ESG Factsheet

GCP portfolio summary 2022	Fund III		Fund IV							Fund V						
Key metrics	**AIS**	**JHG**	**AMG**	**CubeLogic**	**First Mile**	**GTS**	**Indigo**	**JKR**	**Shorterm**	**Bridewell**	**Hippo**	**Flint**	**CS**	**Plenitude**	**Robiquity**	**Average**
Headcount (FTEs)	618	317	97	144	289	128	441	321	163	191	283	120	120	62	111	227
Female FTEs (% of total)	14%	30%	27%	20%	17%	16%	20%	61%	45%	23%	43%	47%	32%	37%	18%	30%
Female board members (% of total)	0%	11%	29%	20%	20%	0%	14%	40%	0%	25%	29%	38%	33%	0%	17%	18%
BAME FTEs (% of total)	-	7%	3%	22%	14%	-	27%	32%	-	12%	-	-	-	37%	14%	19%
BAME board members (% of total)	-	-	-	-	-	-	17%	13%	25%	-	11%	-	3%	25%	-	6%
Unadjusted gender pay gap	27%	4%	20%	19%	10%	-2.3%	-	0.8%	8%	25%	n/a	25%	-	-	1%	12%
No. of days lost to injury / illness per 100 employees	780	49	476	88	394	500	240.5	n/a	148	447	564	636	n/a	102	400	371
Employee engagement	-	78%	-	-	77%	71%	70%	-	-	86%	79%	-	76%	-	82%	69%
LTM charitable donations £k	-	1.3	-	-	5	2	-	387	-	1	-	36	-	-	-	433 (sum)
Carbon footprint (tCO2e)	675	50	187	34	2667	680	657	113	105	-706	242	257	565	-	-	425
Tonnes of emissions to water	0	0	0	0	0	0.005	0	0	0	0	0	0	0	0	0	0