

## Summary of ESG at Demica

Demica has implemented an ESG policy coherent with the United Nations (UN) Global Compact. This policy is aligned with the UN's Ten Principles on Human Rights, Labour, Environment and Anti-Corruption.

### **Environment**

Demica recognises that it has a responsibility to the environment beyond legal and regulatory requirements. Demica is committed to reducing its environmental impact and continually improving its environmental performance .

Demica's platform can be utilised to gather data and support its clients in meeting their ESG investment criteria and strategy. Product development with features to capture clients' environmental objectives/metrics will be supported by Demica in principle, in line with our commitment to the environment.

### **Social**

At Demica, we strive to create an environment where all colleagues feel valued and heard. We believe passionately in the value of diversity and work together to strengthen our culture as we know this is what makes us truly unique.

We are committed to fostering an inclusive culture in which employees are free to express themselves and work in an environment which is free of bias and any form of discrimination. At Demica we want everyone to feel a sense of belonging.

### **Governance**

Demica's governance structure and culture are strongly entrenched with the Group's Values. Based on a Code of Business Standards and stringent compliance rules, Demica has a zero-tolerance for dishonest or illegal activities and applies strict KYC checks before entering into a client relationship.