

Corporate Social Responsibility Policy

As a leading asset manager in the UK we believe that we have a responsibility to exercise environmental and social stewardship throughout our business. This incorporates the environment, our employees, our clients and the business and social community.

We actively work to minimise our corporate footprint on the environment and engage with employees and the community to promote sustainable practices. Our CSR activities are part of our fundamental approach to business and we believe that integration of the principles below, make a positive difference to Threadneedle operations.

We are committed to achieving excellence in CSR through:

High standards

- We aim for the highest standards in environmental management and protection, health and safety and contributions to the community

Continuous learning

- We provide training and information on environmental concerns, health and safety issues and sustainable development to all levels of the company

Local action

- Environmental initiatives are aimed at improving the local surroundings and reducing Threadneedle's environmental impact
- We are committed to supporting good causes and the wider community and work closely with a number of local charities

Employee involvement

- The Environmental Committee, the Health and Safety Committee and the Charity Committee, all comprised of enthusiastic staff, are responsible for developing and integrating CSR philosophies into the Threadneedle community and operations

Constant improvement

- We continuously strive to find innovative approaches to improve in this area
- We respect and promote the importance of transparency and disclosure of CSR issues
- Our health and safety and our environmental policies set out operational principles of how to achieve best practice in all these areas



Mr Crispin Henderson, CEO