



INCOME RESEARCH + MANAGEMENT

OUR COMMITMENT TO ESG + SOCIALLY RESPONSIBLE INVESTING

IR+M's multi-sector approach to incorporate Environmental, Social, and Corporate Governance (ESG) factors into our firm-wide investment process complements our approach to Socially Responsible Investing (SRI). We strive to conduct business responsibly and sustainably while adding value to our surrounding community.

Sustainability

- IR+M's office is located in an Energy Star and LEED Silver Star Certified Building
- Our location is centrally located to all forms of mass transport which enables employees to commute on train, subway, bus, bike, and foot
- Recent office renovations utilize state-of-the-art T-8 LED lighting, motion sensors, and a Computerized Energy Management System for optimized energy efficiency
- Our recycling program includes single stream recycling containers at all desks, routine recycling audits, and a central compost for organic waste
- We are committed to reducing consumption of disposables and encourage double-sided printing, and reusable office dishware

Sample Areas of Screening

Healthcare
 Adult Entertainment
 Alcohol
 Environmental Performance
 Gambling
 Predatory Lending
 Tobacco
 Weapons Production

Commitment to ESG + Socially Responsible Investing

- As a PRI signatory, IR+M has a dedicated cross-functional group focused on ESG issues
- IR+M offers a full-service SRI solution, in which we construct customized portfolios that adhere to our clients' specific social screening requirements

Signatory of:



IR+M's Approach to SRI

- We construct diversified portfolios that meet our clients' SRI needs and adhere to their specific standards
- Our approach incorporates criteria to exclude issuers based on a company's involvement in a given area of business
 - IR+M utilizes a third-party data and research provider to monitor social restrictions
 - Investments are screened on a pre-trade and post-trade basis within our trade order management system, Fidessa's Investment Management Solution
- We seek to maintain broadly diversified portfolios and consider the impact of SRI screens as part of the investment process
- We incorporate social screens into our credit review process in tandem with the mosaic theory
 - Companies that routinely violate environmental regulations, abuse corporate power, and exhibit governance issues tend to have more volatile credit spreads, headline risk, and potential for negative event risk
- Approximately 16% of IR+M's assets under management are subject to SRI screening

In May of 2013, IR+M became a signatory to the Principles for Responsible Investment. This was an important milestone in our continued commitment to responsible investing, which includes a 15+ year track record of managing Socially Responsible Investment portfolios. As a signatory, we have formally pledged to consider Environmental, Social, and Governance factors during our investment decision-making process. We believe this commitment complements our investment approach and inspires us to further enhance the integration of ESG factors into our process.

All data as of 12/31/19.

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