and principles-based corporate governance structure that follows best practices in board-level governance and oversight.

Below, we outline key aspects underpinning the structure of our Board of Directors, the functioning and role of the Board Committees and their contribution to maintaining a board-level guidance and oversight process that ensures an effective firm-level governance framework.

Board of Directors

Arabesque strives to ensure that its Board of Directors is well-positioned to lead Arabesque in becoming a leading company in sustainable finance. Our non-executive directors (**Table 7**) include leaders in the fields of corporate responsibility, sustainable investment, data and technology, environmental stewardship, human rights and gender equality. They are joined on the board by executive directors Omar Selim, Dr Dominic Selwood and Nicholas Page, respectively Chief Executive Officer, General Counsel and Chief Compliance Officer, and Chief Financial Officer of the Arabesque Group. Arabesque ensures that a broad range of perspectives and backgrounds are present on the board, and that the diversity of the board is maintained. Our board's gender split at the end of 2020 represented 40% female and 60% male board members. Full biographies and summaries of individual board members' experience can be obtained on [our website](#).



Georg Kell

Chairman of the Arabesque Group and founding Executive Director of the UN Global Compact



Barbara Krumsiek

Former CEO and President of Calvert Investments



Dr Carolyn Woo

Former CEO and President of Catholic Relief Services



John Ruggie

Berthold Beitz Professor in Human Rights and International Affairs, Harvard Kennedy School



Yolanda Kakabadse

Former President of WWF International



Carlo Kölzer

Founding partner and member of 360T's Group Executive Board and Deutsche Börse Group Management Committee member



Kate James

Former Chief Communications Officer at the Bill and Melinda Gates Foundation

Table 7: Overview of the Arabesque Group Board

Non-Executive Members of the Board			
Name	Role	Committees	Appointed
Georg Kell	Chairman	Nominations & Compensation Cttees	8 June 2015
John Ruggie	Compensation Cttee Chair	Compensation & AVR Cttees	20 July 2017
Barbara J. Krumsiek	Audit & Risk Cttee Chair	Audit & Risk Cttee	19 April 2016
Carolyn Woo	Risk Sub-Cttee Chair	Audit & Risk Cttee	28 July 2017
Yolanda Kakabadse	Nominations Cttee Chair	Nominations Cttee	4 August 2017
Carlo Kölzer	Non-Exec Director & Board Member	Compensation Cttee	17 Sept. 2020
Kate James	Non-Exec Director & Board Member	N/A	5 August 2020
Executive Directors of the Board			
Omar Selim	Executive Director, CEO	Nominations Cttee	19 July 2013
Dominic Selwood	Executive Director, General Counsel, Secretary of Nominations Cttee	Nominations & Compensation Cttees	19 July 2013
Nick Page	Executive Director, CFO	Audit & Risk Cttee	8 July 2020

Board Committees

Currently, the functioning of the Arabesque Board is organised through three main Board Committees, namely: the Audit and Risk Committee, the Remuneration Committee, and the Nominations Committee. In addition, we hold all-member board meetings at quarterly intervals during the year.

Audit and Risk Committee

Arabesque's Audit and Risk Committee plays a key role in the oversight of the Arabesque Group's financial reporting, risk management, control and assurance processes, and audit arrangements. The Committee carries out a regular review of the company's approach to understanding and assessing its risks. The committee's membership is comprised of three non-executive directors.

The Group's Audit and Risk Committee is delegated by the board a mandate to work with executive management on areas such as corporate reporting, risk management and internal control as well as overseeing the relationship with the company's independent auditor. In undertaking its work, the committee takes into account all relevant company policies.

The Risk Sub-Committee workstream within the Audit and Risk Committee is delegated by the board a mandate to oversee, evaluate, and review policies, processes and functions to protect the interests of stakeholders in relation to internal and external risks and controls. The overarching responsibilities of the Risk Sub-Committee includes understanding the risks faced by the company and evaluating that they are adequately considered as part of the strategy, oversight of the risk management framework, and systems of internal control. The Audit and Risk Committee meets quarterly, in line with the schedule of the main quarterly board meetings that take place.

Remuneration Committee and Nominations Committee

The Group's Remuneration Committee is authorized by the Board to develop policies on firm-wide remuneration and to provide guidance on the remuneration package of Arabesque's directors and employees. In undertaking its work, the Committee takes into account all relevant Company policies, including the Arabesque Group's overarching commitment to diversity.

The Remuneration Committee meets at least twice per year. Committee membership is appointed by the board from amongst the non-executive directors of the board, and consists of at least three members.

The ongoing responsibilities of the board's Nominations Committee include reviewing the structure, size and composition (including the skills, knowledge and experience) of the board members and its committees, as well as reviewing annually the time required from each non-executive director, using performance evaluation to assess whether the non-executive director is giving sufficient commitment to the role.

Similarly to the Remuneration Committee, Arabesque's Nominations Committee meets at least twice per year. Committee membership is appointed by the board from amongst the executive and non-executive directors of the board, and consists of at least three members. All members of the Remuneration Committee are non-executive directors.

Appendix: Content index

Topic	Metric	Outcome	UNGC		SASB		Page reference
			Issue area	Principle	Disclosure Topic	Metric code	
Human rights and labour rights	Human rights policy		Human rights	1, 2			8
	Freedom of association policy		Labour	3			2
	Forced and child labour policy		Labour	4, 5			8
Diversity and inclusion	Gender representation across the workforce	In 2020, 41% of employees across the firm were female, split by role as follows: Contractor: 63% Intern: 40% Analyst: 100% Associate: 39% Director: 31% Partner: 13%	Labour	6	Employee Diversity & Inclusion, Workforce Diversity & Engagement	FN-AC-330a.1, SV-PS-330a.1	
	Equal opportunities policy		Labour	6	Workforce Diversity & Engagement	SV-PS-330a.1, SV-PS-330a.1bb	5
	Turnover rate	Turnover in 2020 was 19.8%. Female: 21.2%, Male: 18.5%	Labour	6	Workforce Diversity & Engagement	SV-PS-330a.2	
	Gender pay gap	The gender pay gap in 2020 was 38.4%, split by role as follows: Contractor: 6.11% Intern: -2.6% Analyst: N/A Associate: 1.07% Director: 54.3% Partner: 39.2%	Labour	6			

	New Hires	In 2020, 45% of new hires were female. Germany: 43% India: 62% UK: 32% USA: 17%	Labour	6			
	Board gender split	40% female	Labour	6			
Data protection	Data protection policy		Human Rights	1	Data Security	SV-PS-230a	8
	Data breaches	There were no data breaches in 2020	Human Rights	1	Data Security	SV-PS-230a	
	Data security	Arabesque S-Ray, London has ISO 27001 certification	Human Rights	1	Data Security		
Climate and environment	Climate committment		Environment	7,8,9			4
	GHG Emissions	2019 GHG Emissions (tCO2e) Scope 1 Emissions: 73 Scope 2 Emissions: 106 Total: 179	Environment	8			
	Waste recycling rates	Recycling rate: 69% Waste to landfill: 0%	Environment	9			
	Emissions reduction target	Approved "well below 2°C" SBTi Target	Environment	7,8			
	Percentage of assets under management, by asset class, that employ integration of environmental, social, and governance (ESG) factors	100%	Environment	7,8	Incorporation of Environmental, Social, and Governance Factors in Investment Management & Advisory	FN-AC-410a.1a	
	Percentage of assets under management, by asset class, that employ sustainability themed investing	100%	Environment	7,8	Incorporation of Environmental, Social, and Governance Factors	FN-AC-410a.1b	

	<p>Percentage of assets under management, by asset class, that employ screening (exclusionary, positive/best-in-class, or norms-based)</p> <p>Description of approach to incorporation of environmental, social, and governance (ESG) factors in investment and/or wealth management processes and strategies</p> <p>Description of proxy voting and investee engagement policies and procedures</p>	<p>100%</p> <p>Proceedures not effective until 2021</p>	<p>Environment</p> <p>Environment</p>	<p>7,8</p> <p>7,8</p>	<p>in Investment Management & Advisory Incorporation of Environmental, Social, and Governance Factors in Investment Management & Advisory</p> <p>Incorporation of Environmental, Social, and Governance Factors in Investment Management & Advisory</p>	<p>FN-AC-410a.1c</p> <p>FN-AC-410a.2</p> <p>FN-AC-410a.3</p>	<p>4</p>
Anti-corruption	Anti-corruption policy		Anti-corruption	10	Description of whistleblower policies and procedures	FN-AC-510a.2	9
Transparency	Description of approach to informing customers about products and services		Anti-corruption	10	Transparent Information & Fair Advice for Customers	FN-AC-270a.3	2

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