



nestoradvisors
A MORROW SODALI COMPANY

— UNITED NATIONS GLOBAL COMPACT

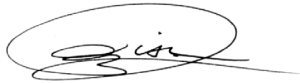
COMMUNICATION ON PROGRESS

Implementing the UN Global Compact principles
at Nestor Advisors Ltd

CEO STATEMENT

I am pleased to express Nestor Advisors' continued support for the UN Global Compact and commitment to the Ten Principles in the areas of Human Rights, Labour, Environment, and Anti-Corruption. In this, our first annual Communication on Progress, we describe our actions to integrate the Global Compact and its principles into our core business strategy, services, operations and culture. We are proud of the significant progress we have made this year and look forward to driving positive change in our organisation, our clients, and our wider communities moving forward.

Yours truly,



David Risser
Managing Director

COMMUNICATION
ON PROGRESS



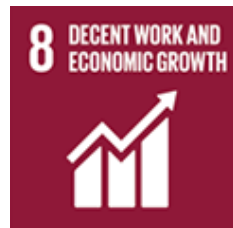
This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.



OUR GOALS

Our commitment to the UN Global Compact is the foundation to our resolution to advance progress towards the UN Sustainable Development Goals (the “SDGs”). This year, we participated in the UN Global Compact’s pilot SDG Ambition Accelerator, collaborating with a cohort of companies across sectors to identify mechanisms for transformational, sustainable change in our business. Through an iterative process centred on engagement with our employees, we then raised internal awareness of the UN Global Compact and SDGs, and conducted a survey to identify the most relevant SDGs to our business. This survey included (but was not limited to) areas where Nestor Advisors’ actions can have the most significant current and potential negative and positive impact on the achievement of the SDGs, as well as identifying those that are most closely aligned with our goals, values and mission. This survey evidenced a clear degree of consensus: 100% of our team members considered the following SDGs to be highly relevant to Nestor Advisors:



In support of these SDGs, this year we have designed commitments impacting both our internal and external stakeholders:

Ensure by 2023 that diversity, fair treatment of employees and other stakeholders, and climate action are effectively considered and explained to clients in 75% of our board, corporate governance assessment, policy design and ESG services.

Support at a preferred rate organisations that support financial inclusion, advance gender equality or climate action agendas.



Ensure by 2025 that there are at least 25% women at Director level.

By 2023, measure company emissions levels and define reduction target.

HUMAN RIGHTS



We follow and ask our business partners to abide by the principles set out in the Universal Declaration of Human Rights. We publish, and ensure all employees are aware of, our Code of Ethics and Code of Business Conduct. Our Managing Director is always available to receive reports and complaints on behaviour by our employees or collaborators that contravene the principles in these documents.

LABOUR



We have a comprehensive suite of policies and procedures in support of labour rights which are communicated to our employees. These include our Equal Opportunities Policy and our Unlawful Harassment & Complaint Procedure. We support the health and safety of all employees, including through provision of funding for gym memberships and private health insurance coverage. We offer a formal Professional Development Policy to promote access to skills development and training for our employees. We also pay all our employees and interns, at minimum, a living wage.

ENVIRONMENT



The nature of our operations, being mostly office-based and remote due to the COVID-19 pandemic, have made our direct environmental impact relatively small. As mentioned above, in the coming year we will measure our environmental impact in terms of emissions and develop science-based targets for reduction.

ANTI-CORRUPTION



As a corporate governance consultancy, we are deeply committed to working against corruption in all its forms. We regularly advise clients on strengthening their internal control arrangements, including mechanisms to ensure anti-bribery and corruption. Internally, we have a Conflict Management Policy, whistleblowing procedures are covered in our Employee Handbook, and our Code of Business Conduct covers the giving or receipt of gifts, entertainment expenses, protection of confidential information, and personal trading. We ensure that all employees are aware of these policies and procedures. Nestor Advisors has not been involved in any legal cases, rulings or other events related to corruption and bribery.



ABOUT US

Nestor Advisors is a London-based advisory firm specialising in corporate governance and organisational design. We work with the boards and management of financial institutions, companies and not-for-profit organisations to improve decision making, organisational structures, controls and incentives.

We maintain a high degree of independence by focusing exclusively corporate governance advice and avoid the conflicts of interest that can occur by offering competing corporate services to our clients.



nestoradvisors
A MORROW SODALI COMPANY



NATIONS HOUSE
103 WIGMORE STREET
LONDON W1U 1QS
UNITED KINGDOM



info@nestoradvisors.com
www.nestoradvisors.com



+44 (0)20 7628 3497