

# ESG Policy

This ESG Policy integrates Environmental, Social, and Governance considerations into the firm's investment process.

## Environmental Criteria:

- Avoid investments in companies with high carbon emissions or poor waste management.
- Favor renewable energy and resource-efficient operations.

## Social Criteria:

- Support firms that ensure fair labor conditions and promote diversity and inclusion.
- Avoid companies involved in child labor, arms, or tobacco.

## Governance Criteria:

- Assess board independence, transparency, and shareholder rights.
- Avoid firms with repeated corruption or accounting scandals.

The firm seeks to promote responsible investment practices aligned with the UN Principles for Responsible Investment (UN PRI).