



Stephen Jones

Chief Investment Officer, Chief Executive and Chairman of AAM UK Sustainability Committee

This policy explains our approach to sustainability. It complements our Proxy Voting and Responsible Investment Policy, which provides a framework for overseeing the companies in which we invest on behalf of our clients.

Our commitment to responsible investment

We believe it is our responsibility to encourage companies to maximise investment returns through good governance practices, including respect for society and the environment. As a significant shareholder in many companies, we are well-placed to actively promote best-practice in environmental, social and governance matters.

Why we are a sustainable business

At Aegon Asset Management UK (hereafter AAM UK) we use our collective investment management expertise to help people achieve a lifetime of financial security. The investment products and services that we provide deliver value to clients over many years. This demands that we take a long-term approach to managing our own business.

Being a sustainable business brings important benefits. It:

- Promotes a culture of efficiency, which enables us to control costs and deliver greater value for clients and other stakeholders. This helps to make AAM UK a stronger and more profitable business.
- Helps us to attract, motivate and retain high-calibre employees.
- Enables us to identify and manage environmental, social and governance risks and opportunities.
- Ensures that we aspire to meet the same standards for our own business as we demand of the companies in which we invest.

Our approach to sustainability has not been developed in isolation. It recognises the influence of a diverse group of stakeholders, including clients; employees; our shareholder Aegon NV; the companies in which we invest; the tenants of the buildings we own in our property funds; suppliers; regulatory bodies; and the communities in which we live, work and invest.

How we are a sustainable business

We embrace sustainability as a corporate objective and it is central to our strategy and culture. We align our commercial objectives with positive sustainability outcomes by:

- Ensuring compliance with all relevant legislation and codes of practice.
- Promoting a culture of sustainability within AAM UK and across all our stakeholders.
- Seeking continuous improvement in the responsible management of resources, including energy, materials, waste and arising greenhouse gas emissions.
- Regularly reviewing, assessing and communicating our sustainability objectives.

To support a culture of continuous improvement the AAM UK Sustainability Group regularly reviews our approach and escalate to the AAM UK board if required.

Yours faithfully,



Stephen Jones

Chief Executive Officer and Chairman of Kames Sustainability Group
September 2020

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