



Responsible Investment Policy 2023



1. Introduction

GIB Asset Management (“GIB AM”) is committed to investing responsibly. GIB AM ensures that all its investment decisions are made in accordance with the relevant regulatory environments in which it operates.

1.1 Vision

GIB AM’s vision is to deliver the highest quality investment solutions for our clients. We believe success in this field will scale and mobilise capital in support of a better future.

Responsible investment is core to how we do business, and our vision is to drive the reallocation of capital by offering our clients a set of products that deliver financial performance through sustainable investments.

Our asset management business has a focus on investment excellence at its heart. Our teams have a diverse set of skills and experience but share the same values, applying rigorous analysis and diligence to deliver results responsibly.

1.2 Scope

This policy applies to GIB AM’s asset management business. We make every effort to implement the policy consistently, but exceptions may apply in segregated mandates where the client has specific requirements.

1.3 Devolved Structure

We have a long established index solutions business that prides itself on offering high service levels to our clients. We have built a sustainability focused active management business alongside this well-established index solutions team, with each team having autonomy over its investment strategy.

We have assembled an investment team with diverse skills, experiences, and processes all working toward the same goal; delivering investment performance for our clients.

We believe that a wide range of sustainability issues related to a company’s products and services, as well as the way it runs its business, can be financially material to the success of an investment, and we require our teams to assess these where appropriate.

2. Approach

At GIB AM, we provide a range of solutions that reflect a shared set of values across complementary products.

Our Sustainable World approach is multi thematic; we believe the greatest profits belong to companies who can solve our greatest challenges. Those great challenges include issues such as Climate, Health, and Waste, and form the basis of our themes. We believe that healthy, safe and clean products will outsell unhealthy, dangerous and polluting products over the coming decades.

Our Sustainable World Fund brings this approach to Global Equities. Focusing on identifying the world’s most pressing social and environmental challenges, we seek out companies whose products and services provide long-term solutions, as we believe this can drive positive performance from their positive impact.

Our Sustainable World Corporate Bond Fund brings this approach to Fixed Income. Investing in what we believe are the most resilient and sustainable businesses, critical for delivering compelling returns and supporting the transition to a sustainable world.



Our Emerging Markets Active Engagement Fund aims to maximize risk-adjusted returns by investing and engaging on operational and sustainability related topics. Its two-pillar process first identifies undervalued business through bottom-up analysis while the second pillar involves partnering with portfolio companies to drive change on material ESG issues to generate alpha.

Our European Focus Strategy also employs a two-pronged approach. Principally, it identifies a small cohort of enduring businesses defined by strong corporate cultures and attractive business models, resulting in sustainably excellent economics. It also seeks to uncover nearer-term mispricing opportunities where the market has overlooked fundamentally improving businesses.

Our 'Index' and 'Enhanced Index' strategies aim is to reproduce returns consistent with index returns with minimal tracking error at the most efficient cost whilst providing incremental value through a high level of focus on the minutiae.

For more information on these solutions, please see the **Appendix**.

2.2 Fiduciary Duty

GIB AM is committed to acting in the best interests of its clients. Within Index Solutions strategies, our contractual obligation and fiduciary duty to the client is often to replicate the index as closely as possible. In such cases, there is no discretion outside of this mandate to apply ESG Exclusions to the portfolio.

2.3 Third Party Providers

When evaluating issuers' sustainability factors, performance and risks, we use a wide range of third party data providers to feed into our analysis of material issues, such as MSCI, Integrum ESG, and CDP.

3. Exclusions

Prior to and throughout the life of an investment in all portfolios where our exclusion policy applies, we assess and monitor potential negative impacts on sustainability from our investee companies. Our strategies each have different exclusions, which may include:

- weapons;
- fossil fuels;
- adult entertainment;
- tobacco production;
- alcohol production; and
- gambling.

We also review global norms. GIB AM will exclude issuers that are subject to United Nations, European Union, United Kingdom or United States sanctions from the eligible investment universe. Issuers are assessed against these restrictions through the portfolio manager's bottom up analysis.

Please see the **Appendix** of this policy for more information on our exclusions.

4. Stewardship

Stewardship covers all aspects of our ownership activities as part of our active investment strategies. It consists of two main parts, engagement and proxy voting. The stewardship process is important to us as it can generate deeper investment insights, and drive better outcomes. As our investee companies succeed, so do we.

Our stewardship activities satisfy our responsibilities under the UN PRI principles 2¹ and 3² to be active owners and incorporate ESG issues into our ownership policies and practices and to seek appropriate disclosure on ESG issues by the entities in which we invest. For more information, please see our Stewardship Policy [here](#).

¹UN PRI Principle 2: We will be active owners and incorporate ESG issues into our ownership policies and practices.

²UN PRI Principle 3: We will seek appropriate disclosure on ESG issues by the entities in which we invest.

4.1 Proxy Voting

Proxy voting provides us with an opportunity to exercise our rights as owners of companies and as such, GIB AM's actively-managed equity funds endeavour to vote on every resolution that we have the opportunity to.

For GIB AM, proxy voting serves two purposes: firstly, to allow us to formally express our view on certain aspects of a company, such as remuneration or the effectiveness of the current board of directors; and secondly, to serve as an opportunity to engage with our companies on current resolutions and future issues.

Each team establishes its own proxy voting and engagement priorities and strategy and uses a range of third party providers to inform our analysis and exercise our vote

4.2 Engagement

Engagement is a tool used across many of our strategies for sustainability issues, including climate risk. Our strategies use engagement to varying degrees.

For applicable strategies, GIB AM engages with companies in which we invest across asset classes and geographies. Through engagement with these companies, we gain additional understanding of material topics and, when relevant and possible, drive change with the aim of enhancing our investee companies' performance. GIB AM may conduct its engagement activities in-house, in collaboration with others, or via the use of a third party provider.

All GIB AM funds that undertake engagement apply escalation criteria to their engagement strategy. If material issues have not been addressed adequately following initial engagement, further attempts to engage may be made, which can include collective collaboration with investors and voting against directors. Our final escalation is divestment, which is undertaken as a last resort.

5. Governance

5.1 Corporate Governance

We believe that strong corporate governance practices help build an environment of trust, transparency and accountability that is essential for fostering long-term investment, financial stability and business integrity. This supports an ethical culture, stronger growth and performance, builds corporate legitimacy, and engenders more inclusive societies.

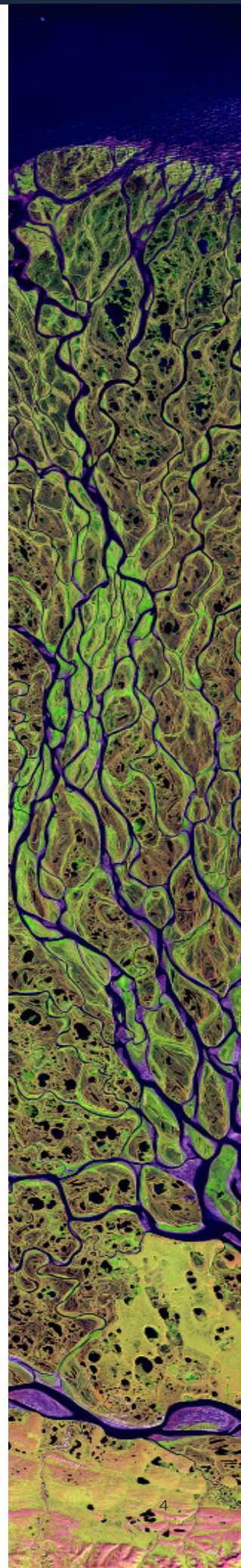
5.2 Asset Management Governance

The Investment Risk and Performance Committee oversees asset management investment and execution to ensure that GIB AM's portfolios are managed in line with their stated processes, regulators' and clients' expectations. The committee is chaired by the Head of Financial Risk and is responsible for reviewing the compliance of GIB AM's investment processes with this Responsible Investment Policy.

Annual review and implementation of the Responsible Investment Policy is owned by the investment teams.

5.3 Risk Management

GIB AM believes that integrating sustainable investment principles into our investment process allows us to better understand a company's impacts, value drivers, risks and opportunities. Our ESG Integration process within each in scope strategy ensures that there is an explicit understanding of ESG risks and opportunities within the investment teams.



Climate change and ESG risks are embedded within our Investment Risk Framework. Investment Risk monitors the resilience of our actively-managed Asset Management portfolios to transition and physical climate change risks relative to their benchmark as well as other relevant ESG risk metrics.

The Portfolio Performance and Control and Risk teams support our investment staff in monitoring ESG risk, including climate-related metrics, and issues are escalated to the Investment Risk and Performance Committee.

5.4 Managing Conflicts of Interest

We are aware of potential conflicts of interest that can arise internally within GIB AM and with clients. We strive to identify and manage conflicts of interest that may occur, in particular those arising from our engagement and voting activities. Our Policy for the Management of Conflicts of Interest keeps the best interest of our clients in mind. GIB AM requires all employees to disclose any personal or business-related conflict of interest. Compliance logs conflicts of interest together with agreed mitigating measures and governance arrangements and these are reviewed by the Business Risk Committee on at least an annual basis.

When a conflict of interest is identified, the employee(s) affected will be excluded from engaging and/or voting (and from decision-making) on these issues. In situations of necessary escalation, the Business Risk Committee will ensure that any further conflict of interest incident is dealt with in the appropriate manner.

6 Corporate Commitments

GIB AM is a signatory of the UN PRI and aims to align with the initiative in reporting our activities and progress, in order to be accountable for our responsible investment goals. This includes disclosing how ESG issues are integrated within our investment practices, reporting on progress on engagements, raising awareness amongst the investment community, and providing transparency to investors in meeting their ESG aims.

GIB AM abides by the recommendations of the Task Force on Climate-related Financial Disclosures in reporting on the climate-related financial risks facing our organisation. We aim to publish robust and comprehensive disclosures in line with regulatory and industry standards, including UN PRI principle 6³.

Similarly, we will report on our progress against our Net Zero Asset Managers Initiative goals on an annual basis, and review and update these goals where appropriate. Our reporting activities satisfy our responsibilities under UN PRI principle 6: to report on our activities and progress towards implementing the principles.

We are also a proud signatory/member/partner of:

- The United Nations Environment Programme's Finance Initiative
- The Principles for Responsible Banking
- Institutional Investors Group on Climate Change (IIGCC)
- World Economic Forum (WEF)
- Friends of Ocean Action
- The Humanitarian Investing Initiative
- The Investment Association (IA)
- The IFRS Sustainability Alliance
- UK Finance
- FAIRR
- Association of Foreign Banks (AFB)
- The Valuable 500
- CDP
- Climate Financial Risk Forum
- Business for Nature

Please see the **SFDR Product webpage** or more information on GIB AM's position on product-level requirements derived from the SFDR and the Taxonomy Regulation . GIB UK's entity-level statement under SFDR is available **here**.

³UN PRI Principle 6: We will each report on our activities and progress towards implementing the principles.

7 Appendix

7.1 Sustainable World Fund

7.1.1 Investment Strategy

The Fund will have 100% exposure to sustainable investments (excluding cash and instruments used for efficient portfolio management purposes as noted in the Fund's Supplement).

In order to achieve this, the manager follows the below investment approach: The Investment Manager invests in companies whose products and services they believe have a positive impact on one of their Sustainability Themes which are divided between People and Planet. They then integrate environmental, social, and governance factors into their long-term assessment of each of these companies and invest in those that they believe to be sustainable throughout the business.

The first requirement is that at least the majority of the company's revenue is derived from products or services that the Investment Manager believes will have an impact on one of their Sustainability Themes. The Sustainability Themes represent the solutions to what the Investment Manager believes are the great global sustainability challenges of our time such as those contained in the United Nations Sustainability Development Goals and the Paris Agreement on Climate Change. Sustainability Themes are divided between People (Social) and Planet (Environment). People examples include Medical Innovation, Nutrition, Fitness and Inclusive Economies. Planet examples include Clean and Safe Mobility, Clean Energy, Resource Efficiency and Sustainable Logistics.

Following an assessment of alignment with theme and exclusion of negative activities analysis then covers the operations and behaviours of the business, including material ESG issues, principal adverse indicators and good governance practices. Fundamental analysis is undertaken against a range of ESG and financial data points to complete a detailed assessment of the sustainability of each issuer.

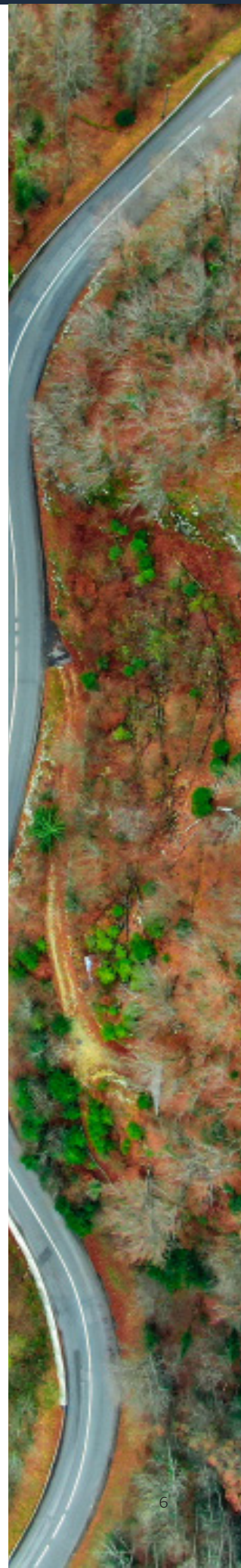
The Investment Manager integrates its sustainable and financial assessment of each issuer to produce its own forecast of the company's future earnings and valuation, together (where possible) with an assessment of the positive and negative ESG impacts associated with those forecasts.

Upon investment and over the life of an investment, the Investment Manager assesses and monitors Sustainability Risk and considers the principal adverse impact of an investment decision on the Sustainability Factors.

7.1.2 Exclusions

Exclusions relevant to GIB AM Sustainable World Fund are detailed on the next page.

⁴Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment.



Theme	Exclusion	Definition
	Nuclear Weapons	0% revenue exposure to the production of nuclear weapons. 0% revenue to nuclear warheads and/or whole nuclear missiles.
	Civilian Firearms	0% revenue exposure to the manufacture and retail of civilian firearms and ammunition.
	Conventional Weapons	0% revenue exposure to weapons systems, components, and support systems and services.
	Controversial Weapons	No company with ties to cluster munitions, landmines, biological / chemical weapons, depleted uranium weapons, blinding laser weapons, incendiary weapons, and/or non-detectable fragments as determined by MSCI.
Adult Entertainment	Adult Entertainment	No more than 5% exposure to adult entertainment.
Alcohol Production	Alcohol	No more than 5% exposure to manufacturing, distributing, retailing, licensing, and supplying alcoholic products.
Gambling	Gambling	No more than 5% exposure to gambling-related business activities.
Tobacco Production	Tobacco and tobacco related (e.g. vaping)	No exposure to tobacco and tobacco related production businesses.
Fossil Fuels sector exposure (hard)	Oil and Natural Gas	0% revenue exposure to conventional oil and gas. Includes Arctic onshore/offshore, deep-water, shallow water and other onshore/offshore.
	Coal	Exclude all coal power generation and coal mining extraction companies that have a threshold above 20% on revenue.
	Thermal Coal	0% revenue exposure to the mining of thermal coal (including lignite, bituminous, anthracite and steam coal) and its sale to external parties. No companies with annual thermal coal extraction of 70 MT or more. Exclude companies with thermal coal power generation that accounts for more than 50% of revenue.
	Oil Sands	0% revenue exposure to oil sands extraction for a set of companies that own oil sands reserves and disclose evidence of deriving revenue from oil sands extraction.
	Shale Gas	0% revenue exposure to shale gas production.
	Shale Oil	0% revenue exposure to shale oil production.
	Fossil Fuel Reserves	No company with evidence of owning fossil fuel reserves used most likely for energy applications as determined by MSCI
Controversy and Global Norms	Controversy	No companies with a recent very severe controversies defined as an MSCI Red Flag
	UN Global Compliance	No companies with a Fail under compliance with the United Nations Global Compact principles according to MSCI.

7.2 Sustainable World Corporate Bond Fund

7.2.1 Investment Strategy

The Fund will have 100% exposure to sustainable investments (excluding cash and instruments used for efficient portfolio management purposes as noted in the Fund's supplement).

In order to achieve this, the manager follows the below investment approach: The Investment Manager invests with 100% exposure in companies whose products and services they believe have a positive impact on one of their Sustainability Themes, which are divided between People and Planet. They then integrate environmental, social, and governance factors into their long-term assessment of each of these companies and invest in those that they believe to be sustainable throughout the business.

The first requirement is that every portfolio company have either:

- Material percentage of revenue exposure to a sustainability theme;
- Material percentage of capital expenditure exposure to a sustainability theme; or,
- Material percentage of development capital expenditure (expenditure reserved for business expansion or transition) exposure to a sustainability theme.

The Sustainability Themes represent the solutions to what the Investment Manager believes are the great global sustainability challenges of our time, such as those contained in the United Nations Sustainability Development Goals and the Paris Agreement on Climate Change. Sustainability Themes are divided between People (Social) and Planet (Environment). People examples include Medical Innovation, Nutrition, Fitness and Inclusive Economies. Planet examples include Clean and Safe Mobility, Clean Energy, Resource Efficiency and Sustainable Logistics.

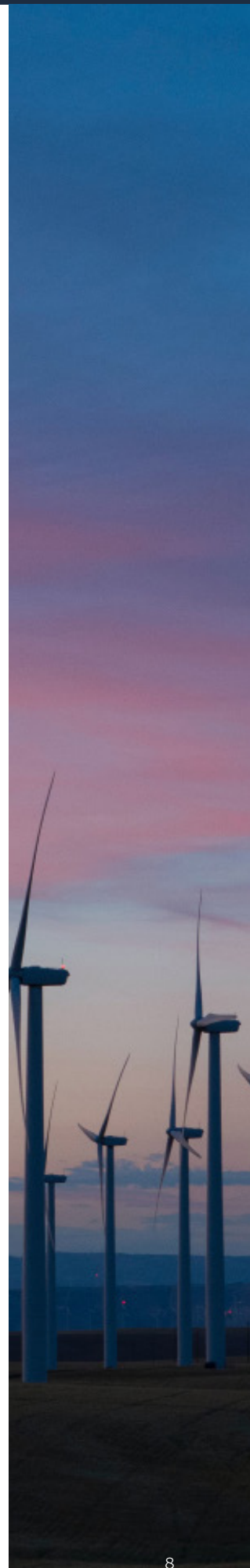
Following an assessment of alignment with theme and exclusion of negative activities analysis then covers the operations and behaviours of the business, including material ESG issues, principal adverse indicators and good governance practices. Fundamental analysis is undertaken against a range of ESG and financial data points to complete a detailed assessment of the sustainability of each issuer.

The Investment Manager integrates its sustainable and financial assessment of each issuer to produce its own forecast of the company's credit profile, together (where possible) with an assessment of the positive and negative ESG impacts associated with those forecasts.

Upon investment and over the life of an investment, the Investment Manager assesses and monitors Sustainability Risk and considers the principal adverse impact of an investment decision on the Sustainability Factors.

7.2.2 Exclusions

Exclusions relevant to GIB AM Sustainable World Corporate Bond Fund are detailed on the next page.



Theme	Exclusion	Definition
Weapons	Nuclear Weapons	5% revenue exposure to the production of nuclear weapons. 0% revenue to nuclear warheads and/or whole nuclear missiles.
	Civilian Firearms	5% revenue exposure to the manufacture and retail of civilian firearms and ammunition.
	Conventional Weapons	5% revenue exposure to weapons systems, components, and support systems and services.
	Controversial Weapons	No company with ties to cluster munitions, landmines, biological / chemical weapons, depleted uranium weapons, blinding laser weapons, incendiary weapons, and/or non-detectable fragments as determined by MSCI.
Adult Entertainment	Adult Entertainment	No more than 5% exposure to adult entertainment.
Alcohol Production	Alcohol	No more than 5% exposure to production of alcoholic products.
Gambling	Gambling	No more than 5% exposure to gambling-related business activities.
Tobacco Production	Tobacco and tobacco related (e.g. vaping)	No more than 5% exposure to tobacco (and tobacco related) production businesses.
Fossil Fuels sector exposure (hard)	Thermal Coal	5% revenue exposure to the mining of thermal coal (including lignite, bituminous, anthracite and steam coal) and its sale to external parties. No companies with annual thermal coal extraction of 70 MT or more. Exclude companies with thermal coal power generation that accounts for more than 50% of revenue.
	Coal	Monitoring of companies with above 20% revenue from coal power generation and that the team has made a case for them being on a good transition path.
	Oil Sands	10% revenue exposure to oil sands extraction for a set of companies that own oil sands reserves and disclose evidence of deriving revenue from oil sands extraction.
	Shale Gas	10% revenue exposure to shale gas production.
	Shale Oil	10% revenue exposure to shale oil production.
Controversy and Global Norms	Controversy	No companies with a recent very severe controversies defined as an MSCI Red Flag
	UN Global Compliance	No companies with a Fail under compliance with the United Nations Global Compact principles according to MSCI.

7.3 Emerging Markets Active Engagement Fund

7.3.1 Investment Strategy

The GIB AM Emerging Markets Active Engagement investment strategy aims to maximize risk-adjusted returns through its proprietary approach to high conviction, active emerging markets investing. The strategy seeks to maximize risk-adjusted returns by investing and engaging on operational and sustainability related topics.

The Investment Manager engages with investee companies in order to recommend actions that can have positive impact on the company's environmental and social standing. The progress of the engagement is monitored with the aim to drive change and improvement in a company's overall sustainability standing in addition to other goals like operational efficiency.

Beginning from the due diligence process on prospect companies, the team identifies and formulates an engagement plan revolving around material environmental and social risks for each company alongside governance and strategic capital allocation issues. This is done before the initial investment is made. This process helps to reduce or mitigate environmental and social risks and negative impact on stakeholders if not improved. Interactions and recommended actions to drive sustainability positive change and improvements with every portfolio company is tracked.

Such analysis is considered a core part of the fundamental, bottom up research process that underpins our Emerging Markets approach. We believe that this approach drives better risk management at both the stock and portfolio level which can enhance returns through a stronger cash flow profile and/or a lower cost of capital.

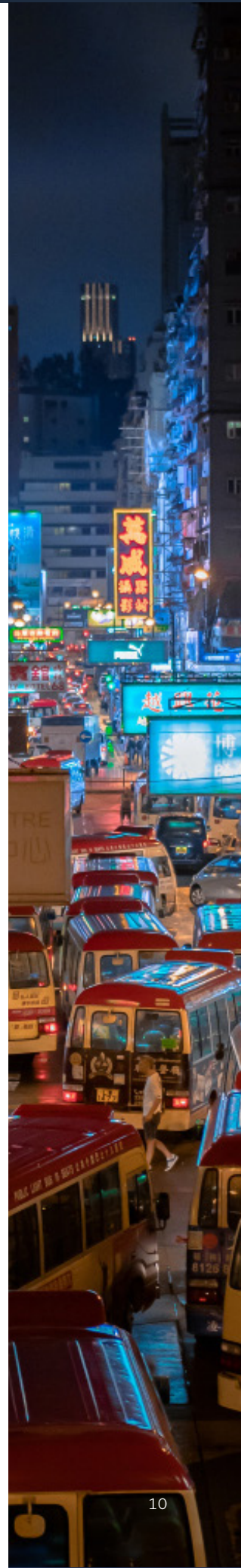
In the due diligence part of the investment process, the investment team considers principal adverse impacts on sustainability factors as part of the assessment of business risks and opportunities related with a prospect company. Through regular interactions with a prospect company, the investment team is also able to assess the receptiveness and commitment to undertake an improvement on relevant PAI metrics. However, with the lack of relevant data publicly available in the emerging and frontier markets quite commonplace still, alternative metrics may be used to track relevant and comparable sustainability risk factors.

The aim of creating tailored and focused ESG targets and agenda is facilitated by applying the same sustainability framework of Materiality Matrix, Sustainability Strategy and Management Alignment across all portfolio companies. In turn, the success of targets being met is further enhanced when Executives incentives are aligned accordingly.

The initial sustainability engagement is typically a 12-18 month process and involves:

- Materiality Matrix: using a deep stakeholder analysis and survey in order to identify what the most relevant and material ESG risk factors are;
- Sustainability Strategy: establishing an ambitious long-term sustainability plan with a focus on area identified in the Materiality Matrix step; and,
- Management Alignment: incorporating ESG/sustainability KPIs into executive compensation.

We apply this framework across all our investee companies with the aim of creating tailored and focused ESG targets and agenda. By incorporating ESG KPIs into executive compensation schemes, we believe we increase the chances of the successful delivery of the plan.



The purpose of the engagement plan is to reduce the exposure to the identified risk factors or negative impact the company's operations might have on the environment and stakeholders around it, for example reducing carbon emission, increasing gender diversity or introducing mechanism that may improve its human capital engagement level.

The strategy is underpinned by a two pillar process which firstly identifies undervalued businesses through its fundamentally driven bottom-up approach, and secondly engages with all portfolio companies to generate additional alpha from material ESG and operational improvements. This is reflected in a high conviction, concentrated strategy that is both style and benchmark agnostic, with a long-term focus to harness the power of compounding cashflows and active ESG engagement.

7.3.2 Exclusions

Exclusions relevant to GIB AM Emerging Markets Active Engagement Fund are detailed below.

Theme	Exclusion	Definition
Weapons	Nuclear Weapons	0% revenue exposure to the production of nuclear weapons. 0% revenue to nuclear warheads and/or whole nuclear missiles.
	Civilian Firearms	0% revenue exposure to the manufacture and retail of civilian firearms and ammunition.
	Conventional Weapons	5% revenue exposure to weapons systems, components, and support systems and services.
	Controversial Weapons	No company with ties to cluster munitions, landmines, biological / chemical weapons, depleted uranium weapons, blinding laser weapons, incendiary weapons, and/or non-detectable fragments as determined by MSCI.
Adult Entertainment	Adult Entertainment	No more than 5% exposure to adult entertainment.
Alcohol Production	Alcohol	No more than 5% exposure to manufacturing, distributing, retailing, licensing, and supplying alcoholic products.
Gambling	Gambling	No more than 5% exposure to gambling-related business activities.
Tobacco Production	Tobacco	No more than 5% exposure to tobacco-related business activities.
Fossil Fuels sector exposure (hard)	Oil and Natural Gas	0% revenue exposure to conventional oil and gas. Includes Arctic onshore/offshore, deep-water, shallow water and other onshore/offshore.
	Coal	Exclude all coal power generation and coal mining extraction companies that have a threshold above 20% on revenue.
	Thermal Coal	0% revenue exposure to the mining of thermal coal (including lignite, bituminous, anthracite and steam coal) and its sale to external parties. No companies with annual thermal coal extraction of 70 MT or more. Exclude companies with thermal coal power generation that accounts for more than 50% of revenue.
	Oil Sands	0% revenue exposure to oil sands extraction for a set of companies that own oil sands reserves and disclose evidence of deriving revenue from oil sands extraction.

Theme	Exclusion	Definition
Fossil Fuels sector exposure (hard)	Shale Gas	0% revenue exposure to shale gas production.
	Shale Oil	0% revenue exposure to shale oil production.
	Fossil Fuel Reserves	No company with evidence of owning fossil fuel reserves used most likely for energy applications as determined by MSCI
Controversy and Global Norms	Controversy	No companies with a recent very severe controversies defined as an MSCI Red Flag
	UN Global Compliance	No companies with a Fail under compliance with the United Nations Global Compact principles according to MSCI.

7.4 European Focus Strategy

7.4.1 Investment Strategy

The Investment Manager aims to achieve the Sub-Fund's investment objective by taking a predominately bottom-up investment approach that seeks to integrate fundamental ESG factors, with an emphasis on social and governance matters which, in the opinion of the Investment Manager, increases an issuer's potential to generate compounded earnings and create value over the long term.

The investment universe is established first using an initial screen to exclude certain companies in line with the exclusions noted below. The Investment Manager next undertakes an analysis which reviews a range of social and governance issues, which it believes will contribute to an issuer's overall long term value creation.

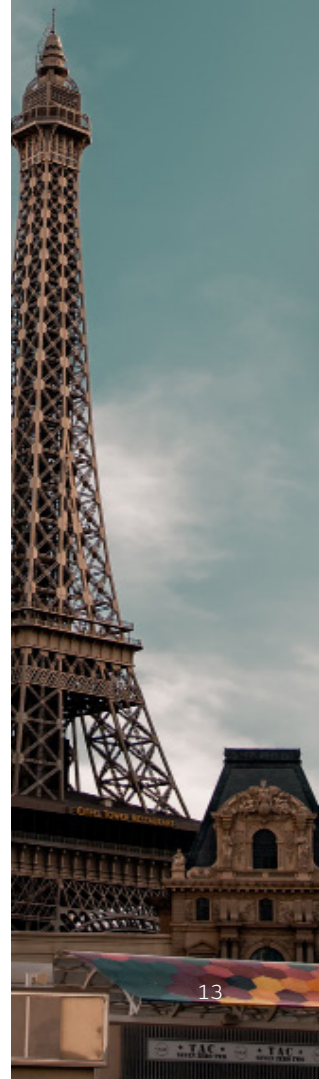
Key assessments in the Investment Manager's analysis of a company's corporate culture include:

- How a company's Board and executive management ensure that the right values, conduct and behaviours are embedded throughout the organisation. This is measured through both quantitative and qualitative assessments embedded within our research process.
- How a company aims to employ experienced and skilled individuals and build teams through diversity, inclusion, talent-development and organisational structure.
- How a company seeks to protect future generations through ethical behaviour in considering the methods by which it produces its products and services.

In determining a company's culture the Investment Manager seeks (inter alia) to understand the history of the business, it's reasons for existence (purpose and values) and how that resonates throughout the firm; ensuring that the tone from management has a clear and consistent message throughout the company.

The Investment Manager targets companies that demonstrate strong corporate governance characteristics such as a balanced and engaged board of directors, that oversees a management team focused on driving continuous improvement through organisational efficiency and innovation.

The Investment Manager feels that these factors are integral to fostering collaboration and trust, which in its opinion materially improves the likelihood of a company generating long-term value



7.3.2 Exclusions

Exclusions relevant to GIB AM European Focus Fund are detailed below.

Theme	Exclusion	Definition
Weapons	Nuclear Weapons	No more than 5% revenue exposure to the production of nuclear weapons. 0% revenue to nuclear warheads and/or whole nuclear missiles.
	Civilian Firearms	No more than 15% revenue exposure to the manufacture and retail of civilian firearms and ammunition.
	Conventional Weapons	No more than 15% revenue exposure to the production of conventional weapons.
	Controversial Weapons	No company with ties to cluster munitions, landmines, biological / chemical weapons, depleted uranium weapons, blinding laser weapons, incendiary weapons, and/or non-detectable fragments as determined by MSCI.
Adult Entertainment	Adult Entertainment	No more than 5% revenue exposure to adult entertainment.
Alcohol Production	Alcohol	No more than 15% revenue exposure from the manufacture of alcohol products.
Gambling	Gambling	No more than 5% revenue exposure to gambling-related business activities.
Tobacco Production	Tobacco	No more than 5% revenue exposure to tobacco-related business activities.
Fossil Fuels sector exposure (hard)	Oil and Natural Gas	0% revenue exposure to conventional oil and gas. Includes Arctic onshore/offshore, deep-water, shallow water and other onshore/offshore.
	Coal	Exclude all coal power generation and coal mining extraction companies that have a threshold above 20% on revenue.
	Thermal Coal	0% revenue exposure to the mining of thermal coal (including lignite, bituminous, anthracite and steam coal) and its sale to external parties. No companies with annual thermal coal extraction of 70 MT or more. Exclude companies with thermal coal power generation that accounts for more than 50% of revenue.
	Oil Sands	0% revenue exposure to oil sands extraction for a set of companies that own oil sands reserves and disclose evidence of deriving revenue from oil sands extraction.
	Shale Gas	0% revenue exposure to shale gas production.
	Shale Oil	0% revenue exposure to shale oil production.
	Fossil Fuel Reserves	No company with evidence of owning fossil fuel reserves used most likely for energy applications as determined by MSCI
Controversy and Global Norms	Controversy	No investment in companies with ongoing very severe controversies defined as an MSCI Red Flag
	UN Global Compliance	No investment in companies with a Fail under compliance with the United Nations Global Compact principles according to MSCI.

7.5 Index and Enhanced Index Strategies

7.5.1 Investment Strategy

GIB AM specialises in managing index and index plus portfolios through segregated mandates with track records dating back over 30 years.

GIB AM's approach to Indexation is an intelligent and flexible management style that aims to add value to a traditional indexed portfolio. We believe our experience in the industry positions us perfectly to understand and unlock opportunities. We manage strategies on an 'Index' and 'Enhanced Index' basis where our aim is to reproduce returns consistent with index returns with minimal tracking error at the most efficient cost whilst providing incremental value through a high level of focus on the minutiae.

We actively engage with our clients to create bespoke investment strategies built around each of our clients unique objectives and risk parameters, with flexibility to accommodate any restrictions and ethical considerations. Our investment approach provides diversified core exposure to global or regional equity or fixed income markets within a framework that is cost effective and minimises active risk, whilst also working with our clients to help shape and implement a long-term investment strategy.

