



# Securis

## ESG Corporate Policy

February 2024

Policy Document

## Purpose and Scope

The purpose of this policy is to define the approach taken by Securis Investment Partners LLP and its affiliates (collectively “Securis” or the “Firm”) to integrating environmental, social responsibility, and corporate governance (ESG) considerations into firm-wide practices. This should be read in conjunction with the SIP ESG Investment Policy and SIP Sustainability Disclosure Statement which describe Securis’ ESG practices from an investment perspective.

## Introduction

Securis is a leading independent specialist ILS manager with a global presence, established in 2005. Securis has built an institutional quality platform with clearly defined principles, core values and visions that are essential to the foundation of the company and key drivers of value and sustainability in our business. Underpinning everything we do is a culture driven by integrity and governance, innovation and collaboration, and empowerment which enables us to retain our most valuable resource – our people.

Securis acknowledges the importance of embedding environmental, social responsibility and corporate governance factors into our corporate operational framework, ethics and culture. Our aim is to align our principles with those of our investors through a diligent and responsible approach to Environmental, Social and Governance considerations at both an investment and corporate level.

Securis is a signatory to the United Nations-backed Principles for Responsible Investment (UN PRI) which form the basis of our ESG Investment Policy.

## Oversight

Securis has established the Corporate ESG Committee which is responsible for all ESG matters at a corporate level, which includes diversity equity & inclusion; corporate social responsibility; environmental impact of business travel; single use waste in the office etc. The Corporate ESG Committee is also responsible for the Corporate ESG Policy. The committee meets on a quarterly basis and reports to the Executive Committee.

The Members of the Corporate ESG Committee include;

- Chief Compliance Officer
- Chief Financial Officer
- Head of Marketing, PR & Communication
- Head of HR & Office Manager Members

Additional attendees, particularly to champion Corporate Social Responsibility initiatives

## Environmental

### Environmental Considerations and Sustainability

We recognise that climate change is increasing global temperatures with a cascade of climatological impacts – discussions around our approach to risk can be found in the SIP ESG Investment Policy.

Securis has determined that any environmental sustainability initiatives implemented by the business must be practical and proportional to our business, whilst keeping us aligned with our investors and allowing us to continue delivering the highest standards of service and value.

### Travel Practices

Securis is a global company with established offices in key strategic locations worldwide allowing for a reduction in the frequency of international travel. Securis endeavours to utilise remote conferencing, where appropriate, in order to minimise travel, however, due to the nature and scope of our business, global client / cedent base and industry event locations, international travel is essential in order to deliver a high standard of service as an investment manager.

### A Sustainable Working Approach

Our London headquarters is located at 110 Bishopsgate – a building designed with a BREEAM environmental and sustainability rating of 'Excellent'. The building incorporates a number of green initiatives including a waste strategy that is 0% landfill, with all waste produced either being recycled or used to power the national grid. We are committed to donating or recycling all IT hardware and recycling all printer toner cartridges and coffee capsules as part of our wider zero waste initiatives.

By embracing cloud technologies as a key component of enhancements to our IT infrastructure, we are making a positive contribution to sustainability through dematerialisation. We are reducing energy usage, replacing high-carbon physical products with virtual equivalents and becoming more agile through collaborative cloud-based solutions.

Combined with long-term flexible working arrangements for our team, we have developed a more sustainable working approach which will result in both environmental and social benefits with reduced reliance on physical infrastructure and resource-heavy commuting.

## Social

### Social Responsibility Defined

Securis defines social responsibility as the obligation of our company to make decisions and take actions that will enhance the welfare of our own employees and to act in the interests of society as a whole.

As an organisation, Securis is committed to being a responsible member of the community and supporting a number of programs and activities that enhance local, regional and global communities, particularly those closely associated with the ILS industry.

ESG is a criterion considered in our third-party outsourced provider framework. Securis endeavours to be mindful of how third-party service providers address social responsibility and will consider (although is not required to) take appropriate steps if it becomes aware of any cases where it believes satisfactory standards of social responsibility are not maintained.

### A Diverse and Inclusive Approach

We believe that our most valuable resource is our team, and that the quality of our people is essential to everything we do.

We have historically been committed to recruitment based on merit, experience and specific business requirements, hiring individuals who will add depth and value to the Securis team, never distinguishing between gender, race or ethnicity for pay or any other employment practices. Securis has recently partnered with GAIN (Girls Are Investors), a charity set up by investment professionals to improve gender diversity in asset management by building a talent pipeline of entry-level female candidates. Securis took part in their summer 2023 GAIN Empower Investment Internship Programme, so there is some bias here.

It is our aim to provide an inspiring and stimulating place to work. Our culture at Securis is built around an inclusive, ambitious and dynamic environment that encourages collaboration and creative thinking, and where employees are empowered and held accountable for their actions.

Our ability to attract, nurture and retain exceptional talent is critical to our success. Some of the ways in which we do this are:

- Competitive remuneration and Long-Term Incentive Plans which promote disciplined risk management;
- Enhanced health/mental health resources – private health insurance for employees and families and access to Employee Assistance Programme;
- Enhanced maternity/paternity/parental leave packages;
- Enhanced pension packages;
- Encouragement and support of professional development;

### Future Corporate Social Enterprise Initiatives

We continue to encourage our staff to actively support causes they are passionate about in their local communities.

At a corporate level we are in the early stages of launching our own registered charity “Securis Foundation” to facilitate the provision of support and donations to disaster and pandemic relief, local community outreach initiatives and causes/charitable initiatives nominated by Securis employees. While this initiative is in its infancy, we hope this enterprise will become more firmly established.

## Governance

Corporate governance and ethical conduct are recognised by Securis as essential drivers of long-term success. Ensuring proper and transparent practices are embedded throughout the company’s operations is core to our risk management framework and operations in a globally regulated environment, through:

- Acting honestly, fairly and transparently with respect in the execution of our business;
- Respecting all applicable laws and will comply with the best international standards relating the investment management industry;
- Accountability and oversight by our Board of Directors and internal committees;
- Adherence to applicable regulations and cooperation with the financial supervising authorities;
- Implementation of procedures, controls and reporting in order to better perform our core activity, with appropriate systems & controls and risk management;
- Integration of an ESG Investment Policy;
- Establishing and maintaining a Conflicts of Interests Policy which outlines the regulatory background, describes the procedure for assessing conflicts, and includes a list of identified inherited material conflicts and control measures applied to mitigate them;
- Being a longstanding member of Alternative Investment Management Association (AIMA), which draws upon the expertise and diversity of its membership to provide leadership in industry initiatives such as advocacy, policy and regulatory engagement, educational programmes and sound practice guides;
- Being signatory to the United Nations Principles for Responsible Investment (UN PRI) whose Principles for Responsible Investment were developed by an international group of institutional investors reflecting the increasing relevance of ESG issues to investment practices;
- Being a signatory of the SBAI who believe that responsible standards of practice strengthen the alternative investment industry, for the benefit of both investors and managers. Standards can improve how managers operate, increase transparency, provide solutions to industry issues, decrease the need for regulation, and make the manager/investor relationship more predictable and efficient.