

# Corporate Sustainability



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[www.man.com](http://www.man.com)



**Man Group is one of the world's largest active investment management firms, focused on delivering excellence, performance and solutions to our clients. We underpin this focus with our commitment to operating a socially aware and responsible business.**

# About Man Group

## Our Purpose

Man Group is a global, technology-empowered active investment management firm focused on delivering alpha and portfolio solutions for clients. Headquartered in London, we manage \$143.3 billion\* and operate across multiple offices globally.

We invest across a diverse range of strategies and asset classes, with a mix of long only and alternative strategies run on a discretionary and quantitative basis, across liquid and private markets. Our investment teams work within Man Group's single operating platform, enabling them to invest with a high degree of empowerment while benefiting from the collaboration, strength and resources of the entire firm. Our platform is underpinned by advanced technology, supporting our investment teams at every stage of their process, including alpha generation, portfolio management, trade execution and risk management.

Our clients and the millions of retirees and savers they represent are at the heart of everything we do. We form deep and long-lasting relationships and create tailored solutions to help meet their unique needs. We recognise that responsible investing is intrinsically linked to our

fiduciary duty to our clients, and we integrate this approach broadly across the firm.

We are committed to creating a diverse and inclusive workplace where difference is celebrated and everyone has an equal opportunity to thrive, as well as giving back and contributing positively to our communities. For more information about Man Group's global charitable efforts, and our diversity, equity and inclusion, and inclusion initiatives, please visit: [www.man.com/corporate-responsibility](http://www.man.com/corporate-responsibility)

Man Group plc is listed on the London Stock Exchange under the ticker EMG.LN and is a constituent of the FTSE 250 Index. Further information can be found at [www.man.com](http://www.man.com)

\*As at 31 December 2022. All investment management and advisory services are offered through the investment 'engines' of Man AHL, Man Numeric, Man GLG, Man Solutions/FRM and Man GPM.



## Our Values

Our core strategic intent is to meet the needs of our clients in creating or preserving value for the many millions of individual savers and pensioners that they represent. We take this responsibility incredibly seriously and hold our clients at the heart of everything we do. The commitments that we detail in this booklet – to our people, diversity and inclusion, to our climate, to ethics and conduct, to equality, to our communities, to our service providers and to delivering operational resilience – are all laid out with the overarching goal of delivering excellence and performance for our clients and doing it in a responsible way.

**Our clients, and the millions of pensioners and savers that they represent, are at the very centre of everything we do. Our mission is to deliver superior, value-added investment outcomes to those retirees and savers so that they are able to enjoy better long-term retirement conditions.**

We set very high standards for our people in everything we do – doing the right thing, putting our clients first and always acting with the highest standards of integrity.

## Our Principles

### Performance

First, foremost and always, we focus on achieving superior risk-adjusted performance

### Clients

Our clients are at the heart of everything we do

### Excellence

Good is not enough, we strive to be excellent in all we do

### Responsibility

We expect our people to do the right thing and conduct our business with the highest standards of integrity

### Differentiation

We seek to be differentiated and original in our thinking

### Meritocracy

We succeed through talent, commitment, diligence and teamwork

## Man Group is a Signatory to the UN PRI and supports the UN Sustainable Development Goals

Man Group is a signatory to the United Nations-supported Principles for Responsible Investment (PRI) and scored 78% for investment and stewardship policy. We are also proud active signatories to the UN Global Compact demonstrating our support of the four principles in human rights, labour, environment and anti-corruption.

The 17 Sustainable Development Goals, set by the UN as part of the 2030 Agenda, are a call to action, enabling common action across a broad and universal policy agenda. They were adopted by all UN member states in 2015 as a map to delivering a sustainable global economy.

### SUSTAINABLE DEVELOPMENT GOALS



[www.un.org/sustainabledevelopment/](http://www.un.org/sustainabledevelopment/)

## Introduction from Luke Ellis, our CEO

Some years ago, we outlined six pillars that define Man Group's culture; one of these is 'responsibility', and this document gives information on the broad range of initiatives that together form our company-wide approach to Corporate Sustainability (CS). Within this booklet, you will find numerous examples: seeking to minimise our environmental footprint; ensuring that we attract and retain talent from a diverse range of backgrounds to create the best teams; giving back to our communities; and working hard to create enduring value not only for our clients and shareholders, but also for society at large. We do all of this because it matters deeply to our staff and stakeholders, and it is a crucial part of who we are.

You can read this document alongside the [Responsible Investment brochure](#) which describes the Environmental, Social and Governance (ESG) practices that Man Group has implemented as an investor.

I cannot emphasise enough how truly important this is to us. We are proud to have been able to bring together in one place, the extensive work that we have done to date in relation to CS. However, we will continue to challenge ourselves to be better and you will see us raising the bar and enhancing our practices year on year. This booklet is more than just a collection of policies, it demonstrates how this is part of the DNA of our organisation.

With this document I am also pleased to re-confirm Man Group's support for the Ten Principles of the



United Nations Global Compact on human rights, labour, environment and anti-corruption. As an active signatory, we are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals.

We recognise that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and are therefore pleased to submit this document, which we commit to updating annually thereafter according to the UN Global Compact COP policy.

## Introduction from John Cryan, our Chair

It has been my privilege to serve on the board of Man Group for some nine years. In that time, I have been afforded a unique and first-hand perspective on the company's culture and attitudes. What I have been most struck by is the pervasive sense that every member of staff is committed to acting responsibly. So ingrained is that belief, that it seems to come effortlessly and naturally. This is to the credit of Luke Ellis and his senior leadership team, who set just the right tone by their words and, more importantly, their deeds.

The board of Man Group is a reflection of that deep-seated culture of responsibility. We are a board that is diverse in background and experience, that assiduously challenges entrenched modes of behaviour and embodies true diversity of thought. The board reflects the creative yet collaborative mindset that makes Man Group such an innovative, inclusive and uniquely stimulating place to work.

There's a clear social and moral imperative for us to pursue the initiatives you'll read about in this report, but there's also a clear financial rationale for us to do so. We know



that our shareholders recognise this. Firms that are well run get their CS engagement right. Good governance, a social conscience, respect for the environment: these should be the very least that we expect from a 21st century company. As your board, it is our duty to make sure that Man Group pursues and achieves its ambitious goals in this area, and continues to foster a culture of responsibility and decency in everything that it does.

# Our Commitment to our People



We are a people business and are committed to being an employer of choice. The wellbeing of our colleagues comes first. We seek to attract and retain the best people and to provide them with an inclusive, healthy environment where they can bring their authentic selves to work such that they flourish in an environment where they can learn, develop and achieve excellence.



## Wellbeing

During 2020, we received the foundation level of the 'London Healthy Workplace Award'. In 2022, we were awarded 'excelling' in the City Mental Health Alliance's Thriving at Work framework. These highlighted our comprehensive approach to staff health and wellbeing specifically:

- our annual wellbeing calendar, incorporating employee feedback
- the variety of channels used to communicate information on health and wellbeing
- our comprehensive approach to health and safety
- our facilities including a mothers room, mindfulness room and prayer room
- the partnership we have in place with a nutritionist to provide employees with regular information and recipes
- our support of mental health wellbeing, including:
  - dedicated training for managers
  - regular mental health workshops and communications
  - Mental Health First Aider training
  - global access to a mental wellbeing app
  - our regular wellbeing fayres

The wide range of mental and physical wellbeing activities we provide for employees include both onsite and virtual mindfulness sessions; relaxation sessions; music facilities and lessons; and yoga and pilates classes.

Details of our Employee Assistance Programme and quick and easy access into targeted mental health support, is available for employees on our staff intranet and around our offices.

## Benefits

In 2022, we were shortlisted in the 'Employee Benefits Awards 2022' and in the 'Best Healthcare and Wellbeing' category. This recognises our comprehensive approach to staff benefits, and health and wellbeing, specifically:

- Our **Enhanced Global Parental Leave policy**, which entitles every parent (including those who adopt), regardless of gender, to 18 weeks parental leave at full pay. We also provide foster care leave.
- Each year we offer eligible UK-based employees the opportunity to participate in the Man Group Plc Sharesave Scheme at the maximum limit and discount allowed by HMRC.
- In 2019, we introduced **Tenure Awards**, which are granted to those who have worked continuously for the firm for a period of 10 years, acknowledging and rewarding the continued long service of employees. The award gives four weeks' additional paid holiday, to be taken as a block, recognising the importance of personal growth and perspective conferred by time spent out of the office.
- In 2021, we introduced an agile working framework for all staff, alongside our longstanding commitment to **flexible working arrangements**. Flexible working helps ensure that we support employees with balancing their external commitments and with working in the way they find most effective. There are no restrictions on the reasons for requesting flexible working.
- We also have policies in place to support our employees with their family commitments, including caring responsibilities for elderly parents and children.







## Talent Development

We believe that the continued success of the company is due to our employees and place emphasis on training and development as a key factor in maintaining our competitive edge. We are committed to developing the experience, knowledge and skills of employees through formal and informal learning.

Our talent development strategy is a fully established, core part of our business. We seek to provide the career development and performance support to staff at all levels and in 2022, 89% of employees voluntarily engaged in this support.

Our talent strategies are championed by our Senior Executive Committee and include **career, performance and development** bespoke to employees, managers and leaders:

- To support career development, we have a **Mentoring Programme** that fosters opportunities for our staff to learn from each other. This is just one of the ways staff can expand their network across the firm and develop personally and professionally. We also provide **1:1 Career Clinics** and a **'Managing your Career' toolkit** that encourages staff to set career goals, whilst also providing information on developing self-awareness, building personal brand, and setting out a framework of actions employees can take.
- In 2021, 'Adaero', a **proprietary feedback app** went live to the whole firm, providing employees with the chance of receiving bi-annual 360 feedback to identify key strengths and development areas to enhance their **performance**.
- To help employees optimise their performance and improve **development** areas, we have designed a range of courses focused on **Personal Effectiveness** including strategies to help effective communication, efficient organisation of workloads and influencing skills.
- Our people managers have access to a **Manager Must Know** toolkit, recognising the integral role they play within the organisation. We have also designed a 'Manager Effectiveness' training programme that includes support on how to set direction and empower teams through coaching, feedback and having crucial conversations. This is complemented by Manager Effectiveness Training including support on setting direction, empowering teams through coaching, feedback and having crucial conversations.
- A bi-annual Talent Review process involves every employee being assessed on their performance and potential.
- 'Evolve' is our flagship firm-wide education series that builds our employee's knowledge and capabilities of the firm, the industry and our client needs.
- We level up the technical competency of employees and charitable partners via our **<develop> programme**, which includes supported, self-driven Python and Data Science courses.
- In 2022, we launched our 'Alpha Programme', to support our investment analysts in their transition to having portfolio management responsibilities. Training includes support on exploring risk preferences and decision-making styles, managing cognitive and behavioral biases, and managing physiological and psychological pressure.

- We provide our employees globally access to an **online learning platform**, which offers them over 2,500 courses that are recorded and taught by leading experts from across the world. The courses can be accessed at any time, and from anywhere, and range from soft skills (such as effective communication or time management) to technical topics (such as software programming, data science or learning a new language). The platform also enables staff to record and post courses to help others (such as using a new internal system that has been rolled out).
- We support staff in studying for **professional qualifications**. These often include financial markets, accountancy and tax qualifications, or an MBA or PhD. We offer study leave and financial assistance to all staff of any level to enable them to further their development. We also support staff through our apprenticeship levy; this may help those who join us as apprentices but also can be used by our recent graduates or those who join us from school with, or without work experience.

## Succession Planning

The Senior Executive Committee meets with the heads of our People department regularly to discuss succession planning for leadership and critical roles. We have a bi-annual process that begins with calibrated conversations with all the management teams across the firm for every employee and is lastly reviewed by the

Senior Executive Committee and our Board. Identified successors often receive preparatory training as part of our talent development strategy, including 1:1 coaching, development planning and our enrolment on our Distinctive Leadership Programme. 100% of our Executive Committee positions have a succession plan in place.



# Our Commitment to Diversity, Equity and Inclusion



We are committed to improving diversity within Man Group and more broadly across our industry. Our commitment to equality, equity and inclusion is championed across all levels of the firm and led by our Senior Executive Committee.



## Our Diversity, Equity & Inclusion Initiatives

Below, and in our dedicated annual [Diversity, Equity and Inclusion \(DE&I\) reports](#), we demonstrate how diversity, equity and inclusion is embedded within our culture, and the variety of external and internal initiatives, partnerships and programmes that help us to attract and develop talent from more diverse backgrounds and to support those candidates across the organisation.



At Man Group, we want everyone to know what we stand for, which is an absolute and unequivocal commitment to inclusiveness.”

**Robyn Grew**  
President, Man Group

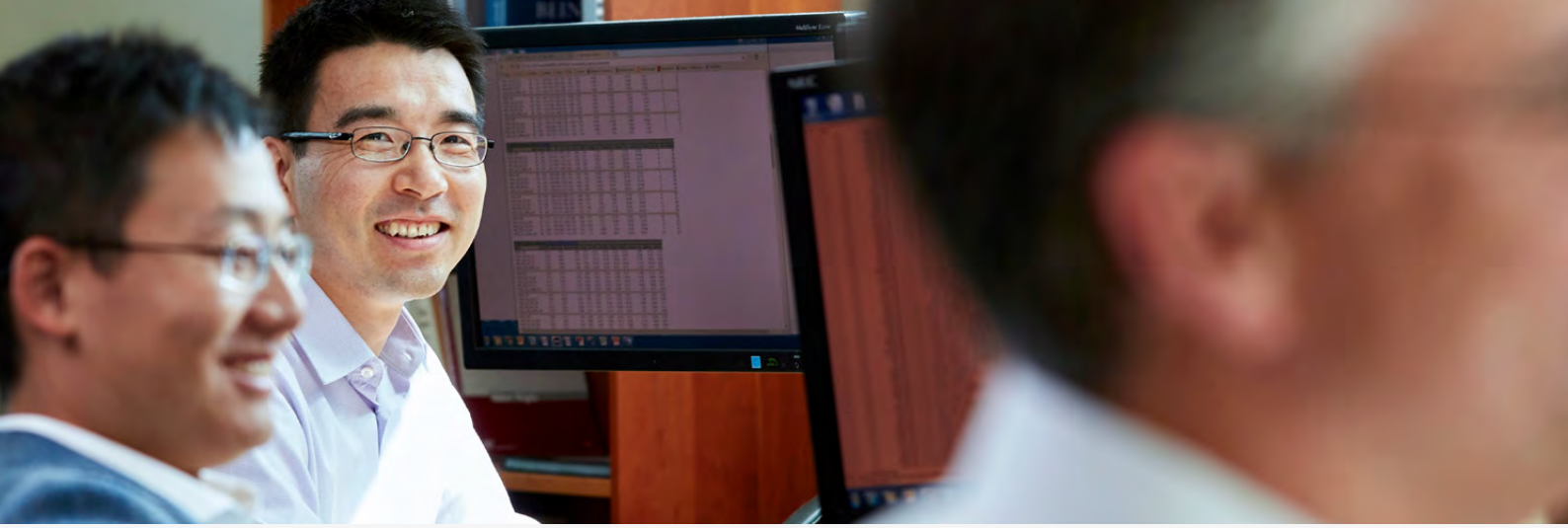


## Diverse Recruitment

Our recruitment efforts focus on reaching and attracting a diverse group of candidates. In addition to inclusive hiring practices, we engage in partnerships and programmes that provide opportunities for under-represented groups in our industry:

- Man Group has a **diversity-focused recruitment policy** in place, which ensures that we have diverse interview panels and encourage diverse candidate lists across all roles. We also engage with several market-leading active inclusion recruitment partners.
- We run **diversity-focused graduate recruitment events** for underrepresented groups in full time education, and work with targeted university networks to enable our success in this area.
- We run an **Apprenticeship Programme**, offering young people impacted by social and economic disadvantage and exclusion valuable work experience, which helps them develop their careers. A number of apprentices have gone on to take up permanent roles at Man Group.
- We operate a **Returner Programme** in partnership with **Women Returners** with the aim of reaching a predominantly female talent pool of professionals seeking to return to work following a career break.
- We work with a variety of organisations such as Sponsors for Educational Opportunity (SEO) London, Bright Network, Speakers4Schools, Girls Are INvestors (GAIN), and #10,000BlackInterns, who help us identify the best and brightest candidates from diverse, underrepresented backgrounds.





## Signatories and Memberships

- We have been a signatory to the **Women in Finance Charter** since 2018, a pledge for gender balance across the financial services sector. This initiative plays an important role in addressing long-standing issues of diversity in the industry, particularly in senior and front-office positions. Signatories to the Charter pledge to promote gender diversity, including setting internal targets and reporting publicly on progress.
- In 2020, we signed the UK's **Race at Work Charter**. We are committed to taking practical steps to ensure our workplace is tackling barriers that black and minority groups face in recruitment and progression, and that we foster a more inclusive environment for all our people. We follow the Charter's five calls to action, which aim to ensure that ethnic minority employees are represented at all levels in an organisation.
- Luke Ellis, CEO, and John Cryan, Chair of Man Group, are members of the **30% Club**, a global campaign led by Chairs and CEOs taking action to increase diversity at board and senior management levels.
- We are a member of the **Alternative Investment Management Association (AIMA)** and our Group President chairs the DE&I Working Group. In 2021,

as part of our affiliation, we worked with AIMA in the creation of a paper on allyship, 'How to be an Ally: Stories from the Hedge Fund Industry', and in 2022, we worked with AIMA on the paper 'Kickstarting a career in Hedge Funds'.

- We are members of **100 Women in Finance**.
- We are members of the Diversity Project which focuses on accelerating progress towards an inclusive culture in the investment and saving industry. Our Group COO and General Counsel sits on the Advisory Board and a number of our staff are part of the steering committee and workstreams.
- We are corporate members of PurpleSpace, a networking and professional development hub for disabled employees.
- During 2022, we became a founding member of Progress Together, sharing and promoting best practice on driving socioeconomic diversity at senior levels within the industry.

## Our Employee Networks

**Drive** is our global internal diversity, equity and inclusion network, run by our employees and sponsored by the senior management team. It is overseen by a Global Steering Committee, chaired by our Group President, with representation from the UK, US, APAC and Switzerland.

Drive is designed to inform, support and inspire our people. The network's mission is to advance Man Group's efforts in valuing diversity in all its forms and to promote conscious inclusion across the firm. Four internal employee networks exist within Drive – these groups are comprised of members and allies, and each is sponsored by a member of our Senior Executive Committee: BEAM (Black Employees and Allies at Man), WAM (Women at Man), FAM (Families at Man) and PRIDE@Man (LGBTQ+). During 2022, we have launched a new network SANAM (South Asian Network at Man). We also run a number of global workstreams focussing on social mobility,

neurodiversity and disability as well as NextGen (our forum for early career professionals). During 2022, we have also launched two new workstreams: Amigos de Man (for our Latin and Hispanic community), and Veterans at Man. The networks' activities include events, training, resources and peer engagement across the firm, as well as partnerships with other industry associations and employee groups at other firms.

Our Drive programme is adapted for different jurisdictions enabling different themes and topics to be addressed, and the employee networks run alongside regional working groups. Some of our activities and celebrations are run globally, for example our Children's Holiday Summer Camp; and our celebrations of International Day of Persons with Disabilities; Black History Month and International Women's Day.



## Paving the Way

In 2018, we launched **Paving the Way**, our dedicated campaign to help address the 'pipeline' issue, encouraging a more diverse range of talent to apply for positions at Man Group and across the investment industry more broadly. Under the banner of Paving the Way, we place particular emphasis on our 'next generation' efforts, which are focused on those in full time education, from school age to university, and include the following initiatives.



### King's Maths School

A programme with the King's Maths School, a specialist state-funded school for gifted mathematicians aged 16-19 that is run in partnership with King's College London. The school brings high quality mathematics education to students who have a particular aptitude and enthusiasm for the subject, and it offers a genuine access route for students who come from backgrounds that are often underrepresented in mathematical sciences.



### The United Negro College Fund (UNCF) Lighted Pathways Programme

The UNCF Lighted Pathways Programme aims to increase the numbers of Black and African Americans in the Asset Management and Finance Industry.



### Code First Girls

We partner with Code First Girls, an organisation working to get more women and non-binary people into technology roles. Its purpose is to eliminate the gender diversity gap and transform tech globally, through free education and employment for underrepresented groups.

## NSPCC

The Man Charitable Trust sponsors the NSPCC's annual Number Day, the largest nationwide numeracy event for children and young people in the UK. The initiative provides teachers with a wide range of fun, curriculum-focused activities, which have been designed to promote enthusiastic attitudes towards numeracy, while encouraging schools to raise funds for the NSPCC.



### Girls Are INvestors (GAIN)

GAIN is here to inspire girls to get into the finance industry through inspirational talks, career support and opportunities. Man Group is working with GAIN, offering internships, mentoring and our staff members regularly volunteer to support events and initiatives.



### Insight Days

Insight Days for secondary school students through our 'next generation' partnerships across our global offices. These days provide students with insight into our industry through a range of activities such as panel discussions, mock job interviews and interactive trading simulations. We also run a five-day Insight Programme, which takes place twice a year during the Summer and Spring school holidays and provides students from a range of backgrounds with an opportunity to learn the basics of investing and gain insight into our industry.



### Speakers4Schools

Several members of our Senior Executive Committee and our Board of Directors work with the organisation by offering their insights, experiences and expertise to help state schools, colleges and academies inspire their students and broaden their horizons. Wherever possible, we follow the speeches made in schools with Man Group office visits to see our workplace in action and to hear from more of our employees. Speakers4Schools also works to encourage students at schools in social mobility 'cold spots' to apply to our Insights Days and Programmes (see above).

# SEO /LONDON

## SEO London

A partnership with SEO London, an organisation working with talented students from ethnic minority groups and disadvantaged backgrounds for career success. Young people supported by SEO London are able to access a range of opportunities across Man Group's Talent Programmes.

# BRIGHT NETWORK

## Bright Network

Working with the Bright Network, a career network that helps us identify the brightest students from all backgrounds for career opportunities at Man Group. Bright Network places particular emphasis on ensuring diversity within their cohort as part of their mission to help the smartest students get ahead in their careers.



## Rock The Street, Wall Street

A financial and investment literacy program designed to bring both gender and racial equity to the financial markets. We have a programme with them based in New York.



## #10,000 BlackInterns

Working with #10,000 BlackInterns to provide internship places to a targeted pool of candidates.



## North Carolina Agricultural and Technical University

A partnership with North Carolina Agricultural and Technical University that will include career awareness sessions for students to learn more about investment management, and hosting of a hackathon event, challenging students to channel their technical skills and collaborate with each other.



## Generating Genius

A partnership with Generating Genius and their Black Women in Tech initiative. Providing python training, mentoring and internship opportunities as well as a 'Tech Insight Week' for black women across the UK who are interested in pursuing a career in technology.





# Our Commitment to our Climate



Man Group has committed to achieving net zero carbon in our global workplaces by 2030 and across our investment portfolios by 2050. We continue to find ways to reduce our carbon footprint and offset any residual emissions we cannot eliminate.



**To achieve net zero carbon in our global workplaces by 2030, we are committed to:**

**Track and target**

our emissions globally

**Reduce**

our energy consumption and reduce our business travel

**Evolve**

through further adoption of energy efficient technologies and tools and through increasing our use of no-carbon or low-carbon energy alternatives

**Educate & influence**

our supply chain and employees on low carbon solutions and the benefits of achieving net zero carbon

**Timeline to net zero carbon**

	2020	2022	2024	2026	2028	2030
<b>All Scopes</b>	Review targets at least biannually to ensure we stay abreast of the latest climate science					
<b>Scope 1</b>	Reduce natural gas and fuel emissions by 30%		Move to green gas supplies where available			
	Certify our London headquarters to ISO 14001 Environmental Management System standards		Upgrade equipment to ensure efficiency and reduce wastage			
<b>Scope 2</b>	Reduce global energy usage by 20% and reduce aggregate Scope 2 market-based and Scope 3 (upstream) leased assets market-based emissions by 50%		Upgrade equipment to ensure efficiency and reduce wastage			
<b>Scope 3 – upstream leased assets</b>			Increase the adoption of 100% renewable (certified) supplies by 25%		Non-renewable energy to supply <10% of operations	Non-renewable energy to supply <5% of operations
	Improve the efficiency of our data centres					
<b>Scope 3 – business travel</b>	Continue to prioritise environmental credentials in the selection of new leased assets					
	Set departmental carbon travel budgets aligned to our SBTi-aligned net zero strategy					
<b>Scope 3 – other</b>	Further deploy remote working tools to reduce the need for business travel					
	Join the Net Zero Asset Managers initiative, setting interim portfolio decarbonisation targets for 2030 across our investments		Prioritise carbon net zero strategies when refurbishing or relocating offices			
	Include environmental expectations within our Supplier Code of Conduct					
	Adopt agile working strategies to reduce the need for commuting and overall office space					

**We calculate and consider the carbon emissions associated with:**

**Scope**

**1**

Direct Greenhouse Gas (GHG emissions)

**Scope**

**2**

Indirect, market and location-based GHG emissions from purchased electricity

**Scope**

**3**

Other indirect GHG emissions e.g. business travel



**We revise our targets regularly and have linked our Revolving Credit Facility to ESG, thereby embedding our environment-related work throughout our organisation.**

### During 2022

Our total emissions from 2021 have increased 58% mainly owing to business travels going back to normal from the COVID-19 pandemic. We have also experienced an unplanned consumption of gas, which caused our Scope 1 emissions to increase greatly. To ensure that our travel emissions continue to remain below pre-pandemic levels and is aligned to our SBTi-aligned net zero strategy, we have implemented a carbon travel budget at departmental-level.

Our commitment to conducting our business responsibly and minimising our climate-related impacts is set out in our [Environmental Sustainability Policy Statement](#). This undertaking is endorsed by our Man Group Board who provide collective leadership and champion our continual improvement.

In particular, we have the following focus priorities:

- Green buildings: we occupy four buildings certified by LEED (Leadership in Energy Efficiency and Design), one by BREEAM (Building Research Establishment Environmental Assessment Method) and one by NABERS (National Australian Built Environment Rating System). These buildings currently provide workspace for 87% of our staff globally. As an example, our Riverbank House building in London has a green roof, rainwater harvesting and solar power generation. Our office in Pfäffikon, Switzerland, is powered by renewable hydro-electric energy and has been refurbished, upgrading the lighting to smart LED lamps which achieves substantial energy efficiency savings. This year our Energy Performance Certificate (EPC) rating in our London headquarters has improved from a 'C' to a 'B'.
- Procuring renewable sources of energy: we utilise ISO standards and ratings systems to choose sustainable products. Our equipment complies with the Restriction of Hazardous Substances EU Directive.

- We continue to expand the breadth of our Scope 3 emissions disclosures to include more categories for which we consider our emissions significant. This year, we included estimated emissions from our procurement activities as well as staff commuting patterns and their teleworking footprint.

Directing our consultants, contractors and sub-contractors to use natural resources responsibly and to minimise their environmental impact as detailed in our [Supplier Code of Conduct](#).

- Providing training for staff to raise awareness of our processes and running awareness campaigns including cycling to work, plastic-free zones and recycling zones.
- Tracking our progress through environmental data compilation systems, ensuring we deliver accurate reporting of the controllable and measurable elements. This also ensures we can stress test our strategies by taking different climate related scenarios into account.
- We have increased our CDP Climate Change questionnaire score by two grades in 2022. Man Group currently holds a 'B' rating.
- We are listed as one of the [FTs European Climate Leaders](#)

## Reviewing and managing climate-related risks and opportunities as part of our standard processes



We commit to reporting in line with the recommendations of the **Task Force on Climate-related Financial Disclosures (TCFD)**. The TCFD seeks to develop consistent climate-related financial risk disclosures for use by companies in providing information to stakeholders. Components of our TCFD-related disclosure feature throughout our latest Annual Report, but are the focus of pages 61 & 62.

Man Group is a signatory to the **Institutional Investors Group on Climate Change (IIGCC)**, the European membership body for investor collaboration on climate change.

Man Group are also proud signatories to the **Net Zero Asset Managers** initiative alongside 128 other investors. This represents our commitment to reach net zero emissions across our investment portfolios by 2050 or sooner, as well as setting 2030 interim targets.



# Our Commitment to Ethics and Conduct



We are committed to fostering an environment where we maintain high ethical standards in everything we do. We conduct ourselves professionally, transparently and run our business with integrity. Striving to do the right thing is embedded within our culture.



Within our Global Code of Ethics, we make an overarching commitment to high standards and professional conduct and expect our people to follow our core business principles by:

- acting ethically and with integrity;
- putting clients' interests first;
- managing conflicts of interest; retaining and disclosing information appropriately; and
- observing high standards of market conduct.

Our Global Code of Ethics sits alongside further guidance for staff that includes our Code of Conduct; the Global Personal Account Dealing Policy; the Global Gifts and Entertainment Policy; the Global Conflicts of Interest Policy; and the Global Complaints Policy. All of our staff receive annual training on the standards and obligations set out within these policies as a measurable way of ensuring staff understand the expectations of their role. The firm has a monitoring framework aligned to those standards and obligations and regularly reviews its procedures.

We are committed to conducting business in a fair and transparent manner, with honesty and integrity. Where financial crime takes place, it fuels inequality and poverty; Man Group stands against all forms of financial crime. The Anti-Bribery and Corruption Policy, along with our policies on political and charitable donations, gifts and entertainment, fraud, tax evasion, sanctions, anti-money laundering and counter-terrorist financing, set out our standards and processes. Regular training is given on these policies to ensure employees understand their responsibilities and duties. Man Group has implemented risk-based due diligence procedures, designed to identify and verify the owners and controllers of relationships. This ensures we know our partners in business, our suppliers and our clients, and that we comply with all applicable laws and regulations. Due diligence is enhanced for relationships in higher-risk countries.



**Our culture is focused on doing the right thing for our investors and clients, our people, our shareholders and other stakeholders. We continually challenge ourselves to review our operations and standards to ensure we are the best that we can be. ”**

**Kate Squire**

Global Head of Compliance, Business Operational Risk and Resilience,  
Information Security and ESG Infrastructure, Man Group

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We welcome feedback from our staff and encourage them to raise issues. We conduct an annual staff survey along with pulse surveys throughout the year. Employees are encouraged to raise any questions on processes, or concerns they have with their line manager or with the Compliance or Human Resources departments. If our staff wish to ensure their anonymity, they can use our whistleblowing hotline or online reporting service which is operated by an external provider. This is set out within our Global Whistleblowing Policy ('the Policy'), which is sponsored by the Chief Executive and subject to independent oversight by the Audit and Risk Committee. The Policy provides guidance for dealing with whistleblowing issues in a safe and constructive way and notes that personnel who make qualifying disclosures of information are protected from retaliation and do not suffer detriment by any act or omission of their employer because of the disclosure. The Policy clearly states that personnel who retaliate against an individual for making a qualifying disclosure shall be subject to disciplinary action, up to and including dismissal.

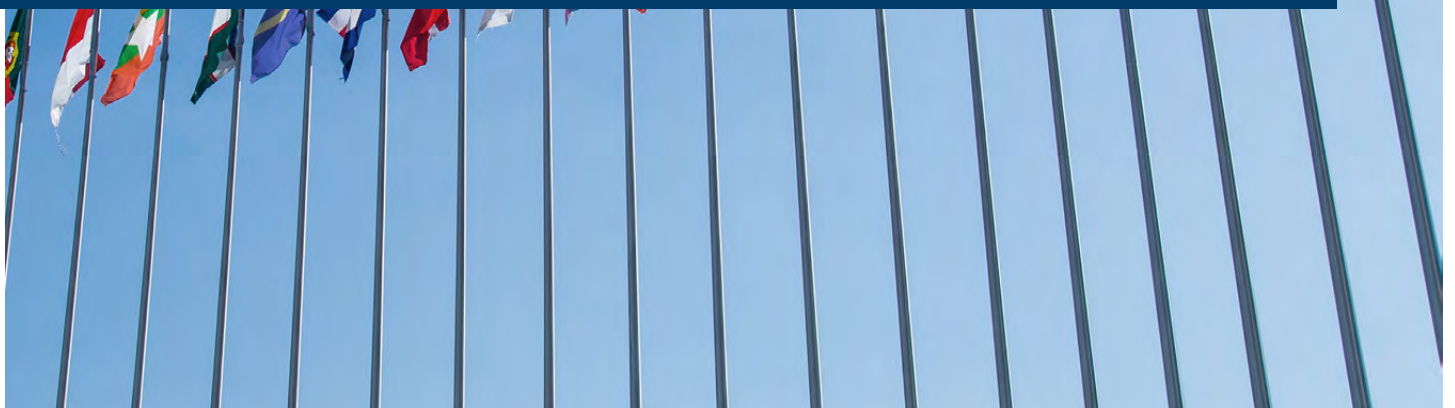
# Our Commitment to Equality



We will not tolerate discrimination or harassment of any kind and call out behaviour that is against our values. We are proud, active signatories to the United Nations Global Compact, supporting the Ten Principles on human rights, labour, environment and anti-corruption. Our [Human Rights Statement](#) gives information on our recognition and promotion of human rights around the world.

We represent an inclusive and accountable organisation that prohibits discrimination, trafficked, forced and child labour, as set out in our [Modern Slavery Statement](#) and our [Global Inclusion Statement](#). Man Group has a zero-tolerance approach to slavery and human trafficking and we expect all those in our supply chain to comply with those standards as outlined in our [Supplier Code of Conduct](#). Our employees receive annual training on modern slavery which includes the various forms of servitude and the action to be taken should staff become aware of or suspect the presence of modern slavery at the firm or within our supply chain.

In the same way that we are committed to the fair remuneration of our staff and hire at, or above, the Living Wage or the international minimum wage in jurisdictions where this applies, wherever possible we instruct our suppliers to pay their staff the living wage (or international equivalent per jurisdiction) as they engage staff to work for us.



# Our Commitment to our Communities



We aim to give back and contribute positively to those around us.





Giving back to our local communities is tremendously important to us; for example, during the lockdowns that occurred in the course of the Covid-19 pandemic, we encouraged each staff member to donate to their local foodbank, enabling them to claim back this expense<sup>4</sup>. During 2023, the firm matched donations made by staff towards the earthquake damage in Turkey and Syria. Our global charitable efforts are primarily run through the Man Charitable Trust (UK) established in 1978 and the Man US Charitable Foundation established in 2019.



## Charitable Giving

The Man Charitable Trust ('the Trust') supports a diverse range of charities in the UK, with a focus on improving literacy and numeracy skills and provides opportunities for our employees to engage in charitable activities.

The Trust is led by a group of seven trustees. Its aims and activities include:

- Providing grants via a two-stage application process, or through negotiated partnerships with selected charities
- Tracking success by measuring impact, carefully monitoring all grants to ensure progress against agreed objectives
- Supporting Man Group UK employees' fundraising activity and charitable donations via the Sponsorship Matching and Give As You Earn schemes

The Trustees have sought to extend and enhance engagement with the charities supported by the Trust, deepening relationships with the organisations and looking at ways of adding value above and beyond the financial contribution the Trust provides. Man Group employees also volunteer their time, experience and expertise to the Trust's charities and, upon request, we offer our office space for the charities' use so they can hold charitable events, trustee meetings and other activities.

The growth of Man Group's business and geographical footprint has been reflected in the firm's charitable activities. In 2019, we launched the Man US Charitable Foundation to provide funding and volunteering opportunities in the US.

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**Man Charitable Trust gave grants of £681,001 in 2022.**

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## ManKind

ManKind is the firm's community volunteering programme, which enables all our employees globally to take two additional days' paid leave per annum to volunteer with charities supported by the Man Charitable Trust, the Man US Charitable Foundation, or a registered charity of their choice.

Volunteering has a truly valuable impact on communities and is a highly rewarding method of achieving positive learning and development benefits for our employees. It broadens perspectives, strengthens skills and develops our understanding of the challenges others face and what we can do to help.

Volunteering is actively encouraged throughout the firm and by our senior management team. To further increase participation in volunteering activities, we have appointed 'Volunteering Captains' across the firm to lead our efforts in each region. There are a variety of opportunities available to staff and many of our employees take on regular commitments, using their skills, for example sitting as trustees of charities or as governors of local schools.



**This was the first year that many charities were able to meet in-person and host fundraising events again post-pandemic, which has made a palpable difference. I'm proud of what our charitable partners have achieved at a difficult time for the UK and society more broadly, and look forward to continuing our support in 2023. ”**

**Steven Desmyter**  
Chair, Man Charitable Trust, and Global Head of Sales & Marketing, Man Group

<sup>4</sup>. Staff were encouraged to make donations with a sum of £500 or equivalent in local currency.

# Our Commitment to our Service Providers



Our Service Providers become our partners in business, and we are committed to inclusive, collaborative relationships.

As an investment manager, we have relatively simple supply chains that are largely comprised of business and professional service organisations. When we engage fund service providers, we follow the group-wide process set out in our Counterparty Approval Policy and our Service Provider Management policy. These policies ensure these third parties are appropriately selected, managed and overseen and that should there be any issues, these are identified and escalated. We conduct due diligence and provide guidance on our expectations of their conduct and operation as outlined in our [Supplier Code of Conduct](#). We monitor and conduct ongoing due diligence on all those we partner with to ensure our high standards continue to be adhered to.

We are currently enhancing our processes in this area and are developing and rolling out a revised Third Party Risk Management (TPRM) policy and framework; this will apply a risk-based approach to the management and oversight of all third parties and will extend the review of our suppliers to include ESG and CS factors.



# Our Commitment to Delivering Operational Resilience



Using, managing and transferring data plays a key role in the operation of our business. We take our role as custodian of information extremely seriously.

We have four key policies that set out how we manage the security of information:

- the Information Security policy;
- the Acceptable Use of Technology and Electronic Communications policy;
- the Cyber Security policy; and
- the Data Protection policy.

These policies guide our staff in their day-to-day operations and establish a control infrastructure that is aligned to relevant laws, regulations, our clients' best interests and good practice. The controls set out in the policies include those covering cyber security control but also, protect Man Group from cyber breaches. These controls are continuously reviewed and regularly tested in the context of penetration testing or other such third-party assessments. These assessments are conducted at least annually.

We have robust business continuity procedures in place that are reviewed regularly. These cover our physical workplaces as well as our digital infrastructure. They include specific crisis management plans and include exercises, testing and monitoring. We also monitor and conduct regular reviews of our critical suppliers in this regard.

We review our policies annually. All staff and certain contractors receive training on their obligations and our standards every year.

Our Privacy Notices are available on our website: [www.man.com/privacy-policy](http://www.man.com/privacy-policy).



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