



## Ethical Charter

### Employees

Bridges Fund Management Limited and the members of its group (together, "Bridges" or "we") respects the dignity and rights of all employees. We:

- o provide clear and fair terms of employment;
- o provide clean, healthy and safe working conditions;
- o have a fair remuneration policy everywhere we operate;
- o strive for equal opportunities for all present and potential employees;
- o encourage employees to develop skills and progress in their careers;
- o do not tolerate any sexual, physical or mental harassment of our employees;
- o do not discriminate on grounds of colour, ethnic origin, gender, age, religion, political or other opinion, disability or sexual orientation.

### Suppliers and Subcontractors

Bridges treats its suppliers and subcontractors with respect. We:

- o seek to be honest and fair in our relationships with our suppliers and subcontractors;
- o have a policy not to offer, pay or accept bribes or substantial favours;
- o pay suppliers and subcontractors in accordance with agreed terms

### Community and Society

Bridges seeks to be a good corporate citizen, respecting the communities in which we operate. We:

- o aim to make the communities in which we work better places to live and do business;
- o aim to be sensitive to the local community's cultural, social and economic needs;

### Environment

Bridges endeavours to protect and preserve the environment in which we and portfolio companies operate. We:

- o are committed to energy efficiency and carbon dioxide emissions reduction;
- o increase our investments in sectors and activities that contribute to climate change adaptation and carry out specific climate change risks assessments;
- o are committed to reducing waste, including the proportion of waste going to landfill, and reducing water usage

### Investors

Bridges is responsible to those who provide its funding. We:

- o seek to be honest and fair in our relationships with our investors;
- o communicate to our investors all matters that are material to an understanding of the future prospects of the funds managed by Bridges;
- o aim to protect investors' funds, manage risks and ensure that funds are used in accordance with the policy agreed.

### Investments

Bridges seeks to promote responsible business standards in the businesses in which it invests. Bridges Fund Management Limited has been an UNPRI signatory since 2009, a Certified B Corporation<sup>1</sup> since

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<sup>1</sup> The B Corporation certification (assessed by the not-for-profit B Lab) is given to for-profit organisations who achieve at least a minimum score against a set of social and environmental standards.





2015 and is a founding member of the B Corp movement in the UK. These commitments reflect the importance we attach to ESG best practice – not just in terms of risk mitigation, but also as a value-add opportunity. We firmly believe that better ESG practices ultimately create more value for our investors.

**The Bridges Fund Management Board is responsible for our Responsible Investment Policy, Sustainable Property Policy and Ethical Charter. The Directors on the Board are responsible for ensuring that we do all in our power to conform to the letter and spirit of these Policies and Charter.**

Bridges Fund Management Ltd. is authorised and regulated by the Financial Conduct Authority. Registered in England No 10401079.

