



# PUMA BRANDENBURG LIMITED

## Our ESG approach

Puma Brandenburg, is committed to a range of environmental, social and governance (ESG) principles that help us to operate and invest responsibly. Through these principles, we aim to positively impact our internal and external stakeholders and wider communities..

### Governance

Puma Brandenburg seeks to:

- Be honest and transparent, and act with integrity in all our dealings
- Abide by applicable laws and regulations, and uphold international standards of good practice
- Embed policies and procedures to manage and monitor our ESG considerations and risks

### Environment

As a firm, most goods supplied to Puma Brandenburg will be goods for use in an office environment. Puma Brandenburg considers the supply of such goods to have a low risk profile relating to slavery and/or human trafficking therefore no specific training is provided or undertaken in relation to these matters.

As such Puma Brandenburg through its investment processes and by working with its asset adviser commits to try to reduce to its carbon footprint to reach Net Zero by 2050 (<https://www.un.org/en/climatechange/net-zero-coalition>)

### Employee training, recruitment and welfare

Puma Brandenburg seeks to only work with professional advisers that provide its employees and management with training on a range of compliance matters including Modern Slavery, particularly in relation to mitigating risks within supply chains.

Puma Brandenburg seeks to only work with professional advisers that use reputable recruitment firms and complies with all relevant local laws and regulations.

### Marketplace

Puma Brandenburg seeks to:

- Assess the sustainability and supply chains of the companies in which we invest and the suppliers with whom we partner, ensuring synergies between our ESG principles where possible
- Create offers that are responsibly structured and transparent
- Provide excellent service to our shareholders and those we partner with
- Communicate responsibly, clearly and in compliance with relevant laws and regulations

# Workplace

Puma Brandenburg seeks to:

- Foster a culture and workplace practices that support diversity, equality and inclusion at all levels, ensuring an environment where everyone is treated fairly
- Look after the welfare of all staff through effective health and wellbeing initiatives

# Community

- Support and contribute to the wider community through a range of programmes
- Consider the impact of our investments on local and wider communities
- Support charitable causes

# Drawing on external guidance

In addition to our ESG principles, Puma Brandenburg seeks to comply with the Modern Slavery Act applicable in its jurisdiction.

We consider that our ESG principles should be dynamic and reflect the changing landscape as it evolves. To achieve this, we will continue to review and update our approach wherever needed.