

# Sustainability Policy



FCG works to create a sustainable future for people, business and society through a sound financial industry. We believe that sustainability is an integral part of our mission and that the finance industry can be part of the solution to the challenges we collectively are facing.

At FCG, we think of sustainability in broad terms. To us, sustainability is about protecting the environment and working towards the goal of a low-carbon economy as well as providing our co-workers with a work environment which is sustainable in the long-run. Furthermore, we realize the importance of good governance and accountability within the finance industry and believe that by promoting this we increase society's trust in financial institutions and make the industry more sustainable.



## People, diversity and society

Our employees and their knowledge are the key to the success of our business. Therefore, we encourage our employees to constantly develop their competences and give them opportunities to learn new valuable skills. Our business grows when our employees grow.

To attract the most qualified people and make the most of their potential, FCG aims to provide a healthy and diverse workplace environment where people are treated fairly and where they are proud to work. To achieve this goal, we have internal work groups who focus on issues such as gender equality and diversity. We also provide training to those responsible for recruiting to make them aware of any unconscious biases.

We believe that gender equality and diversity is critical to our success. FCG have set goals relating to gender equality at the board level, partner level and management level.

Pursuing these goals is an important part of our ambition to be a truly gender equal company. To achieve this, we have designated groups and networks who work with issues relating to gender equality and diversity.

FCG recognizes that there are some actors in the financial market who act in ways that endanger the public's trust in the financial system or who provide products which contribute to bringing harm to groups of people in society. When we believe that we have the chance to help one of these firms act in a more socially responsible manner we will not shy away from doing so.

By working with these firms and advising them on how to act to prevent undesired outcomes, we can improve people's situation and increase the public's trust in the financial system. At the same time, we do not do business with customers and companies that do not have the ambition to comply with given laws and regulations, or that act in a way that is detrimental to society as a whole.

## The environment

At FCG, we take measures to limit our carbon footprint and impact on the environment. We aim to limit travelling by air and encourage our employees to choose an environmentally friendly mode of transport when travelling for professional purposes. We also recycle as much as possible, promote environmentally friendly food choices at our events, and take environmental factors into consideration when choosing suppliers.



When relevant to our clients, we aim to raise awareness of the risks associated with climate change and environmental degradation. An important part of the service that we provide to our clients is that we help them safeguard their reputation and an important part of doing this is to advise clients to act responsibly with regards to environmental issues to limit reputational risks.

Furthermore, it is vital that financial institutions aim to mitigate and manage the risks brought about by climate change. We add value to society and our clients by helping them manage risk. Mitigating and managing the risks posed by climate change is part of this. These risks can be effectively mitigated and managed by limiting activities which do not contribute to an environmentally friendly development.



## Governance

To ensure good governance, FCG has policies and routines in place which aim to ensure good decision making and prevent conflicts of interest. An important part of this is to continually monitor and ensure that our remuneration system incentivizes our employees to add value to our clients and contribute to the growth and overall success of FCG. We also have a code of conduct which outlines how we act with professionalism and integrity. This means that we have zero tolerance when it comes to bribery or corruption.

Making sure that the clients we work with have an appropriate governance framework in place is at the heart of what we do. By promoting best practice and a clear division of responsibilities, we help our clients limit the risk of corruption, poor decision making, and conflicts of interest. Furthermore, we help our clients control and monitor the risks they are exposed to.

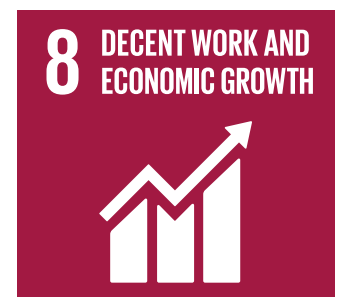
In doing this, we contribute to making the financial system more stable and efficient which in turn benefits business, people and society.

We also help our clients detect and prevent money laundering and illicit financial flows to organized crime and terrorist organizations. Doing this is part of our commitment to add value to our clients and to society by tackling corruption and financial crime by promoting good governance.

## The Sustainable Development Goals

FCG wants to contribute to a sustainable development and the important role of the financial industry in bringing about the necessary change. Therefore, FCG supports the United Nations Sustainable Development Goals (SDGs) and Agenda 2030.

We have chosen four SDGs which we will prioritize in the short to medium term horizon. We believe that by applying our expertise to these issues, we can make a real contribution.



FCG also supports the UN Principles for Responsible Investment (UNPRI).