



Perpetua
INVESTMENT MANAGERS

A photograph of a wind farm at sunset or sunrise. The scene shows a series of white wind turbines on a grassy hillside, with a dirt path leading through them. The sky is a mix of blue and orange, and there are mountains in the background. The overall mood is serene and sustainable.

Perpetua Sustainability Policy

Contents:

1. Introduction	3
2. Sustainable operations	3
2.1. Our Governance commitments	4
2.2. Our Social commitments	5
2.3. Our Environmental commitments	6
3. Meeting our commitments	6

1. Introduction

As a responsible corporate citizen, we bear the responsibility to consider the impact of our actions and how we affect the wider environment around us both directly in terms of our operations as well as indirectly through our investment decisions.

Purpose

This policy provides guidance on how Perpetua Investment Managers (Pty) Ltd (“Perpetua”) promotes sustainability in its investments and operations. It also provides insights into our commitment to taking an active role in caring for the environment, the planet, our people, communities, and other stakeholders to promote and contribute to a sustainable future for all.

The policy is guided by international frameworks, standards, and initiatives. We keep track of the progress in these global sustainability standards and assess how they can be applied to our business. Given the evolving nature of our collective understanding of the shifting expectations and responsibilities within the sustainability space, we are aware that this policy too will require continuous revisitation. This version therefore represents our current best view at this present time.

Scope

This Sustainability Policy is applicable to all subsidiaries, employees (an individual or representative who has entered into a permanent, fixed term or temporary contract of employment with Perpetua) of Perpetua.

2. Sustainable operations

Responsible investing

At Perpetua, achieving results responsibly is paramount. Our unwavering commitment to values, principles, and ethics ensures we safeguard our clients' long-term interests. This core belief compels us to integrate ESG factors into every decision we make.

Perpetua supports the following initiatives:

- The principles promoted by the Code for Responsible Investing in South Africa (CRISA)
- The Paris Agreement
- The recommendations of the Financial Stability Board (FSB) Task Force on Climate-Related Financial Disclosures.
- The recommendations of the Task force on Nature Related Financial Disclosures.
- The United Nations-supported Principles for Responsible Investment (UNPRI)

More information on how we approach our fiduciary duty to invest responsibly can be accessed [here](#).

Corporate Governance & oversight

As an investment manager, we view sustainability as a long-term catalyst for transformation in markets, countries, and companies. We firmly believe that considering Environmental, Social, and Governance (“ESG”) factors throughout the investment process leads to more informed investment decisions, which in turn results in better outcomes for our clients.

Perpetua's Board of Directors takes a proactive and accountable approach to sustainability through formal oversight and engagement. We recognize the vital role of responsible investing (RI) in delivering long-term value for our clients and positively impacting society.

- The Board of Directors provides strategic direction and high-level guidance on RI matters. They receive regular updates on the development, quality, and influence of our ESG/RI integration, stewardship efforts, and industry engagement activities.
- The Chief Investment Officer (CIO) leads the overall integration of ESG factors into our investment process, ensuring effective risk management and identification of sustainable investment opportunities.
- The Head of Research (and Deputy CIO) guides the development of robust ESG research capabilities, ensuring our investment decisions are informed by best-in-class analysis. He oversees responsible stewardship practices, actively engaging with companies to drive positive change on ESG issues.

Supporting the CIO is Perpetua’s Sustainability and Responsible Investing task team made up of senior members of the investment team, members of the compliance team and a dedicated sustainability analyst who together drive all process refinements, standardisation, and implementation within the firm.

2.1. Our GOVERNANCE commitments

- Maintain effective governance, accountability, and oversight of sustainability management.
- Transparency in disclosing our sustainability performance and progress is essential to build trust and demonstrate delivery on our commitments.
- Embed sustainability commitment and principles into our culture, business strategy, internal standards, and procedures.
-

Supporting our People (employee wellness) and Social Responsibility

At Perpetua, people are not just our greatest asset, they are the driving force behind our success. Their knowledge, skills, experience, commitment, and engagement are key elements in all that we do at Perpetua. We work to attract and retain our employees by fostering a diverse and inclusive workplace.

2.2. Our SOCIAL commitments

- Comply with human rights: Perpetua is dedicated to protecting and promoting human rights, both within the organization and beyond. We commit to consciously leverage our influence on championing and safeguarding the fundamental rights and freedoms of various stakeholders in our investee companies and to advance the integration of social factors in our investment processes.
- Diversity and inclusion: We are committed to implementing and maintaining recruitment and induction procedures that promote inclusivity and fairness. We also pledge to carry out a structured outreach to attract skilled individuals from marginalized groups and to leverage our influence, status, and communication to foster and enhance quantifiable Diversity, Equity, and Inclusion (DEI) outcomes within investee companies and the investment industry.
- Learning and development: At Perpetua, we invest in the continuous growth of our team. We believe in empowering individuals to reach their full potential, both within their specific roles and as part of our broader community. By providing on-the-job training, skill development opportunities tailored to each function, and access to relevant external training courses, we nurture the capabilities of each team member to contribute meaningfully and advance their careers.
- Remuneration: Fair remuneration structures incorporating a fixed component, variable remuneration and equity participation.
- Protecting whistleblowers: Perpetua has a complaints policy that provides practical processes and procedures for reviewing and resolving clients and other stakeholder's complaints in a courteous, timely, effective, and fair manner.
- Perpetua is committed to supporting the Sustainable Development Goals as a call to action to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity.
- We are committed to endorsing initiatives that benefit communities by contributing donations and empowering our employees to undertake voluntary work as part of our corporate social responsibility.

Limiting our environmental footprint

Perpetua has integrated the management of climate-related risks, opportunities, and impacts throughout its operations. Our climate strategy comprises several elements, which are explained in greater detail in our climate change policy which can be found [here](#).

The global economy relies on healthy ecosystems. The continued loss of biodiversity could pose risks to financial markets. Therefore, nature conservation and restoration are in the direct long-term interest of our clients and investments.

2.3. Our ENVIRONMENTAL commitments

- Support global efforts to limit global warming as outlined in the Paris agreement.
- Contribute to energy transition and progressively phase down investment to fossil fuels.
- Comply with environmental legislation and other requirements.
- Actively manage water, waste and energy usage and implement efficiency measures throughout our premises with an end goal to decarbonise our operations. Our commitment to managing climate change risk in our investments can be assessed in our climate change policy.
- Train employees in environmental matters, including recycling, preventing pollution and protection of ecosystems.
- Integrate material climate-related factors in investment processes.
- Collaborate with clients and industry partners to share key learnings on environmental factors.
- Assess biodiversity impact in our operations, including portfolios, by integrating material nature-related impacts and dependencies into our valuations.
- Leverage our position as shareholders to influence companies to mitigate their impacts on society and environment.
- Pledge support to organisations/ frameworks working towards nature related disclosures.

Meeting our commitments

To meet our sustainability commitments, we will:

- **Stay on target:** through yearly materiality assessments, we constantly refine our sustainability focus, ensuring it remains relevant to Perpetua's activities and investments.
- **Assess our Impact:** continuously assess our impact on all sustainability issues.
- **Future-proof our practices:** our comprehensive sustainability risk analysis framework identifies potential issues in the short, medium, and long term, allowing us to proactively mitigate them.
- **Strive for continuous improvement:** we actively seek areas to enhance our sustainability performance and address any negative impacts head-on.
- **Set the bar high:** develop internal and external sustainability performance goals and targets, to measure, monitor and report on our sustainability performance.