

# Unicorn Asset Management

ESG Policy 2022/04

## Unicorn Asset Management

Unicorn is an independent asset manager with a dedicated and passionate team, focussed on delivering long-term value for investors.

The integration of ESG considerations is core to our investment philosophy as well as Unicorn Asset Management as a company. Unicorn is committed to managing the business in a responsible way and one which can have a positive impact for our staff, stakeholders and the world in which we live.

### Areas of focus:

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We have been active as a business in recent years in looking to lessen any negative environmental impact, but this does not mean we cannot do more. We are constantly assessing and expanding our knowledge of the negative effect we may have on the environment and are actively working to reduce it across all areas of the business.

- We have transitioned all energy providers to 100% renewable sources where available
- Energy efficient LED lighting has been installed to replace energy intensive halogens and fluorescent lamps
- We no longer print presentations for meetings as standard and instead use digital copies
- This year was the first year in the history of Unicorn AIM VCT where applications were made entirely online and the usual large print run of prospectuses did not happen
- Single use plastic in the office has been phased out where possible, with still and sparkling drinking water bottles being replaced by filter taps. All staff have been provided with reusable bottles
- Internal printing has continued to be reduced in favour of using digital material where possible
- All staff commute using public transport or bike and are encouraged to do so
- We support the cycle to work scheme and have purchased bicycles with staff to reduce individuals carbon footprints further
- We encourage all staff to recycle as much as possible in the office and when travelling for business

In addition to the initiatives already in place we are targeting achieving carbon positive operations by the end of our accounting year 2022.

Through our responsible investment policy we explicitly support the Paris Agreement and the transition to a net zero economy. We believe we can help contribute to this aim not just with our allocation of capital but also with our own business decisions.

In addition to our own environmental impact we engage with our suppliers to assess and encourage the use of less carbon intensive practices.

The continued monitoring, assessment and improvement of our environmental performance will be reviewed by the conduct committee annually.



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From a social standpoint Unicorn has two major considerations:

- 1) Staff, stakeholders, suppliers and clients
- 2) All those affected by the companies in which we invest

Unicorn currently employs 11 staff and we consider their health, wellbeing, support and development a key responsibility.

The Company supports the principle of equal opportunities and opposes discrimination on the grounds of sex, age, sexual orientation, marital status, race, ethnic origin, religious belief or disability. Being a committed equal opportunities employer, the Company will take every possible step to ensure that employees are treated equally and fairly in respect of these matters. All policies and practices will conform to the principle of equal opportunities in terms of recruitment, selection, training, promotion, career development, discipline, redundancy and dismissal.

Unicorn Asset Management believes that its most valuable resource is its employees. The continued success of the company depends upon having highly motivated people with proper skills in the right job at the right time. With this in mind we will support further education of employees both in terms of sponsoring qualifications and in the form of paid study leave to help our staff achieve the qualifications they desire.

We are committed to:

1. The wellbeing and development of our employees. Unicorn has engaged with a specialist 3rd party to provide training in mental health and wellbeing to combat depression, anxiety and stress and create a supportive environment
2. Training to provide all employees with health and safety awareness and familiarisation with our business
3. Sponsoring professional qualifications and providing training to support employees in fulfilling their roles and their personal development

In addition to this training and support for staff all Unicorn employees are provided with comprehensive health insurance, gym membership (if desired) and are able to participate in the cycle to work scheme.

Beyond our employees, we look to act responsibly for our clients and hold their trust and the security of their information as paramount.

Standards of behaviour and conduct are set out in our code of ethics which has been adopted from the CFA Institute. As a team employing several members of the CFA we agree with and promote the standards to which they and the institute aspire.



The social outcome monitoring of our investee companies are covered by the Unicorn ESG Investment Policy.

### Charitable engagement

Charitable engagement can be a big part of having a positive social impact. Unicorn has also always looked to support charities, charitable organisations and not for profits throughout our life. In 2021 the board took the decision to focus our donations on a smaller number of charities and support them in a more meaningful way.

Our first choices have been [The Sporting Chance Prize Draw](#) and [Northampton Saints Foundation](#).

SPCPR is a platform that helps raise money for small UK charities through prizes donated by the UK's sporting community.

As a Founding Partner, Unicorn's donation will support the administration of Sporting Chance Prize Draw enabling the platform to contribute 100% of funds raised to the selected charities.

**Simon Jacot de Boinod, Founder of Sporting Chance Prize Draw** *"I am thrilled Unicorn has come on board as an official Founding Partner of the Sporting Chance Prize Draw. Through the generous support of organisations like Unicorn, Sporting Chance Prize Draw is able to ensure that 100% of the money raised through the Prize Draw itself goes directly to our selected charities. It remains a particularly challenging time for small charities throughout the UK. The only ambition of Sporting Chance Prize Draw, with the help of organisations such as Unicorn, is to help its selected charities raise vital funds." Selection of our chosen charity is made by the UAM board and staff are encouraged to nominate charities.*

Northampton Saints Foundation uses rugby's core values of teamwork, respect, enjoyment, discipline and sportsmanship to get young people not in education, training or employment back into education, training, apprenticeships and/or employment.

Unicorn staff are encouraged to contribute ideas for funding and charities they feel a particular affinity for, a recent example of which has been to provide funding to Westside FC, youth football team.

In addition to these engagements Unicorn runs a volunteering scheme whereby all members of staff must take two days paid leave per annum to volunteer or help charitable causes close to their hearts.

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Unicorn is committed to following the principles of the UK Corporate Governance Code ("the Code")

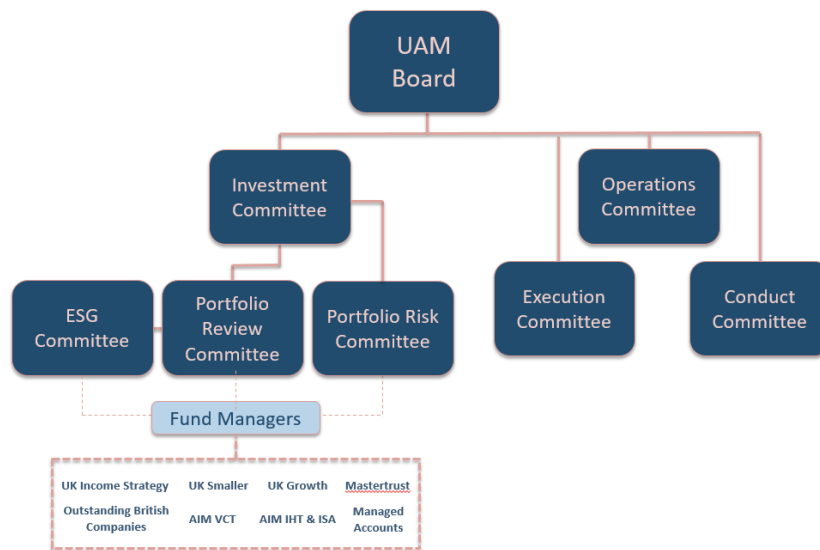
Published by the Financial Reporting Council ("FRC") <https://www.frc.org.uk/directors/corporate-governance-and-stewardship/uk-corporate-governance-code>. The Code sets out standards of good



practice in relation to board leadership and effectiveness, remuneration, accountability and relations with shareholders.

Internal lines of reporting within the company and the roles and the responsibilities of the team can be seen clearly in the governance organisation chart. The board has conferred several delegated authorities upon its sub committees which each have a Terms of Reference setting out their purpose.

### Committee Reporting Structure



Unicorn’s corporate governance structure and implementation is monitored on an ongoing basis by independent third-party specialists the TCC Group <https://tcc.group/>. This is to ensure our continued adherence to the highest standards

Unicorn’s corporate governance policy and the terms of reference of sub-committees are available separately.

