

ENVIRONMENTAL, SOCIAL AND GOVERNANCE

Imperium Fund Services Limited (“Imperium”) was formed in 2020, **with a focus on local talent**, offering a quality service from our island of Guernsey.

Environmental, Social and Governance (“ESG”) metrics have been used to measure an organisation's environmental and social impact since the early 2000s. However, due to increased expectations from stakeholders, they have come into the forefront in recent years, and are now a basic expectation of all companies.

ESG goes above and beyond any individual. It is about our society as a whole and it is important to use ESG principles to drive meaningful business outcomes and to meet the growing demands of a sustainable future.

As a fund administration business servicing closed-ended funds in Guernsey, we recognise the importance of sustainable and responsible practices in delivering value to our clients and stakeholders, and we are committed to **integrating ESG considerations into our business operations and decision-making processes**.

All staff are asked to take responsibility for Imperium’s ESG deliverables and targets. Further, staff are encouraged to contribute suggestions for how ESG can be better implemented within Imperium.

Environmental Responsibility

At Imperium, we actively seek to minimise our environmental impact through sustainable actions and efficient use of resources.

We:

- Promote sustainable practices, including **recycling facilities** for general office and staff use;
- Minimise waste through **electronic record keeping**;
- Maintain a **fully digital operation**, discouraging wet ink signatures and unnecessary printing;
- Encourage **virtual meetings** with overseas clients to reduce travel-related emissions; and
- Provide **transparency** regarding our environmental performance and initiatives to our stakeholders.

Social Responsibility

We are dedicated to conducting our business with the highest ethical standards, ensuring honesty, integrity and respect in all our interactions.

We:

- Support important initiatives such as **Apollo**, empowering young people in Guernsey through positive activities and mentorship;
- Support the **Caritas Community Café** with monthly staff breakfasts;
- Permit employees a **half day absence** to be used for the purpose of volunteering at a charity of their choice;

- Encourage staff well-being through our **Sports and Social Committee**, responsible for organising staff events and launching internal policies such as the **nine-and-a-half-day fortnight**, whereby staff enjoy a Friday afternoon off every two weeks;
- Sourcing all of our **marketing materials and merchandise locally**, where possible; and
- Foster **diversity and inclusion** within our organisation, promoting equal opportunities for all employees regardless of race, gender, ethnicity, age, or background.



Governance

Good governance and compliance are central to Imperium's business philosophy.

We:

- Have a **diverse Board of Directors**, with 33% female representation and 67% male representation;
- Have a **diverse body of staff**, with 57% female representation and 43% male representation;
- Adhere to the provisions of the Guernsey Financial Services Commission (GFSC) **Fiduciary Rules and Guidance 2021**, including corporate governance and conflict management;
- Maintain a **zero-tolerance policy** for corruption and bribery; and
- Protect client data with **strict adherence to data privacy and security regulations**.

We are committed to continual improvement in our ESG practices and welcome feedback from our clients and stakeholders.

Dated: July 2024