



# Corporate responsibility 2015

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**3i Group plc**



# Corporate responsibility

3i is committed to acting as a responsible company, a responsible employer and a responsible investor. We take responsibility for our actions, carefully consider how others will be affected by our choices and ensure that our values and ethics are integrated into our formal business policies, practices and plans.

## A RESPONSIBLE COMPANY

### Governance

Good corporate governance is fundamental to 3i and its activities and is critical to the delivery of value to our stakeholders. For full details of our governance structure and processes, please see the Corporate governance section of this report and visit the Governance section of our website at [www.3i.com](http://www.3i.com).

### Transparency

As a publicly-listed company, 3i operates within a framework of formal legal and regulatory disclosure requirements as well as meeting the high expectations for transparency of our shareholders, fund investors, staff and the media. We are committed to communicating both our financial and non-financial performance in a clear, open and comprehensive manner.

### Anti-bribery and corruption

3i does not offer, pay or accept bribes and we only work with third parties whose standards of business integrity are substantively consistent with ours. We expect the businesses we invest in to operate in compliance with all applicable laws and regulations and, where appropriate, work towards meeting relevant international standards where these are more stringent. This includes, in particular, upholding high standards of business integrity, avoiding corruption in all its forms and complying with applicable anti-bribery, anti-fraud and anti-money laundering laws and regulations.

### Environmental impact

In the year to 31 March 2015 our measured Scope 1 and 2 emissions were 411.8 tonnes CO<sub>2</sub>e. This comprised:

Scope	Emissions source	CO <sub>2</sub> e emissions (tonnes) for year to 31 March 2015	CO <sub>2</sub> e emissions (tonnes) for year to 31 March 2014
1	Combustion of fuel and operation of our facilities	12.6	28.0
2	Electricity, heat, and cooling purchased for our own use	399.2	358.2
<b>Total</b>		<b>411.8</b>	<b>386.2</b>

This equates to 1.52 tonnes CO<sub>2</sub>e per employee for the year to 31 March 2015 (2014: 1.39 tonnes CO<sub>2</sub>e per employee), based on an average number of employees during the year of 271 (2014: 277 employees).

We have restated the emissions figures for the year to 31 March 2014 to reflect improved data collection and analysis techniques which allows a more accurate comparison between 2014 and 2015. Our total Scope 1 and 2 emissions have increased by 6.6% due principally to better data coverage as well as an increase in overall emissions from electricity usage due to business growth.

We have reported on all of the emission sources required under the Companies Act 2006 (Strategic Report and Directors' Reports) Regulations 2013. These sources fall within our consolidated financial statements.

We quantify and report our organisational greenhouse gas emissions according to the Greenhouse Gas Protocol and Defra's Environmental Reporting Guidelines. Results are reported in tCO<sub>2</sub>e although Scope 2 emissions for overseas electricity have been calculated in tCO<sub>2</sub> as the UK Government's overseas electricity emissions factors currently account for CO<sub>2</sub> emissions only. Emissions for all of our sites have been included and we have chosen to exclude fugitive Scope 1 emissions from a cooling unit located at our London office as it is considered immaterial to our overall footprint. The greenhouse gas sources that constitute our operational boundary are:

- Scope 1: natural gas combustion within boilers; and
- Scope 2: purchased electricity for own use.

In some cases, missing data has been estimated using either extrapolation of available data or data from the previous year as a proxy. We have worked with Carbon Credentials Energy Services to verify our greenhouse gas emissions.

3i also reports its greenhouse gas emissions and climate change data to the Carbon Disclosure Project.

### Community

We focus our charitable activities on the disadvantaged, on young people and on education. Charities are supported on the basis of their effectiveness and impact and we also support staff giving and sponsorship through matching donations. Our charitable giving for the year to 31 March 2015 totalled £255,000.

## A RESPONSIBLE EMPLOYER

### Graduate scheme

We are proud to have launched our new graduate recruitment scheme during the year which is designed to develop our next generation of world-class investment professionals and business leaders. Following a rigorous process, we selected five high-quality graduates from across Europe and a variety of disciplines to join us in September 2015. The programme will consist of comprehensive and high quality training followed by rotations through each of our Private Equity, Infrastructure and Debt Management businesses as well as our Strategy and Finance teams. The top performers will be fast-tracked into the business in April 2018.



For full details of 3i's approach, including details of relevant 3i policies, please visit the CR section of our website at [www.3i.com](http://www.3i.com).

## Human rights

Whilst 3i does not have a formal human rights policy, our policies are consistent with internationally-proclaimed human rights principles. In particular, 3i is an equal opportunities employer and has clear grievance and disciplinary procedures, an employee assistance programme and an independent, external "whistle blowing" hotline service.

3i is committed to ensuring that the businesses we invest in comply with all applicable laws in relation to their employees (amongst other things) and, where appropriate, that they work towards meeting relevant international standards (such as the ILO Fundamental Conventions) where these are more stringent. Summaries of relevant 3i policies, including our policies on people, recruitment and selection, equal opportunities and diversity, health and safety and responsible investment are available at [www.3i.com](http://www.3i.com).

3i is an accredited London Living Wage Employer. This means that every member of staff based in London, including contracted maintenance and reception teams, earns a "living wage" which is an hourly rate higher than the UK minimum wage and is set independently, updated annually and based on the cost of living in the UK.

At 31 March 2015, 3i had a total of 276 employees (calculated under the investment basis) and this is how they broke down by gender:

	Number	Male	Female
All 3i employees	276	169	107
3i Group plc Directors <sup>1</sup>	8	5	3
Senior managers <sup>2</sup>	47	39	8

1 Includes non-executive Directors who are not 3i employees.

2 "Senior managers" excludes Simon Borrows and Julia Wilson (who are included as Directors of 3i Group plc) and includes 28 people who were directors of undertakings included in the consolidation, of whom 26 are male and two are female.

## A RESPONSIBLE INVESTOR

We are signatories to the UN Principles for Responsible Investment and have a clear and comprehensive Responsible Investment policy which is embedded into our new investment and portfolio monitoring processes.

3i Group plc has again been selected as an index component of the Dow Jones Sustainability Indices (DJSI).

### Case study:

## The Passage

**3i has supported The Passage for over five years and is currently supporting the Employment Training and Welfare Rights department**

The Passage is a UK charity which aims to provide homeless people in London with support to transform their own lives by providing homelessness prevention projects, resource centre services, outreach services, hostel accommodation and supported semi-independent accommodation.

Our donation funds the Employment Training and Welfare Rights ("ETWR") Department which provides The Passage's clients with support to find a way back into employment as well as to explore training and educational options.

During 2014, 390 homeless or insecurely housed people visited the ETWR Department. The majority of clients received benefit advice, life skills and IT skills training, with 57 finding regular work.

The ETWR department also operates a work club which helps clients look for work and overcome obstacles such as a lack of relevant IT skills, given so many jobs are now advertised online. To that end, the ETWR department carried out 1,410 internet job search sessions with clients. In addition, the work club helped 15 clients prepare and study for the Construction Skills Certification Scheme, supported three clients who undertook work trials with local employers in order to get used to being at work after long periods of unemployment, and assisted 17 clients who took part in voluntary work.



Further details of 3i's approach as a responsible investor, including a summary of our Responsible Investment policy, are available at [www.3i.com](http://www.3i.com).

3i is a member of the Dow Jones Sustainability World Index.

MEMBER OF  
**Dow Jones Sustainability Indices**  
In Collaboration with RobecoSAM

FTSE Group confirms that 3i has been independently assessed according to the FTSE4Good criteria, and has satisfied the requirements to become a constituent of the FTSE4Good Index Series. Created by the global index company FTSE Group, FTSE4Good is an equity index series that is designed to facilitate investment in companies that meet globally recognised corporate responsibility standards. Companies in the FTSE4Good Index Series have met stringent environmental, social and governance criteria, and are positioned to capitalise on the benefits of responsible business practice.



FTSE4Good