



**FIDEURAM
ASSET MANAGEMENT IRELAND**

SUSTAINABLE AND RESPONSIBLE INVESTMENT POLICY

**Fideuram Asset Management Ireland
ESG (Environmental, Social, Governance) and SRI (Socially Responsible Investment)
Investment Principles**

June 2021

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1 FOREWORD

Fideuram Asset Management (Ireland) dac (hereinafter FAMI or the “Company”) is an Irish Asset Management Company authorized by the Central Bank of Ireland and part of Fideuram Intesa Sanpaolo Private Banking S.p.A. (“Fideuram”). The main object of the Company is to carry on the business as investment manager, investment adviser and fund manager and to provide ancillary services as set out in the Program of Operations of the Company.

The Company provides collective portfolio management services to five Luxembourg UCITS Funds of which 3 FCPs (i.e. Fideuram Fund, Fonditalia and Willerfunds) and 2 SICAV (i.e. Interfund and Ailis). The Company also provides discretionary investment management services to UCITS funds located in Italy and individual portfolio management services to two institutional clients both of which are Group Companies: an Italian pension fund manager, Fideuram Vita and an Irish insurance company, Intesa Sanpaolo Life.

The products managed by FAMI are distributed through distribution networks of the Intesa Sanpaolo Group.

FAMI carries out its activities in compliance with the Guidelines and Rules of the Intesa Sanpaolo Group, set out in the Group Regulations and in the set of Governance Documents of the Group itself.

FAMI considers of crucial importance to integrate environmental, social and governance factors (ESG) in its investment process, in order to pursue its mission to assist customers in the responsible management of their assets.

Integrity, excellence, transparency, respect for diversity, equity, value of the individual and responsibility for the use of resources are the values that constantly guide this process.

In 2020 the Sustainable and Responsible Investment Policy were adopted, with the aim of outlining an approach that integrates environmental, social, and governance factors and to directing sustainable and responsible investment. A specific Engagement Policy was also adopted, in order to describe the conducts to be established in order to stimulate the discussion with issuers and to encourage long-term engagement in the companies in which they invest. To this end, FAMI has also joined the EFAMA Stewardship Code.

As of February 2021 FAMI has joined the Principles for Responsible Investment (UN PRI).

In order to further strengthen its focus on sustainability, FAMI, in collaboration with Fideuram Asset Management SGR S.p.A. - ESG & Strategic Activism corporate function, set up an ESG/SRI Committee.

The purpose of this Policy is to:

- outline the Company’s sustainable and responsible investment approach, describing the methodologies for selecting and monitoring financial instruments adopted in order to integrate sustainability risks analysis into its investment process. These methodologies establish specific processes for the selection of financial instruments, appropriately graded according to the characteristics and objectives of the products managed, taking into account environmental, social and governance factors and principles of Sustainable and Responsible Investment (SRI).
- describe how the Company identifies, prioritizes and manages the principal adverse impacts of investment decisions on sustainability factors.

This document represents the Policy on the integration of sustainability risks in the FAMI’s investment decision-making process and the identification and prioritization of the principal adverse impacts for sustainability under Regulation (EU) 2019/2088 of the European Parliament and of the Council (i.e. “Sustainable Finance Disclosure Regulation” or “SFDR”) and the related implementing acts.

With reference to art. 4 of Reg. EU 2019/2088, FAMI has started dedicated activities to define due diligence policies aimed at considering principal adverse impacts of investment decisions on sustainability factors in the course of 2021.

2 SCOPE

This Policy has relevance for all managed products that in the pre-contractual information:

- describe how sustainability risks are integrated into investment decisions, in accordance with the transparency requirements as per Article 6¹ of Regulation (EU) 2019/2088;
- promote, among other, environmental or social characteristics, or a combination of these characteristics, provided that the investee companies follow good governance practices, in accordance with Article 8² of Regulation (EU) 2019/2088;
- have sustainable investment objectives, in accordance with Article 9³ of Regulation (EU) 2019/2088.

Portfolio management mandates characterized by the presence of specific customer provisions within their investment policies are not in scope, given the lesser degree of discretion in the selection of financial instruments.

3 OUR PRINCIPLES

FAMI integrates environmental, social, and governance (ESG) factors into the investment process in the belief that these elements, in addition to promoting sustainable economic and social development, can positively contribute to the financial results of customer portfolios while reducing their risks.

The integration of ESG criteria allows for a solid perspective of value creation for all stakeholders and, on the other hand, for identifying and managing environmental, social and reputational risks, which adversely affect the issuers' evaluation.

Sustainable and responsible investment is an integral part of the corporate culture and is aimed at achieving the following objectives:

- promoting sustainable finance by directing investment towards economic entities that have virtuous behavior with regards to people (e.g. employees, suppliers, customers), the environment (e.g. reduction of greenhouse gases and pollution, waste management) and good corporate governance (e.g. composition of the board of directors, a transparent long-term oriented remuneration policy) pursuing the achievement of financial performance in line with the expectations of our customers;

¹ Financial market participants shall include descriptions of the following in pre-contractual disclosures:

- (a) the manner in which sustainability risks are integrated into their investment decisions; and
- (b) the results of the assessment of the likely impacts of sustainability risks on the returns of the financial products they make available.

² Where a financial product promotes, among other characteristics, environmental or social characteristics, or a combination of those characteristics, provided that the companies in which the investments are made follow good governance practices, the information to be disclosed pursuant to Article 6(1) and (3) shall include the following:

- (a) information on how those characteristics are met;
- (b) if an index has been designated as a reference benchmark, information on whether and how this index is consistent with those characteristics.

³ Where a financial product has sustainable investment as its objective and an index has been designated as a reference benchmark, the information to be disclosed pursuant to Article 6(1) and (3) shall be accompanied by the following:

- (a) information on how the designated index is aligned with that objective;
- (b) an explanation as to why and how the designated index aligned with that objective differs from a broad market index.

2. Where a financial product has sustainable investment as its objective and no index has been designated as a reference benchmark, the information to be disclosed pursuant to Article 6(1) and (3) shall include an explanation on how that objective is to be attained.

3. Where a financial product has a reduction in carbon emissions as its objective, the information to be disclosed pursuant to Article 6(1) and (3) shall include the objective of low carbon emission exposure in view of achieving the long-term global warming objectives of the Paris Agreement.

- foster sustainable development and rational use of all inputs, including natural resources and human capital, to ensure that the current generation meets its needs without compromising future generations' ability to meet theirs.⁴

The investment process of the Company incorporates the ESG and SRI principles set out in this Policy.

In particular, the commitment consists in evaluating the different issuers on the basis of the risks and opportunities associated with the following macro-areas:



Issuers' positioning based on its behavior with regards to Environmental Sustainability topics. Factors such as the ability of positively positioning on GHG emission reduction, restricting the usage of non-renewable energy, efficient management of water consumption and waste generation, and active participation to activities aimed at reducing climate change impact.



Issuer's evaluation based on Social criteria. Fundamental characteristics such as – but not limited to – the company conduct toward its human capital, clients, suppliers, local communities and generally speaking human rights are assessed.



Assurance that the governance of the company is based on rules of conduct aligned to international best practices and inspired by the consideration of all stakeholders' interests, also by means of a remuneration policy consistent with this approach and long term-oriented

The corporate approach to sustainable and responsible investment is inspired by the principles contained in documents including: *UN Global Compact principles* (UNGC), *UN Guiding Principles on Business and Human Rights* (UNGPs), *OECD Guidelines for multinational enterprises*, *International Labor Organization Conventions*⁵, *United Nations Convention against Corruption* (UNCAC).

3.1 ADOPTION OF THE PRINCIPLES OF RESPONSIBLE INVESTMENT OF THE UNITED NATIONS

Joining the United Nations principles for Responsible Investment (UN PRI) is a natural and essential step in continuing to manage savings, starting from a thorough analysis of the real needs and the risk profile of the customer.

UN PRI is an initiative promoted by a group of institutional investors in collaboration with the United Nation Environment Program Finance Initiative (UNEP FI) and the United Nations Global Compact (UNGC), established in 2006 and aimed, through 6 key principles, at promoting sustainable investment globally.

By joining the PRI, the Company confirms its dedication to sustainable and responsible investments, and commits to fulfil the 6 principles for responsible Investment:

1. Incorporate ESG issues into investment analysis and decision-making processes
2. Be active owners and incorporate ESG issues into our ownership policies and practices

⁴ Brundtland, G. (1987). [Report of the World Commission on Environment and Development: Our Common future](#). United Nations General Assembly Document A/42/427.

⁵ [ILO fundamental conventions and recommendations](#) concerning issues considered to be fundamental principles and rights on labor: Freedom of association and effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labor; the effective abolition of child labor; and the elimination of employment discrimination..

3. Seek appropriate disclosure on ESG issues by the entities in which we invest
4. Promote acceptance and implementation of the Principles within the investment industry
5. Work together to enhance our effectiveness in implementing the Principles
6. Report on our activities and progress towards implementing the Principles

3.2 ADOPTION OF THE EFAMA STEWARDSHIP CODE

The European Fund and Asset Management Association (EFAMA) has issued a “Stewardship code” aimed at providing a series of best practices for asset managers to be followed when they engage with the companies in which they invest on behalf of its clients.

The Principles are designed to enhance the quality of dialogue with companies and help asset managers create value for their clients by dealing effectively with concerns over a company’s performance and they engagement in relation to an investee company on matters such as:

- Business strategy and its execution;
- Risk management;
- Environmental and social concerns;
- Corporate governance issues such as board composition and the election of independent directors, together with executive remuneration;
- Compliance, culture and ethics;
- Performance and capital structure.

FAMI fully supports the principles of the EFAMA Stewardship Code.

The EFAMA Stewardship Principles are the following:

- Asset managers should have an engagement policy available to the public on whether, and if so how, they exercise their stewardship responsibilities. Where asset managers decide not to develop an engagement policy, they should give a clear and reasoned explanation as to why this is the case;
- Asset managers should monitor their investee companies, in accordance with their engagement policy;
- Asset managers should establish clear guidelines on when and how they will escalate engagement with investee companies to protect and enhance value of their clients’ investments;
- Asset managers should consider acting with other investors, where appropriate, having due regard to applicable rules on acting in concert;
- Asset managers should exercise their voting rights in a considered way;
- Asset managers should disclose the implementation and results of their stewardship and voting activities.

4 ROLES AND RESPONSIBILITIES IN THE SUSTAINABLE INVESTMENT PROCESS

In order to promote a proper implementation of this Policy, FAMI involves the following corporate bodies and structures:

- Board of Directors;
- Managing Director;
- ESG/SRI Committee;
- Compliance Function;
- Risk Management Function;
- Investments.

The roles and responsibilities of corporate bodies and structures are described below.

Board of Directors

It sets out strategic guidelines in terms of sustainable investment on the basis of the proposals made by the ESG/SRI Committee, by such means as the selection and monitoring methodologies of financial instruments in order to integrate the analysis of sustainability risks within the Investment Process of the managed products.

It approves and oversees the proper implementation of the Sustainable and Responsible Investment Policy.

Moreover, after receiving prior opinion from the ESG/SRI Committee, it is entitled to approve possible Investment Cases proposed by the fund managers, properly motivated, as defined in paragraph 5.2 below.

Managing Director

The Managing Director formulates, with the support of the ESG/SRI Committee, proposals for the Board of Directors concerning the methodologies for the selection and monitoring of financial instruments aimed at integrating sustainability risks within the investment process of managed products.

Periodically monitors, within the ESG/SRI Committee, the implementation of the Company's Sustainability Policy using the reporting provided by the functions involved in the Committee.

ESG/SRI Committee

The ESG/SRI Committee is an advisory body supporting the Company's management in (i) defining proposals to be submitted to the Board of Directors regarding sustainability policies, (ii) monitoring the exposure in all the products and services offered to customers with respect to ESG and SRI criteria, (iii) monitoring the escalation process relating to the securities issued by "critical issuers", (iv) assessing the results deriving from the monitoring of the adverse impacts of investment decisions on sustainability factors and in the definition of any related mitigation actions to be undertaken, as detailed in paragraph 6.1.

The Committee shall meet at least three times a year. In case specific needs arise, and whenever it is considered appropriate, further calls are planned by way of exception.

Furthermore, as part of the oversight of ESG and SRI issues, the Committee defines the so-called exclusion lists, on the basis of the exclusion criteria further detailed in paragraph 5.1, by referring to the information acquired through the selected info-providers.

The Exclusion Lists identify:

- issuers operating in sectors deemed "not socially responsible" (see paragraph 5.1, "**SRI Binding Screening**");
- critical issuers with a high exposure to ESG risks (see paragraph 5.2, "**ESG Binding Screening**");
- issuers involved in particularly severe controversies (see paragraph 5.2, "**ESG Binding Screening**").

(all jointly, the "**Exclusion Lists**").

In case of updates by the providers, with an impact on the mentioned lists (incoming or outgoing issuers e.g. following an improvement in ESG ratings), it will be allowed on request/initiative of the Investments and/or Risk Management functions, perform an update of the lists, with need for disclosure at the earliest Committee.

Risk Management function

Risk Management monitors the risk of sustainability and is responsible for ensuring the compliance of all UCITS and individual portfolios management mandates with the investment limits as proposed by the ESG/SRI Committee and approved by the Board of Directors. In line with the operating model in place, the execution of the related daily ex-ante compliance controls is delegated to Fideuram Asset Management SGR S.p.A. Operational Risk Management Desk⁶ when the investment management responsibility is retained by the Company, and to the delegated investment managers otherwise.

⁶ The service is provided as per the "service contract" between FAMI and Fideuram Asset Management SGR S.p.A.

In this context, the Function also oversees the compliance with the decision-making process and operating limits aimed at containing risks, including reputational risks, related to ESG and SRI issues.

Compliance Function

The Compliance function is responsible for ensuring the compliance risk, with reference to the regulatory perimeter on sustainable investments. This task is also carried out by ensuring compliance with this Policy, supervising the correct application of the controls covered by external and internal regulations and providing the necessary support to the internal structures.

Investments

The Investments function is responsible for ensuring the implementation of the principles of sustainable investment by promoting the integration of environmental, social and governance factors into the investment process.

5 FAMI APPROACH TO SUSTAINABLE AND RESPONSIBLE INVESTMENT AND THE PROCESS OF INTEGRATING SUSTAINABILITY RISK IN THE INVESTMENT PROCESS

In line with Principle 1 of the PRI and with the requirements of Regulation (EU) 2019/2088 on information on sustainability in the financial services sector, FAMI has defined specific methodologies for selecting and monitoring financial instruments in order to consider sustainability risks within the asset-management investment process, integrating ESG metrics into traditional financial assessment analysis on investments.

The Company's approach includes the adoption of sustainable strategies in line with PRI principles. These strategies can be integrated into different steps of the investment process and flexibly adapted to the different types of financial instruments as well as management strategies.

The following paragraphs describe the criteria adopted by the Company, consistently with the following SRI/ESG strategies:

- SRI exclusion criteria: Issuers operating in non-socially responsible sectors to which restrictions or exclusions apply with respect to the entirety of the individual assets under Management (so called “SRI binding screening”); issuers operating in sectors deemed not to be “socially responsible” are those companies characterized by a clear direct involvement in the production, maintenance, sales and storage of weapons of mass destruction or in the thermal coal industry.
- ESG screening and monitoring: “critical” issuers that are restricted or excluded from the entirety of individual assets under management (so called “ESG binding screening”); those issuers are those highly exposed to ESG risks or involved in particularly serious business controversies like violations of international treaties or principles such as the UN Global Compact and ILO Core Conventions.
- Integration of ESG factors: integration of ESG factors into the analysis, selection and composition of managed portfolios with flexible approaches with regards to asset class typology and product investment strategy, aimed at generating sustainable long-term financial performance; among these, the inclusion of sustainable topics focused on long-term structural growth (Sustainability Themed investing), the selection of the most virtuous issuers in terms of sustainable performance through the ESG score (positive or best-in-class screening) and the consideration of non-financial information in the financial assessment of issuers.
- Impact investments: an investment approach that enables to pursue specific sustainability objectives which can generate a positive and measurable social or environmental impact. (so called “*Impact investing*”);
- Engagement and Stewardship: a proactive and systematic interaction with the companies considered relevant, in order to encourage the integration of sustainability factors into business management, and a conscious management aimed at reducing their negative environmental and social impacts.

Engagement activities are developed through continuous and constructive dialogue, and the exercise of administrative and voting rights.

The following matrix links the strategies implemented by the Company with respect to the integration of the sustainability risks to financial products, following the SFDR Regulation's principles:

INTEGRATION STRATEGY	ART. 6	ART. 8	ART. 9
SRI Exclusion criteria (SRI binding Screening)	●	●	●
ESG Screening and Monitoring (ESG binding Screening)	●	●	●
Integration of ESG factors		●	
Impact investing			●
Engagement and Stewardship	●	●	●

For each strategy, FAMI has defined specific decision-making processes and operating limits aimed at containing risks, including reputational ones, of the managed products connected to ESG and SRI issues, compliance with which is monitored by the Risk Management function with the support of the Compliance Function.

5.1 SRI EXCLUSION CRITERIA (SRI BINDING SCREENING)

In view of its commitment to clients and investors, the Company has adopted restriction and exclusion criteria aimed at mitigating the risks associated with issuers operating in sectors considered "not socially responsible".

Therefore, issuers directly operating in the following sectors are excluded from the investment perimeter:

- In the production, maintenance, sales and storage of weapons of mass destruction (WMD), i.e. nuclear, biological, chemical and radiological weapons (NBCR)⁷, including those which are excessively harmful and indiscriminate as identified by the United Nations Convention on Certain Conventional Weapons (CCW)⁸;
- in the extractive activities and production of electricity connected with thermal coal, the energy source among fuels which represents at the global level the highest incidence for carbon dioxide emissions; therefore, issuers with at least 25% of their revenues from these activities are excluded.

Based on the aforementioned criteria - approved by the Board of Directors through the approval of this Policy - the ESG/SRI Committee defines the SRI Binding Screening Exclusion Lists of the issuers identified on the basis of the evidence acquired by specialized info-providers..

These exclusions include the following operating limits:

- a) for products using a benchmark, the maximum permissible exposure is equal to the issuer's weight on the benchmark;
- b) investments in the issuer's securities are not permitted for products that do not use a benchmark.

FAMI applies the exclusion criteria to all the products managed by the Company with the exception of those managed with the explicit aim of passively replicating a benchmark (if and when any of this product category is included in the scope of sub funds managed by FAMI) and any product with respect to which – due to the product features – FAMI is unable to have the visibility of the underlying assets (i.e. funds of funds).

It is also specified that, due to their characteristics oriented towards the energy transition and sustainability as a whole, investments in Green, Social and Sustainable Bonds are allowed, without the limitations identified by

⁷ United Nations Security Council, 2004, Resolution 1540 Non-proliferation of weapons of mass destruction

⁸ United Nations, 1980, Convention on Certain Conventional Weapons

this Policy, provided that the issuers are not involved in the so-called unconventional weapons and which comply with the UN Global Compact Principles.

5.2 ESG SCREENING AND MONITORING ACTIVITIES (ESG BINDING SCREENING)

The responsibility for creating and protecting the value of investment over time, has always been at the core of the Company's business, and is the prerequisite for the careful monitoring and the management of potential adverse impacts of sustainability risks on financial performance. For this reason, specific limits are set on investment in issuers with a high exposure to ESG risks.

Thus, "critical" issuers, namely those with high exposure to ESG risks or with involvement in particularly severe corporate controversies, are excluded from the investment perimeter.

These issuers are identified through the ESG rating of external providers and included in the ESG Binding Screening Exclusion List. The ESG/SRI Committee also evaluates potential critical situations related to the portfolio and the issuer.

Issuers characterized by the following are excluded from the investment perimeter:

- an ESG rating equal to "CCC"
- a severe and serious dispute equal to "Red".

Moreover, government issuers most exposed to ESG risk are excluded from the perimeter of investment, meaning that they are lacking in managing environmental, social, and governance risk factors, and that they can thus adversely affect their economies' wellbeing and growth in a long-term perspective. These government issuers are those with an ESG rating of "CCC".

These exclusions include the following operating limits:

- for products using a benchmark, the maximum permissible exposure is equal to the issuer's weight on the benchmark;
- investments in the issuer's securities are not permitted for products that do not use a benchmark.

FAMI applies the exclusion criteria to all the products managed by the Company with the exception of those managed with the explicit aim of passively replicating a benchmark (if and when any of this product category is included in the scope of sub funds managed by FAMI) and any product with respect to which – due to the product features – FAMI is unable to have the visibility of the underlying assets (i.e. funds of funds).

It is also specified that, due to their characteristics oriented towards the energy transition and sustainability as a whole, investments in Green, Social and Sustainable Bonds are allowed, without the limitations identified by this Policy, provided that the issuers are not involved in the so-called unconventional weapons and which comply with the UN Global Compact Principles.

If one of the fund managers expresses interest in investing in a financial instrument of issuers included in the ESG Binding Screening Exclusion List exceeding the allowed limits, the operation is subject to the provision of an appropriate Investment Case submitted for approval to the Board of Directors and subject to prior positive opinion by the ESG/SRI Committee.

5.3 INTEGRATION OF ESG FACTORS

The integration of ESG factors is a needed criteria for products that promote, among others, environmental or social characteristics, or a combination of these characteristics (pursuant to Art. 8 of the SFDR Regulation) on the condition of good governance practices, providing for the explicit integration of ESG factors into the analysis and selection of financial instruments.

In this context, compliance with issuers' good governance practices is ensured through the applied ESG and SRI exclusions. The absence of criticality in these areas is considered a minimum requirement that guarantees the good governance of an issuer for inclusion in the investible universe.

The integration of ESG factors is promoted through:

- the inclusion of sustainable themes that focus on long-term structural growth (Sustainability themed investing),
- the selection of the most virtuous issuers in terms of sustainable performance through an ESG score and the consideration of non-financial information in the assessment of investments. In this context, the ESG scoring can be:
 - minimum, i.e. equal to at least a specific value, excluding instruments with a lower score, or
 - weighted average minimum, allowing to invest not only in best-in-class companies, which are characterized by high ESG scores but also in issuers with lower ESG scores, with prospects for improving their ESG profile.

These controls are applied on the basis of proportional and flexible criteria, with respect to the type of ESG characteristics promoted, the investment strategy and the type of invested asset class.

5.4 IMPACT INVESTMENTS (*IMPACT INVESTING*)

Products that have sustainable investment objectives implement selection methodologies aimed at generating a measurable and positive social or environmental impact.

Depending on the sustainability objective pursued by the product, the Company may:

- designate a specific sustainable reference index, to which the strategy refers in order to select eligible investments; where the objective is to reduce carbon emissions, the selected index will be aligned with the achievement of the long-term goals to address climate change and its negative impacts provided for in the Paris Agreement;
- not designate a specific index, defining an investible universe through specific parameters such as the economic activity, which must be aligned with the sustainability objective pursued in line with what is indicated by the European Taxonomy; for example, those that invests in “green bonds”⁹ fall into that category of products.

5.5 ENGAGEMENT AND STEWARDSHIP

Stewardship and engagement activities constitutes an integral part of the Company's investment process. Among these activities great attention is paid to the exercise of administrative and voting rights, with particular attention to proposals to be approved by the shareholders' meetings in the field of sustainability. With regards to the engagement activity, FAMI – sometimes as promoter of the initiative - also participates in collective actions with the main objectives of circulating, adopting and strengthening sustainability among issuers. The aim of this activity is to promote the consideration of ESG aspects in business strategies, and at the same time the thorough and attentive management of environmental, social and governance risks, and the adverse impacts on sustainability factors as described in paragraph 6.2.

6 POLICIES RELATING TO THE ADVERSE IMPACTS OF INVESTMENT DECISIONS ON SUSTAINABILITY FACTORS

FAMI is aware that investment decisions could generate direct and indirect impacts, both positive and negative, on environmental, social or governance factors of sustainability. For this reason, the Company adopts the policies described in the following sections referred to the adverse impacts of investment decisions on sustainability factors.

6.1 IDENTIFICATION AND PRIORITIZATION OF THE PRINCIPAL ADVERSE IMPACTS OF INVESTMENT DECISIONS ON SUSTAINABILITY FACTORS

In order to better define the Company's actions with respect to the principal adverse impacts deriving from its investment decisions, FAMI has identified the fight against climate change and respect for human rights as

⁹ Debt securities issued by governments, their public agencies, supranational institutions or corporate issuers whose proceeds are used for the financing or refinancing, in part or in whole, of new projects and/or existing projects which result in positive environmental and/or climate benefits.

priorities among sustainability issues. Regarding these priorities, FAMI identifies and manages the principal adverse impacts through the application of the exclusion criteria described in Chapter 5 of this policy, analyzing parameters such as:

- the degree of involvement in the mining and production of electricity from thermal coal;
- the degree of involvement in controversial weapons and mass destruction sectors;
- the presence of critical issues in the conduct of business activities, such as the violation of international treaties or principles;
- exposure to sustainability risks.

In addition, with reference to these adverse impacts, FAMI monitors the entire portfolio on the basis of a series of environmental, social and governance indicators, through the information collected by a specialized info-provider. The most relevant indicators monitored include:

- greenhouse gas emissions;
- greenhouse gas emissions produced with respect to the investee company's revenues or gross domestic product¹⁰ (so-called GHG intensity);
- production and consumption of energy generated from non-renewable sources;
- exposure to companies active in the fossil fuel sector;
- violations of the UN Global Compact principles and Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises;
- exposure to controversial weapons sector;
- unadjusted gender pay gap and Board gender diversity.

The indicators are monitored taking into consideration the list of priorities defined by FAMI from time to time with regard to sustainability factors, as well as the actual availability of the values underlying the calculation of the indicators, which are expected to be increasingly greater as sensitivity to ESG factors increases, due to requests from regulators, investors and stakeholders of all kinds.

The results of these surveys are presented to the ESG / SRI Committee which assesses the presence of issuers or investments that exhibit particularly negative performance in terms of adverse impacts on sustainability factors (hereinafter also "PAI"), on which it may decide to initiate:

- specific engagement actions on the issuers concerned, with the aim of guiding them to improve their practices and performance on the sustainability factors for which they have performed negatively;
- specific actions to reduce or dispose of investments, even of a progressive nature, with a high negative impact (including potential) on sustainability factors.

6.2 ENGAGEMENT POLICIES

With the aim of preventing, containing and managing the main adverse impacts of investment decisions on sustainability factors, FAMI conducts engagement actions - both individual and collective with other investors - and exercises its voting rights on the issuers in its portfolio -, in order to create awareness and orient the issuers' behaviors towards specific sustainability issues, according to the times and methods formalized in its "Engagement Policy" and in the "Strategy for the exercise of the attendance and voting rights attached to the financial instruments held by the UCITS under management".

In this case, the Company informs the issuer about the identified criticalities, directing its decisions towards their immediate reduction. If these actions are not addressed in an effective and timely manner by the issuer, the Company evaluates to initiate specific reduction or disposal initiatives, even of a progressive nature, of the investment in these issuers.

¹⁰ "GHG intensity of sovereigns"

The initiatives carried out and the decisions taken regarding these activities are reported and formalized in order to guarantee a thorough traceability of the decision-making processes and outcomes.

6.3 REFERENCES TO INTERNATIONAL STANDARDS

In applying the criteria described in this Policy on principal adverse impacts of its investment decisions on sustainability factors, FAMI is inspired by and considers the main international standards and codes of conduct, some of which have already been mentioned above. Specifically, these include:

- the United Nations Principles for Responsible Investment;
- the United Nations Global Compact Principles;
- the OECD Principles of Corporate Governance;
- the OECD Guidelines for multinational enterprises;
- the United Nations Guiding Principles on Business and Human Rights (UNGPs);
- the ILO fundamental conventions and recommendations;
- the United Nations Conventions against Corruption (UNCAC);
- the United Nations Sustainable Development Goals (UN SDGs);
- the greenhouse gas emission reduction targets of the Paris Agreement on climate change.

7 SCREENING PROCESS FOR THIRD-PARTY FUNDS

As part of the process of selecting and monitoring target funds for third-party asset managers, the Company analyzes the level of integration of environmental, social and corporate governance factors into the Policy and investment process.

In this respect, in order to define a dedicated universe of third-party asset managers and ESG/SRI funds, the financial analysis of these assets is integrated with ESG or SRI considerations aimed at deepening whether:

- the asset manager has adopted an investment policy that includes ESG or SRI criteria, also in accordance with Regulation (EU) 2019/2088, focusing on binding integration and/or exclusion criteria;
- the investment policies of the individual fund, verifying:
 - the promotion, among other characteristics, of environmental or social characteristics, or a combination thereof, and the compliance with good governance practices, in accordance with Article 8 of Regulation (EU) 2019/2088;
 - the adoption of sustainable investment objectives, in accordance with Article 9 of Regulation (EU) 2019/2088;
 - the potential presence of additional, distinctive ESG characteristics in the management of individual products.

This information is acquired directly at the fund houses and/or through specialized info providers (e.g. Bloomberg, Morningstar, MSCI).

8 DELEGATED ASSET MANAGERS

Where the financial management of one or more products is delegated to a third-party fund house, the Company shall verify, through the initial due diligence and on-going process carried out by the competent functions of the Company, that such parties adopt policies with similar principles adopted by the Company through this Policy and in accordance with the requirements of the current legislation on sustainability risk management.

After the evaluation of the third-party Investment Manager ESG Policy, FAMI can decide to give specific instructions with regard to, inter alia, securities, issuers, sectors or to request the application of FAMI exclusion criteria.

As internal policy, unless differently agreed between the parties, the Company does not delegate the exercise of voting rights to delegated managers and thus its Engagement Policy applies.

9 REVIEW, PUBLICATION AND TRANSPARENCY OF THE POLICY

The Company's Sustainable and Responsible Investment Policy is reviewed at least on an annually basis by ESG/SRI Committee, in coordination with the Compliance function with the objective of assessing the consistency of the methodologies adopted by the Company with regards to the evolution of best practices developed at national and international level. Any changes are brought to the attention of the Board of Directors and submitted for approval.

In accordance with the regulations in force, the Company makes this Policy available to its customers/investors and other stakeholders, including any relevant changes to it, on the www.fideuramireland.ie website.

Consistently with the timeline of the SFDR Regulation, the Company commits to provide transparency in the pre-contractual documentation and periodic reports of the managed products and their environmental or social characteristics. These documents shall include both qualitative and quantitative information.

Finally, FAMI, in order to create a solid knowledge base and a common know-how with the whole organization on sustainable and responsible investment, also enabling the effective application of this Policy, in coordination with the competent functions of the parent company, organizes training sessions, both in presence and e-learning mode, focusing on existing concepts, terminology and legislation.