

ENVIRONMENTAL POLICY STATEMENT OF COLUMBIA THREADNEEDLE INVESTMENTS

This policy statement encompasses the operational office activities of Threadneedle Asset Management Holdings Limited undertaken from its UK operations.

The Board of Directors for Columbia Threadneedle undertake to enforce this Environmental Policy with the aim of protecting the environment, preventing pollution, achieving compliance with all environmental legislation and other requirements.

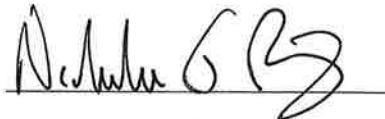
2020 Objectives

Columbia Threadneedle is committed to the following: -

- To align its environmental management system with the strategic direction of the business and to use it to continually enhance environmental performance.
- To raise environmental awareness amongst employees and knowledge of the environmental impacts of their operations including relevant training, support and equipment.
- To minimise the generation of waste by implementing improved recycling, recovery and reuse of waste arisings within all sectors of the company.
- To reduce utility usage through staff behavioural change initiatives, improving energy and water efficiencies.
- To improve resource efficiency with focus on reducing paper usage and assessing the opportunities for embedding sustainable procurement within policy and processes.
- To continue to reduce the company's carbon footprint with focus on reducing the impact of business travel and energy use.
- To ensure that the environmental management system complies with the requirements of the ISO14001:2015 standard.

The Environmental Policy will be regularly reviewed and available on the internet and intranet for the attention of all employees and customers, clients and the public.

It is the intention of Columbia Threadneedle to encourage all suppliers and persons working on behalf of the organisation to provide Environmental Policies and support this Environmental Policy.

x 

Nick Ring, CEO EMEA
For and behalf of Columbia Threadneedle Investments
Date: January 2020