

Scottish Equity Partners

Responsible Investment Statement

SEP recognises the importance of carrying out its investment business responsibly and is fully aware of how the attitude it takes to environmental, social and governance (“ESG”) issues impacts on its reputation and trust with its limited partners, investee companies and other stakeholders.

SEP has considered a number of sources including:

- UN-backed Principles of Responsible Investment
- BVCA Responsible Investment guidelines
- Guidelines for Disclosure and Transparency in Private Equity published by the Walker Guidelines Monitoring Group
- OECD Principles of Corporate Governance
- EVCA Code of ethics/compliance and
- ISO Guidance of Social Responsibility (ISO/CD 26000)

SEP has used these various guidelines to inform its approach to ESG issues, which are also driven by commercial considerations. SEP actively promotes good practice within both its own business and also its portfolio companies and aims to engage with stakeholders in order to maximise the benefits of promoting ESG responsibility.

The following core principles are important to SEP’s investment strategy:

- to enforce strict policies prohibiting bribery and corruption
- the promotion of employee and workplace rights
- support the respect of human rights
- compliance with environmental responsibilities

Portfolio companies are encouraged to advance these principles.

SEP will not invest in any business whose activities involve

- the direct sale, supply, manufacture or distribution of armaments or weapons
- gambling or related products
- the production of tobacco or related products
- pornography
- the undertaking of human cloning or genetic modification of organisms in breach of applicable legislation

SEP as an Investor



SEP aims to conduct its investment business in a way that recognises responsible business conduct in its portfolio companies.

The firm aims to influence portfolio companies in a positive way and seeks to promote sustainable ESG practices.

In identifying investment opportunities SEP considers ESG issues as a part of the due diligence it undertakes on the management, governance and controls within prospective investee companies. If shortcomings are identified SEP will either not invest or will seek to add value by addressing these issues as part of the overall investment proposition.

Our portfolio comprises businesses at very different stages of development, operating in numerous locations around the world and we recognise that not all companies have the same ESG profile. We work closely with management teams to ensure that proper and appropriate governance and controls are maintained throughout our portfolio.

SEP as a management company

Within SEP's own business it encourages responsible social and environmental practices.

The firm actively recycles as much of its office waste as possible, including glass, plastics, all paper, printer toner cartridges and mobile phones. SEP has developed a personalised action plan in conjunction with the Carbon Trust to minimise its carbon footprint and promote energy efficiency. This has included converting office lighting to energy saving bulbs and installing motion sensors where applicable.

SEP has moved to online backup technology which reduces the number of servers and amount of consumables it uses and reduces its overall energy consumption. SEP's recently installed state of the art video conferencing facilities have reduced the level of business travel required on a day to day basis and SEP's associated carbon footprint significantly. SEP also subscribes to the carbon offsetting schemes run by airline carriers.

SEP promotes openness and honesty with all its stakeholders. It seeks to engage with stakeholders in all relevant aspects of its business. SEP also aims to provide competitive remuneration, training and development for all its employees. SEP has a substantial number of female senior executives within the firm and promotes flexible and family-friendly working practices.

SEP actively encourages employees to undertake voluntary work and to support charities. SEP is a partner organisation of the Johari Foundation (www.johari.co.uk) a social enterprise foundation operating in Kenya that produces ethical, sustainable products providing vulnerable young adults with an opportunity to build a living for themselves and their families.

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