

SARASIN  
& PARTNERS

CSR REPORT  
2025



# OUR CORPORATE SOCIAL RESPONSIBILITY



We believe in securing tomorrow through our thematic investment approach, our commitment to stewardship, and our long-term relationships with our clients. We place stewardship at the heart of everything we do - in how we invest, engage with clients, support our colleagues and suppliers, and act within the wider community.

We hold ourselves to the same high standards we expect of our investee companies. In particular, we aim to reduce our environmental impact, act responsibly toward our stakeholders and contribute positively to our wider community.

## OUR VALUES

**Our values underpin everything we do.**



### PARTNERSHIP

We look after our clients' interests as if they are our own.



### PEOPLE

We believe in the power of teamwork. We recognise that we are stronger together than as individuals. Diversity in all forms strengthens us.



### STEWARDSHIP

We are long-term investors, committed to acting as responsible owners to secure enduring value for our clients.

## CSR: GOVERNANCE

Our Chief Operating Officer, Tim Temple, oversees the governance of our operational sustainability and the processes that support it.

- Our internal processes are designed to ensure that the business consistently upholds its stated values and meets the standards we expect of the companies in which we invest.
- Our Stewardship Committee identifies new commitments or initiatives that may be operationally relevant to the firm. Where new expectations arise, the Operations Committee conducts a gap analysis and implements any necessary actions to ensure alignment.

# OUR CLIMATE COMMITMENT



## APPROACH

In line with our 2019 Climate Pledge, we are committed to maintaining net zero emissions across our business operations. This includes Scope 1 and 2 emissions, as well as Scope 3 emissions associated with business travel.

We achieve this primarily through the use of renewable energy and, where carbon-free alternatives are not yet available, high-quality carbon offsets.



## OPERATIONAL DATA

We map our carbon footprint across all identified sources of emissions. Our approach follows the UK Government’s methodology and conversion factors. At present, we have identified the following main categories:

**Air travel** – business air travel continues to be our largest source of emissions and remains a priority area for reduction. At present, there are no viable zero-carbon airline alternatives.

**Building** – the move to our new building provides us with significantly greater control over our environmental performance. As the sole tenant, we benefit from improved efficiency across heating, cooling and energy systems. The building holds higher EPC and sustainability ratings, supporting our long-term operational sustainability goals.

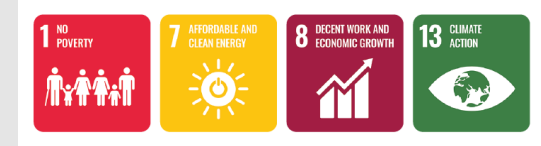
**Supply chain and Staff commuting** - historically, we have not reported Scope 3 emissions from our supply chain or from staff commuting and home working, due to data limitations and complexity. We have now developed an internal methodology to capture these emissions. From our 2025 carbon footprint onwards, these categories will be included and reported.

# COMMITTED TO NET ZERO



## CARBON EMISSIONS

**Offsetting** – This year’s project is the **Barroso 20MW Hydroelectric Project in Colombia**. It generates clean, renewable energy and supports sustainable development in line with our responsible investment principles.



### U.N. Sustainable Development Goals

### Understanding global emissions –

**Scope 1:**  
direct emissions that our business owns and controls.

**Scope 2:**  
indirect emissions that we own, relating to the source of the energy we use.

**Scope 3:**  
indirect emissions that we do not own, but which are caused due to our operations, e.g. business travel.

		2018	2019	2020	2021	2022	2023	2024
Scope 1	Gas	49	31	21	42	24	14	19
Scope 2	Electricity (market based)	3	3	2	1	0	0	0
Scope 3	Air travel	352	421	70	13	228	283	201
Scope 3	Rail travel	5	6	2	2	7	8	9.5
Scope 3	Personal car use - rental	17	24	8	10	13	9.3	12.9
Scope 3	Taxi	2	3	1	0	1	1.8	0.9
Scope 3	Hotel*	-	-	-	-	6	12.4	8.1
	<b>Total CO2e tonnes</b>	<b>428</b>	<b>488</b>	<b>104</b>	<b>67</b>	<b>279</b>	<b>331</b>	<b>252</b>

(\*) after improvements in the data and methodology available, we have been including hotel related emissions from H2 2022. Source: Sarasin & Partners, 31.12.24

# DIVERSITY AND INCLUSION



We are committed to a culture that respects individuality and ensures equity and fairness for all stakeholders. We believe in the importance of diversity and equal opportunities, both within our firm and across the asset management industry. To achieve these goals, we have established a comprehensive framework and implemented various initiatives under our Diversity and Inclusion (D&I) taskforce.

## Towards a more equal workforce


As an asset manager that actively engages for positive change with the companies in which we invest, we understand the importance of diversity targets.

## TOWARDS GREATER EQUALITY

### Gender pay gap overview %

Metric	2017	2018	2019	2020	2021	2022	2023	2024
Mean gender pay gap in hourly pay	33	29	28	27	30	27	24	27
Median gender pay gap in hourly pay	34	33	31	29	32	27	28	29
Mean gender bonus gap	69	59	57	66	65	60	53	56
Median gender bonus gap	67	64	65	70	65	59	53	57

Source: Sarasin & Partners, 31.12.24

By **2030** 

**30%** female representation at senior management level

**50%** female representation among total employees

## EXAMPLES OF HOW WE ARE SUPPORTING THE NEXT GENERATION

**NexCo**, our shadow executive committee, has been in place for over a year and continues to promote diversity of thought while supporting strategic decision-making across the firm. The group meets regularly with the Executive Committee to maintain a strong, two-way line of communication between senior leadership and colleagues from across the organisation. Through this sustained dialogue, NexCo ensures that diverse perspectives are captured, considered and represented in key discussions.



We support the Diversity Project's 'DP Pathway' programme, which focuses on developing future female portfolio managers. This initiative aims to address the gender imbalance in money-managing roles and provides selected women with opportunities for professional growth and success.



Sarasin partnered with upReach in 2024 as part of our commitment to supporting social mobility initiatives. Through this partnership, we contributed to expanding career pathways and enhancing professional success for underprivileged students.

# FUNDRAISING AND CHARITY



Since 2013, the Sarasin Fundraising team has supported charities that help the homeless, promote children's wellbeing and improve mental health.

## ENGAGING IN COMMUNITY SUPPORT

We believe in supporting the communities around us. We do this across the business, reflecting our shared culture and ethos. Through fundraising and charitable giving, we contribute to the causes supported by the firm and by our people personally.

## CHARITY OF THE YEAR

Every two years we ask our staff to vote on the charity they want to support. The business currently supports Cure Parkinson's, an organisation that aims to find new treatments to slow, stop or reverse the progression of Parkinson's disease.

Since 2013, the Fundraising team has raised in excess of £10,000 annually for each chosen charity - an amount which has increased each year.

We raise money through a range of events, including charity auctions, raffles, bake sales and sponsored static bike rides. Alongside our chosen charity, we have also developed other initiatives to support causes that matter to us.

Over the last 2 years,  
we have raised over

# £40,000

for Cure Parkinson's.



## PAYROLL GIVING

We operate a **Give As You Earn** scheme that allows employees to donate to charities of their choice, benefiting from tax incentives to maximise the impact of each donation.



## DONATION MATCHING

Sarasin pledges to match any funds raised up to an additional £7,500 each year for our chosen charity.



## VOLUNTEERING

Sarasin offers staff two days of volunteering leave every year.



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