






SUSTAINABLE DEVELOPMENT GOALS

OUR SUSTAINABLE DEVELOPMENT GOAL ALIGNMENT



As we work to understand and manage the environmental, social and governance risks and opportunities that face our business, we are looking to align our reporting to recognised frameworks. Alongside showing our support for the United Nations Global Compact in 2021, we also mapped our responsible business programme to the 17 United Nations Sustainable Development Goals (SDGs) and their underlying 169 targets. As a result of this process, we have identified seven goals which we believe we materially align with.

Through our various fund or investment approaches, we impact many more SDGs. At this time rather than show alignment to all 17 SDGs, we have chosen to show those which, we see, have a direct impact. Rathbone Greenbank Investments, our ethical, sustainable and impact business' approach to responsible investment, has long recognised many of the challenges encompassed in the SDGs and the ways in which companies can meet them.

➤ To read more about how the SDGs map to the Greenbank investment themes, visit their [website](#).

| | | 2022 | 2021 | 2020 | |
|--|---|--|---------------|--------|--------|
|  4 Quality Education | Developing our people | Average investment per person (training) £ | 456 | 484 | 468 |
| | | Number of employees completing CISI ESG module | 19 | 366 | - |
| | | Mentoring pairs | 55 | 50 | 40 |
|  5 Gender Equality | Responsible investment | % of ESG topics engaged on which relate to DE&I | 7.5 | 22 | - |
| | Creating an inclusive business | % women on our board | 43 | 33 | 37.5 |
| | | % group executive managers female/male | 30/70 | 30/70 | 30/70 |
| | | % women in senior management | 30/70 | 28/72 | 25/75 |
|  8 Decent Work and Economic Growth | Responsible investment | Living wage signatory | Yes | Yes | Yes |
| | Creating an inclusive business | Our mean gender pay gap | 36 | 37 | 40 |
| | Our supply chain | % of suppliers paid on time | 92 | 70 | 63 |
| | Managing our modern slavery risk | % of key suppliers supporting Rathbones Group Plc reviewed for alignment to the Modern Slavery Act | 69 | 66 | - |
|  10 Reduced Inequalities | Creating an inclusive business | % employees female/male | 46/54 | 47/53 | 48/52 |
| | | % employee sharing their diversity data | 64.9 | 64.7 | 50 |
|  12 Responsible Consumption and Production | Responsible investment | Transparency – PRI score - investment and stewardship policy (previously strategy and governance) | 72% | A+ | A+ |
| | Creating an inclusive business | Waste produced (tonnes)* | 262 | 176 | 189 |
| | | Paper purchased (tonnes)* | 62 | 67 | 57 |
| | | Supply chain emissions* (category 1 and 2) tCO ₂ e | 29,920 | 24,217 | 18,158 |

FURTHER INFORMATION / SUSTAINABLE DEVELOPMENT GOALS

| | | 2022 | 2021 | 2020 |
|---|---|----------------|---------|---------|
|  | Responsible investment | | | |
| | Climate related voting action taken | 61 | 14 | 5 |
| | % of our underlying securities that have set or committed to set targets in alignment with the SBTi | 22 | 17 | 13 |
| Our environmental impact | Weighted average carbon intensity (scope 1 and 2) equity (tCO ₂ e/£m revenue) | 97.3 | 145.7 | 170.6 |
| | Emissions intensity* (tCO ₂ e/FUMA £bn) | 12.99 | 11.86 | 14.72 |
| | Emissions intensity* (tCO ₂ e/ £m of operating income) | 551.05 | 393.47 | 374.33 |
| | Emissions intensity* (tCO ₂ e/FTE) | 15.66 | 13.66 | 12.54 |
|  | Responsible investment | | | |
| | Number of engagements carried out | 671 | 705 | 226 |
| | Community investment | | | |
| | Group donations £ | 795,110 | 418,000 | 467,000 |
| | Group donations – % of pre-tax adjusted operating profit | 1.24 | 0.45 | 1.07 |
| | Total number of charities supported by Rathbones Group | 81 | 57 | 52 |
| | Number of charities supported by Rathbones Group Foundation | 44 | 36 | 36 |
| | Give as you earn – employee donations £ | 221,467 | 214,396 | 201,697 |
| | Give as you earn – corporate donations £ | 204,511 | 178,021 | 166,047 |
| | Rathbones Financial Awareness – people reached | 794 | 545 | 250 |
| Rathbones Financial Awareness – people reached (since 2013) | 11,839 | 11,045 | 10,500 | |

* 2021 environmental data has been restated to incorporate emissions from Saunderson House into our greenhouse gas inventory