

United Nations Global Compact - Communication on Progress

The United Nations Global Compact was launched in 2000 to harness the power of collective action in the promotion of responsible corporates.

CEO Statement

As a signatory, Ashmore is proud to reaffirm in 2022 its support of the 10 principles of the UN Global Compact in the areas of human rights, labour, the environment, and anti-corruption.

The table below summarises Ashmore's actions to improve continually the integration of the UN GC principles into the Firm's business strategy, culture, and daily operations from July 2021 to June 2022. We also commit to sharing this information with our stakeholders using our primary channels of communication, the FY2021/22 annual Sustainability Report.

Name: Mark Coombs

Title: Chief Executive Officer

Area of focus	Description of actions	Measurement of progress
Human Rights	<ul style="list-style-type: none">• Supporter of the Universal Declaration of Human Rights.• Modern slavery and human trafficking statement published on website.• Commitment to ensuring employees are treated with respect and dignity while at work.• Commitment to ensuring employees are provided with a safe and healthy working environment.	<p>There were no reports of incidents of bullying or harassment during the year.</p> <p>There were no health and safety incidents or breaches during the year.</p> <p>After a prolonged period of remote working during the covid 19 pandemic, Ashmore's employees returned to the Group's offices during the period.</p>
Labour	<ul style="list-style-type: none">• Gender diversity tracking across all offices. Data submitted to the FTSE Women Leaders Review.• Supplier code of conduct to maintain a strong corporate culture employing high standards of integrity and fair dealing published on website.• Commitment to staff personal development through ongoing training.	<p>Ashmore has two female Non-executive Directors¹ and continues to promote gender diversity across the organisation.</p>
Environment	<ul style="list-style-type: none">• Established initiative to offset all reported operational CO₂ emissions (scope 1-3).• Further improved disclosures aligned with TCFD recommendations.	<p>Ashmore has previously taken measures to reduce emissions at its largest location. This included the installation of LED lights and efficient temperature management, which resulted in a 22% reduction in emissions at the time.</p>
Anti-corruption	<ul style="list-style-type: none">• Policies and procedures covering each area of financial crime.• Whistleblower policies and procedures in place.	<p>Staff receive ongoing training on various aspects of financial crime.</p> <p>There have been no whistleblower incidents reported during the year.</p>

1. As at 30 June 2022. A third female Non-Executive Director joined the Board in August 2022.