



# 2020-2021 UN Global Compact Communication on Progress

*JULY 2021*

**HAMON INVESTMENT GROUP**

# About the Hamon Investment Group

- Hamon Investment Group was established in 1989 in Hong Kong and has grown from an Asia, GEM and Frontier specialist into a multi asset boutique manager with over 30 years experience.
- Hamon was the specialist Asian manager for BNY Mellon for 18 years. BNY Mellon had a strategic stake in Hamon from 1998 to 2014. Hamon took a major stake in Doric Capital, an Asian long/short equity manager in 2008, and acquired Blackfriars, a GEM equity Fund Manager in London, from BNY Mellon in 2011.
- The Group is licensed in Hong Kong, Ireland, UK, and the Cayman Islands and registered with Korea FSC.

## Long Only Strategies

Dynamic Portfolio  
Independent of benchmark  
Asia & Emerging Markets

## Absolute Return

Downside protection  
Risk adjusted returns  
All market conditions

## Tailored Solutions

Bespoke portfolios  
Select Performance engine  
Wrapper fitting your needs

### Asia & GEM

- Hamon Asia ESG Focus Fund\*
- Hamon Global Multi Asset Strategy

### Alternative Strategies

- Hamon Private Equity
- DASH Global High Yield Fund
- Doric Asia Pacific Small Cap Fund

### Private Mandates

- Managed Account
- AMC's/Structured Notes

*\* fund name and prospectus change awaiting regulatory approval*

# Hamon's Commitment to Sustainability

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- Hamon Asset Management was the first HK-based Asset Manager to be a supporter of the **Task Force on Climate-related Financial Disclosures (TCFD)** <https://www.fsb-tcfd.org/tcfd-supporters/>
- Hamon is an active member of the **Asia Investor Group on Climate Change (AIGCC)** and part of the **Climate Action 100+**, organizations which engage the world's largest corporate greenhouse gas emitters on climate change. <https://www.aigcc.net/members/>
- Hamon has signed up as a **Signatory to the U.N. Global Compact**, accepting fundamental responsibility in the areas of human rights, labour, environment and anti-corruption both in our business and in our investments. <https://www.unglobalcompact.org/what-is-gc/participants/140587>
  - **This is Hamon's first Communication on Progress (CoP) report (July 2021).**

**WE SUPPORT**



**ASIA  
INVESTOR  
GROUP  
ON  
CLIMATE  
CHANGE**



**TCFD** | TASK FORCE ON  
CLIMATE-RELATED  
FINANCIAL  
DISCLOSURES

# Statement of Continued Support by the Chief Executive Officer

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To our Stakeholders:

Hamon Investment Management Limited is proud to be a member of the United Nations Global Compact (UNGC) since 2020. Our team members respect and observe the ten principles of the UNGC in the four areas of Human Rights, Labour, Environment and Anti-Corruption. These principles have long been embedded in our corporate culture.

In this report we describe how we practice these principles in our daily operations, and how we monitor and measure the outcomes.

We are pleased to reaffirm our commitment to the ten principles of the UNGC and will continue to improve ourselves and influence others to join our league for the betterment of our society and the world.

Hugh A. Simon  
Chief Executive

July 2021

# Human Rights

**Principle 1:** Our Businesses support and respect the protection of internationally proclaimed human rights.

**Principle 2:** We make sure that our business is not complicit in human rights abuses.

- We respect diversity in the work place, and offer equal opportunity of employment regardless of age, gender, marital status, race, religion, disability and sexual orientation.
- We have a strong sense of social responsibility and recognize the merit of giving back to society.
- We strictly observe personal data privacy of both our staff and our clients. Guidelines on personal data protection are conveyed to staff and set out in our Staff Handbook, Compliance Manual and client communications.

## **Measurement of Outcomes:**

- 56% of our staff are men and 44% are women. The gender ratio has been constant at Hamon over the last few years.
- We are always mindful of our social responsibilities, and have contributed to building a school in China, and a hospitality training school in Vietnam for the under-privileged youth.
- Personal information are safeguarded by passwords and hard copies securely locked up and only for a period as required by applicable law and/or regulatory authorities. They are then shredded and disposed of properly.
- There has been no incident of violation of the UNGC principles of Human Rights in the company and we will continue to uphold these principles and monitor our progress.



# Labour

**Principle 3:** Our business upholds the freedom of association and the effective recognition of the right to collective bargaining.

**Principle 4:** We prohibit forced and compulsory labour.

**Principle 5:** We support the effective abolition of child labour.

**Principle 6:** We are strongly against discrimination in respect of employment and occupation.

- We foster an open and friendly culture within the organization where staff can express their views freely, and exchange and cross-fertilization of ideas are encouraged.
- Organizational hierarchy is flat with the Chief Executive having an “open door” policy to discussions and grievances.
- Staff health and safety are our top priorities. We ensure that our staff are working in a safe, friendly and healthy environment.
- We respect work-life balance and encourage our staff to exercise and join fitness programs.
- Grievance procedures are in place and documented in our Employees Handbook.
- We encourage staff development through training and continuing education to enhance their areas of expertise within investments or administrative areas.

## Measurement of Outcomes:

- Through multiple channels, both formal and informal, such as physical meetings, emails, Zoom, Whatsapp etc. staff can communicate with one another to ensure open, swift and effective exchange of ideas.
- Staff Attrition is low with over 90% of staff having worked with the company over 3 years and at least 50% over 5 years. Over 95% of staff are permanently employed with part time employees hired to supplement if required.
- Staff parties are held monthly to celebrate birthdays to enhance cohesion and friendship. Staff lunches/dinners are also organized to celebrate special occasions and festivals.
- Staff is entitled to study leave in preparation for exams relating to his/her profession such as the CFA, SFC certification, compliance training etc.
- During the outbreak of the Covid-19 pandemic in 2020, we conducted special cleaning and disinfectant spraying of the whole office. We stepped up on air quality control by installing air purifiers where needed.
- Work-from-home schedules were implemented in 2020 during the peak waves of the Covid-19 pandemic.
- No staff were made redundant during the Covid pandemic.
- There has been no incident of violation of the UNGC principles of Labour rights in the company, and we will continue to uphold these principles and monitor our progress.

# Environment

**Principle 7:** Businesses should support a precautionary approach to environmental challenges;

**Principle 8:** undertake initiatives to promote greater environmental responsibility; and

**Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

- We have adopted an ESG framework within our business utilizing scorecard approach to select investments which have positive materiality from Environmental, Social and Governance factors as well as a long-term climate goal.

## **Measurement of Outcomes:**

- We have reduced our usage of printed materials and colour printing, saving photocopier paper and printer toner. We reuse the blank side of printed reports as scratch paper, reducing our need for notebooks.
- We have reduced our usage of paper cups, substituting it with washable glassware and plates for official use. The water used for cleaning is recycled by the office property's grey water system.
- Waste paper and cardboard is collected bi-weekly for recycling by an independent contractor.
- Office lighting is switched off every evening to reduce energy usage.



# Anti-Corruption

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery

- Our business is a regulated activity in Hong Kong which complies with both individual and company licenses issued by the Securities & Futures Commission, Hong Kong (HKSF). Additionally, several staff are CFA Charterholders which requires they comply with the CFA Ethics and Asset Manager Code of Conduct.
- Guidelines on accepting items of value including meals are conveyed to staff and set out in our Staff Handbook, Compliance Manual and client communications.

## **Measurement of Outcomes:**

- Any gift received is documented as per the Employee Handbook and a compliance form filled in with approval of the CXO's.
- There has been no incident of violation of the UNGC principles of Anti-Corruption in the company as we operate as an investment fund. We will continue to uphold these principles and monitor our progress.
- There have been no ethics breaches of our licenses or codes of conduct.

# Important Information

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Hamon Asset Management Limited is licensed with the Securities and Futures Commission (SFC) in Hong Kong to carry on Type 4 (Advising on Securities), Type 5 (Advising on Futures Contracts), and Type 9 (Asset Management) regulated activities. Hamon Investment Management Limited is licensed with the Securities and Futures Commission (SFC) in Hong Kong to carry on Type 4 (Advising on Securities), Type 5 (Advising on Futures Contracts), and Type 9 (Asset Management) regulated activities.

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