

ESG factsheet

	Fund V							Fund IV						Fund III	Average
	Bridewell	Hippo	Flint	Plenitude	Robiquity	101 Ways	ETC	Shortterm	AMG	First Mile	Indigo	JKR	GTS	JHG	
Environmental															
Scope 1 emissions (tCO ₂ e)	1	12	–	–	0	–	–	1	169	2,364	440	–	964	3,394	525
Scope 2 emissions (tCO ₂ e)	1	4	–	2	50	–	22	4	35	63	64	181	397	68	64
Scope 3 emissions (tCO ₂ e)	630	463	182	1,350	64	3,428	3,128	352	357	–	74	980	4,467	247	1,123
Total GHG emissions (tCO ₂ e)	633	479	182	1,352	114	3,428	3,151	356	561	2,427	577	1,161	5,829	3,709	1,597
Sustainability plan in place (Y/N)	Y	Y	Y	N	N	Y	N	N	N	Y	Y	N	Y	Y	7 of 15
Social															
Unadjusted gender pay gap (%)	22%	11%	21%	13%	22%	34%	19%	15%	19%	–4%	16%	1%	2%	13%	14%
Female board members (%)	25%	25%	25%	0%	14%	0%	17%	0%	17%	20%	28%	40%	0%	11%	17%
Female FTEs (%)	52%	43%	44%	40%	23%	30%	35%	34%	25%	18%	17%	61%	13%	26%	33%
Ethnic Minority board members (%)	N/A	0%	N/A	25%	0%	17%	0%	0%	0%	0%	N/A	0%	0%	0%	4%
Ethnic Minority FTEs (%)	N/A	N/A	N/A	38%	24%	22%	17%	N/A	3%	19%	N/A	23%	0%	6%	17%
Female/Ethnic Minority CEO (Y/N)	N	N	N	Y	N	N	N	N	N	N	N	N	N	N	1
20% Female/Ethnic Minority on the Board	Y	Y	Y	Y	N	N	Y	N	N	N	N	Y	N	N	7
LTM charitable donations (£)	£3,259	£10,000	£15,336	£4,000	£500	£0	£7,500	£25,000	£300	£12,873	£12,000	£7,648	£0	£546	£6,597
Governance															
Total headcount (#)	201	406	156	87	153	155	142	162	91	282	369	313	103	338	200
New hires (#)	4	247	19	41	75	11	53	41	7	26	86	86	13	148	57
Departures (#)	6	124	22	19	25	8	27	46	13	31	163	47	23	130	51
Proportion of permanent staff (%)	94%	83%	83%	100%	100%	35%	88%	100%	N/A	100%	100%	100%	100%	100%	91%
No. days lost to injury and illness per 100 employees (#)	N/A	6	1	2	1	1	1	N/A	4	N/A	N/A	N/A	14	9	4
Academy in place (Y/N)	Y	Y	N	N	Y	N	N	N	N	Y	N	N	N	Y	5
Employee engagement score (%)	78%	N/A	N/A	N/A	83%	57%	N/A	N/A	N/A	78%	56%	N/A	71%	64%	69%