COLCHESTER® GLOBAL INVESTORS

Colchester Environmental and Sustainability Policy

March 2021

Introduction

Colchester is committed to investing responsibly and operating sustainably. We have consistently applied our core values of **focus, integrity and trust, perspective, service, humility, teamwork and devolved leadership and innovation and constant improvement** to our investment management, business practices, interactions with clients and other stakeholders and the way we treat the environment.

Colchester's approach to waste reduction, recycling and the usage of water is reviewed on at least an annual basis. The approach is applied across Colchester's global offices and is spearheaded by Senior Management.

Waste Reduction and Recycling

Colchester constantly strives to improve its waste management and recycling practices with the aims of reducing waste and increasing recycling, wherever possible, in order to minimise the amount of waste sent to landfill sites.

Reduce

Colchester aims to reduce waste by only procuring goods and materials to meet the needs of the business and maintaining them appropriately, to extend their life span. Reduce the amount of paper used, with the aim of becoming as "paperless" as possible.

Steps: Limiting the purchase of spare IT equipment, drinking water taps installed in offices that have kitchens (Colchester does not purchase plastic drinks bottles). Colchester's dealing process became paperless in 2020.

Re-Use

Colchester aims to use reconditioned or recycled IT equipment, wherever possible. Colchester's move to the use of Microsoft Windows Virtual Desktops for all global staff (completion Q1 2021) moves processing from the local desktop to the Cloud, enabling the Firm to take this approach (if the processing is on the Cloud-based desktop, the local desktop does not need to be the latest and most powerful desktop available).

Steps: Only purchasing reconditioned desktop PCs for home working. Only purchasing reconditioned monitors for home-working, wherever possible. Reusing packaging for parcels sent by couriers.

Recycle

Colchester works to identify and segregate materials for recycling. Colchester aims to appoint waste management contractors with a proven track record on recycling high volumes of waste.

Steps: Office wastepaper bins removed and replaced with desk caddies to encourage recycling. IT equipment recycled when retired.

Emissions Reduction Initiatives

Colchester aims to do what it can to reduce emissions, wherever possible:

Travel Policy

Colchester is committed to reducing the environmental impact of travel. Where appropriate, staff use video conferencing software, public transport or fly Economy (given the large reduction of carbon emissions per mile by flying versus Business Class).

Cycle to Work Scheme

Colchester has introduced a Cycle to Work Scheme that is aimed at helping reduce congestion and emissions.

Green Vans

Colchester uses "Green Vans" wherever possible for the purchase of groceries and supplies. Green Vans are vans on routes that are more efficient in terms of fuel consumption, as they are already delivering in the area.

Energy Efficiency

Colchester aims to become as energy efficient as possible via energy efficient initiatives and purchasing energy efficient equipment:

The Cloud

Colchester's on-premises server infrastructure is being retired in Q1 2021 with a move to the Cloud, using Microsoft Azure. Microsoft has been carbon neutral across the world since 2012 and commits to being carbon negative by 2030. Their goal is to promote sustainable development and low-carbon business practices globally through their sustainable business practices and cloud-enabled technologies.

This move will save on the continual 3-5 year server refresh and will make Colchester more energy efficient. Colchester plans to make use of Microsoft's Sustainability Calculator to review the impact.

Lighting

Colchester's lighting is equipped with sensors to ensure lights do not remain on unnecessarily. Colchester also uses energy efficient LED bulbs.

Hot water taps

Energy efficient taps have lighting sensors that put them into sleep mode at night (also after two hours of non-use during the day).

Desktop PCs, Monitors, Printers, Chargers & Photocopiers

Staff are asked to shut down desktop PCs, turn off printers, monitors and photocopiers and to unplug phone and tablet chargers at night.

Water Conservation

Colchester aims to reduce water wastage in its offices by using water-saving devices, wherever possible.

Steps: Hands-free sensor taps fitted in restrooms, preventing taps from being left running. Flow reduction valves fitted.

Philosophy

As a small and growing organisation, Colchester aims, to the best of its ability, to manage the business economically without the wastage of the planet's valuable resources.