



ENVIRONMENTAL AND SUSTAINABILITY POLICY STATEMENT OF COLUMBIA THREADNEEDLE INVESTMENTS

This policy statement encompasses the operational office activities of Threadneedle Asset Management Holdings Limited undertaken from its UK operations.

The Board of Directors for Columbia Threadneedle undertake to enforce this Environmental and Sustainability Policy with the aim of upholding human rights, protecting the environment and biodiversity, preventing pollution, achieving compliance with all sustainable legislation and other requirements.

Columbia Threadneedle is committed to the following: -

- To align its environmental management system with the strategic direction of the business and to use it to continually enhance environmental performance.
- To raise environmental and social awareness amongst employees and knowledge of the impacts of their operations in the office and at home. This will include relevant training, support and equipment.
- To uphold human rights in all our operations and encourage our supply chain to do the same.
- To continually improve our performance in reducing the sustainable impacts of business travel.
- To minimise the generation of waste by implementing improved recycling, recovery and reuse of waste arising within all sectors of the company.
- To reduce utility usage through staff behavioural change initiatives, improving energy and water efficiencies.
- To improve resource efficiency with focus on embedding sustainable procurement within policy and processes.
- To use the findings from our annual carbon foot printing to develop initiatives to reduce carbon emissions.
- To ensure that the environmental management system complies with the requirements of the ISO14001:2015 standard.

The Environmental and Sustainability Policy will be regularly reviewed and available on the internet and intranet for the attention of all employees and customers, clients and the public.

It is the intention of Columbia Threadneedle to encourage all suppliers and persons working on behalf of the organisation to provide Environmental or Sustainability Policies and to support this Policy.

A handwritten signature in blue ink, reading 'Nicholas J Ring', is written over a horizontal line.

Nicholas J Ring, Chief Executive Officer, EMEA
For and behalf of Columbia Threadneedle Investments
Date: February 2023