

Sustainability Policy Statement

A commitment by the Board for our business

At Affinity Private Wealth we are committed to building a sustainable enterprise. Behaving in an ethical way is integral to this and helps maintain the trust and confidence of our stakeholders. This is reflected in our participation in the UN Global Compact and as signatories to the UN Principles of Responsible Investing (PRI).

For us, **Sustainability** means making economic prosperity long lasting, more socially inclusive and less dependent on exploitation of finite resources and the natural environment.

Our purpose, as a business, is to enable our clients to align their wealth with their values.

This provides the framework for improving and embedding sustainability into the culture of our business, for the benefit of all stakeholders. As an organisation-wide effort every employee has a role to play in driving positive change.

We are committed to achieving this by;

Effective governance, leadership and accountability

- ④ Governance of our public actions and commitments sits at the highest level of our company
- ④ The Board of Directors are legally bound, under our Articles of Association, to consider the environmental and social impact of their strategic decision-making
- ④ Our leadership team accept personal accountability for this approach and will demonstrate their commitment to sustainability through positive actions and behaviours, promoting good culture and practice
- ④ The Head of Sustainability has executive responsibility for implementing Affinity's sustainability strategy, ensuring focus, alignment and execution
- ④ The Board will set sustainability objectives and targets, with supporting action plans and monitor progress through defined Key Performance Indicators (KPIs)

The key stakeholders, together with the sustainability pledges we make to each are;

Our clients

- ④ As custodians of our clients' wealth, we work hard to earn their confidence, keep our promises and deliver on commitments
- ④ We build personal relationships through highly-engaged trust and investment management services, with an emphasis on working together for positive long-term outcomes
- ④ Our solutions are designed around their individual needs and values

Our people

- ④ As employers, we strive to build a diverse, inclusive and equitable workplace, where our people can grow and reach their potential
- ④ We promote workplace wellbeing
- ④ As employers we recruit, nurture and retain talent

- ⑧ Always looking to improve and adapt, we have a culture of continuous learning and encourage original thinking

Our regulators and authorities

- ⑧ It is our responsibility to fully understand the expectations of the jurisdictions in which we operate and to be aware of our duties within the regulatory environment defined
- ⑧ In return, authorities should be attentive and foster conditions in which our industry can make a sustainable contribution to the economic and social wellbeing
- ⑧ Influencing public policy, around sustainable finance and Net Zero goals

Our communities

- ⑧ We recognise the role we play in our society and encourage all staff to be active in the community and engage with the initiatives we support
- ⑧ Working to ensure financial services is more accessible and inclusive through education and clear communication

Our suppliers and intermediaries

- ⑧ As a business we seek to improve sustainability through partnership, collaboration and engagement to enhance business practices and raise standards

Our environment

- ⑧ As residents on a small island, we understand the need to be sensitive to its ecology; focusing on running our business sustainably, ensuring resources are used efficiently and our impact on the environment is managed accordingly

Key performance indicators (KPIs)

The successful application of this policy necessitates the measurement of KPIs against an evolving set of targets and goals. Progress against these will be discussed and challenged by the Board at least annually and, where appropriate, made available publically.