

# Environmental Policy

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Effective 2019



*Investment managers*

## Baillie Gifford & Co. Environmental Policy

### Effective 2019

As an independent investment manager with no external shareholders, Baillie Gifford's long-term approach extends to all aspects of our organisation, including our day-to-day operations.

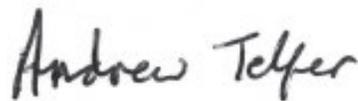
We are committed to measuring, monitoring and managing our environmental impact and our goal is to set a positive example as an investor, as an employer and within our own communities.

To achieve this in relation to our own business activities, we aim to:

1. Identify and understand the significant environmental aspects of our day-to-day operations, prioritising the management of significant negative impacts.
2. Establish environmental performance targets and allocate sufficient resources to meet them.
3. Focus on continual improvements in environmental performance by means of a proactive and appropriately empowered Environmental Sustainability Group.
4. Monitor and offset our organisational carbon footprint on an annual basis and report on progress, verified by an independent third party, to interested parties.
5. Encourage employees and our supply chain partners to incorporate environmental considerations into operational decision making. This may include, for example, resource consumption, waste generation and energy efficiency.
6. Consider the use of alternative solutions to meeting in-person when it is considered a suitable alternative for international clients, industry groups and other stakeholders.
7. Develop partnerships to support projects and initiatives that conserve, enhance or promote the circular economy or an appreciation of the natural environment through our 'Land, Air and Sea' Sponsorship Committee Sub-Group.

To achieve this in relation to our engagement with the companies in which we invest, we look for companies to act as responsible corporate citizens, working within the spirit and not just the letter of the laws and regulations that govern them. We believe that corporate success will only be sustained if a business's long-run impact on society and the environment is taken into account. Management and boards should therefore understand and regularly review this aspect of their activities, disclosing such information publicly alongside plans for ongoing improvement.

The Baillie Gifford Partnership fully endorses this policy which will be reviewed and updated on an annual basis.



Andrew Telfer, Senior Partner  
Signed on behalf of the Baillie Gifford Partnership



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