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## Corporate Social Responsibility Policies

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As one of the most influential independent asset management groups in North America, early signatory of the UNPRI and Infrastructure Workstream founding board member, Capital Innovations takes seriously its corporate responsibilities to its employees, shareholders, stakeholders, and the wider community. Our corporate responsibility is first and foremost to be a good corporate citizen, while increasing shareholder value. From this perspective, we see our role as doing our utmost to manage our business in a fair and ethical manner and to provide the best possible working environment for our employees. We look to protect the environment, promote human rights and actively participate in and support our local communities.

## Capital Innovations' Policies

We have policies to manage our impact on the environment, our relationships and behavior towards employees, and to support our customers and suppliers.

We recognize that our activities have both direct and indirect impacts on the environment and the communities in which we operate; accordingly we believe that we have a responsibility to identify and manage these impacts as effectively as possible.

To this end, we are committed to operating in accordance with all relevant environmental legislation as well as other voluntary standards pertinent to our industry. We are also committed to preventing pollution arising from our activities and moving towards best practices for corporate sustainability.

To achieve this, we aim to:

- Identify and assess our environmental aspects to determine those that are significant
- Manage the negative impacts as effectively as possible
- Develop region-specific environmental statements addressing key issues
- Outline our objectives and targets in each region and allocate resources to achieve those
- Comply with all relevant legislation in every country in which we operate and aim to exceed the requirements
- Minimize the use of non-renewable resources throughout the Group
- Reduce waste through recycling and by purchasing recycled, recyclable or refurbished products and materials where these alternatives are available, economical and suitable
- Establish environmental links with our suppliers and contractors
- Adapt to a more sustainable culture by providing staff with relevant education and information to encourage them to live and work in an environmentally responsible manner
- Integrate the awareness of environmental concerns into our decision making
- Communicate our commitment to clients, customers and the public and encourage them to support it
- Review this policy annually to ensure it remains current and in line with our planned future activities
- Monitor our progress and publish an environmental performance report on an annual basis

## People

We see our employees as our most valuable asset. We realize that our employees spend a large percentage of their time at work and we aim to improve our communication with staff around the world. Making Capital Innovations a better place to work is a pivotal part of our long term corporate social responsibility strategy.

## Group Employment Statement

## Fair Employment Practices

In formulating our Group Employment Practices Statement the Group has been guided by the relevant legislation applicable in each of the countries in which we operate and also the framework established by the OECD in its Guidelines for Multinational Enterprises. Capital Innovations encourages employment practices that foster openness, sustainability, and respect for employees' rights.

These are broad statements of principle and are supplemented by detailed local policies appropriate to local laws and employment norms.

## Equal Opportunities Employer

The Group aims to provide an environment in which applicants and employees are treated equally.

## Human Rights

Capital Innovations supports the Universal Declaration of Human Rights in all of its spheres of influence. It upholds the freedom of association.

## Forced / Child Labor

The Group does not utilize or promote forced or child labor of any kind. We adhere strictly to country laws governing labor standards.

## Discrimination, Harassment and Bullying

The Group aims to provide a work environment in which there is respect for personal dignity.

## Grievances

Should staff have cause for complaint, each location of the Group has grievance procedures applicable to local legislative requirements.

## Employee Benefits Statement

The Group recognizes the value of its employees and has identified and assessed their long-term retention as key to the short and long term value of the Group. To this end, the Group aims to attract and retain skilled employees and enhance the life/work balance of each individual. The Group offers its staff a range of benefits and development opportunities appropriate to local market norm.