

Impact & ESG Policy



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Guiding Principles

This document guides the investment and impact policy to make sure that the investments are in line with the objectives of Asteria Investment Managers' investment solutions and products.

Impact investing / thematic approach

We invest in companies and projects contributing to a more sustainable and fair economy.

We have adopted a research approach identifying the positive contribution of business models and use of proceeds. We developed a high-tech proprietary financial and impact research system using big data from multiple sources. It provides detailed information on the real impact of companies and / or projects funded.

Asteria IM's investment policy pursues investments in liquid and illiquid asset classes

Empower **people** for a more inclusive and equal society. The social transition theme will focus globally on activities influencing human needs. Mainly those companies and projects helping provide access to basic goods and health, financial inclusion, education and reduce inequalities.

Protect the **planet** by promoting a low carbon economy and sustainable resource management. This environmental transition theme will focus globally on activities such as CO2 emission reduction, renewable energy, circular economy, water treatment and biodiversity.

Responsible principle

Asteria IM is convinced that the financial performance of the investments can be impacted by the challenges linked to sustainable development. It is our responsibility to take environmental, social and governance (ESG) considerations into account when making investment decisions. It developed an in-house assessment methodology using multiple sources of data to form an opinion on the ESG quality of companies and emitters. As a general principle, we exclude the lower 30% of companies scoring on a relative sector base.

Environment

We ensure that the environment is taken into account and integrated in the company's strategy - depending on the nature of the industry and its activities. This integrates the determination and control of negative impacts (air, water and soil), operation eco-efficiency and pollution reduction, transparency and indicators provided.

Social

Employees - definition and implementation of a long-term human resources management policy term, which integrates aspects of training, balanced management of professional / family life, incentive mechanisms for the company's financial and non-financial results. Policies to manage the safety of general working conditions.

Customers – management of product quality and safety. Respect for consumers and market operating rules. Absence of anti-competitive behaviour hampering the proper functioning of the market and practices.

Suppliers - ensuring compliance with quality, traceability, and business ethics standards with suppliers. Promotion of actions aimed at establishing cooperative relationships with suppliers and subcontractors.

Community - code of business conduct, respect for human rights and conventions international human rights, community involvement, politics philanthropic, etc.

Governance

Good governance structures can contribute to market stability and investment risk reduction. Principles of good governance include equal treatment of shareholders, independence of the board of directors and balance of powers, transparency on the activity and financial situation, effectiveness of the audit and control mechanisms, method of executive compensation and administrators.

Exclusion

Ethical

Companies to avoid are those that generate a significant share of their revenues from the following activities

- armaments;
- tobacco;
- coal

Controversies

As a general principle, we do not invest in companies severely and continuously breaching the Global Compact Principles, which include:

- continuous controversies related to human rights, and governance issues;
- severe violations of human rights such as killing, forced labour and forced displacements;
- active support to the persistence of an oppressive regime;
- severe environmental damage; and corruption.

Active shareholder

Being an active shareholder can help protect the financial value of the funds invested by encouraging the deployment of good governance structures, and by promoting better environmental and social standards within companies

Proxy Voting

Asteria is a responsible investor, which implies defining voting guidelines for the exercise of the right to vote. The voting positions are defined in the long-term interest of shareholders, businesses and civil society.

Engagement

Asteria engages with companies constructively in order to protect and enhance our investments. We are transparent about our ESG policy and provide feedback and guidance to companies on areas where we think improvement can be implemented.

Impact committee

The impact committee is a decision-making committee and endorses the responsibility of defining, reviewing and overlooking the implementation of the Impact and ESG policy through the following tasks and duties: define impact strategy and measurement framework; review and coordinate the monitoring process; monitor the impact at investment fund level and clients' portfolios.