

# Corporate Social Responsibility Statement (the Statement)



Of Gemini Capital Management  
(Ireland) Limited (the “Company”)



## **What is Corporate Social Responsibility?**

Corporate Social Responsibility ("**CSR**") is a company's commitment to manage the social, environmental and economic effects of its operations responsibly and in line with public expectations. By practicing CSR, companies can be conscious of the kind of impact they are having on all aspects of society, including economic, social & environmental. Engaging in CSR means that, through its standard operations, a company is operating in ways that enhance society and the environment, instead of contributing negatively to them.

Gemini Capital Management (Ireland) Limited ("**GemCap**") is committed to providing professional, bespoke and highly flexible services while working to contribute to the economic and social wellbeing of the jurisdictions we operate. This statement outlines the CSR concerns our organization has identified and how we have implemented changes leading to a favourable impact on our society and environment.

GemCap recognizes it has CSR in relation to several issues that are of increasing importance to the wider community. This applies duly to the people we employ and do business with along with the community we interact with and the planet we live on.

GemCap seeks to fulfil all legislative, ethical and social obligations. This statement, its intentions and initiatives are supported and endorsed by the Board of Directors and Senior Management Team.

## **GemCap CSR Scope & Goals**

The scope of our CSR responsibilities includes:

- Our employees both permanent and contract and the facilities within which our operations are based
- Local communities within which we operate and the wider community
- Service providers and all third parties we interact with in the course of our business

Our goals with regards to CSR fall into three main categories:

### **Our Workplace, Our Community and Our Planet.**

#### **Our Workplace**

- To promote a culture and sense of wellbeing and to encourage employees to live in a positive and healthy lifestyle
- To listen and involve employees in shaping and achieving our organisations goals
- To ensure a safe and healthy environment for our employees, contractors and visitors
- To encourage an overall outlook that reflect our values and help ensure they are at the core of our activities

- To support our colleagues to develop their knowledge and skills applicable to our business
- To provide flexible working options where possible, for staff, promoting a better work-life balance

### **Our Community**

- To support charitable causes that are close to our community and those that work within our firm
- To support local community initiatives, including volunteering with local organisations and sports clubs

### **Our Planet**

- To encourage our employees and stakeholders to apply measures that will reduce our overall negative impact on the local and global environment
- To ensure the firm follows our policies with regards to waste management, ensuring it is the most efficient means for the environment
- To create or assist with initiatives outside the scope of our workplace that will provide a positive impact to the local and global environment

## **GemCap CSR Projects/Initiatives**

### **Environmental, Social and Governance Values (“ESG”)**

The collective Board of Directors of GemCap have always been supporters of more ethical and socially responsible investing, whichever form that has taken through out their combined years of working in the industry. Following the introduction of ESG as a concept and regulations such as Sustainability-Related Disclosures in the Financial Services Sector (“SFDR”) the firm and its employees have embraced the changes being introduced and adopted by the industry.

GemCap sees this as not only good for the planet through a number of avenues, but good for business practices in general and how it can help deliver excellent returns for the company. The latter, demonstrates that the firm can be successful while also empowering change for the better externally and increase these efforts year on year.

### **Platt’s Wood Project**

GemCap has, for a number of years been aware of their need to give back to the world in which we operate, namely starting in 2013/2014 with the start of the “Platt’s Wood Project”. This is an initiative which involved the owners of the firm gifting 7 acres of land in the High Peak District to the people of the community by way of a Trust. The community woodland project demonstrates the firm’s commitment to ESG and a way in which we can help boost

local wildlife and biodiversity of the region with approximately 2,000 trees being planted and big plans to increase this along with cultivating a wildflower meadow.

### **UN Principles of Responsible Investment**

GemCap became a signatory of the UN PRI recently, to demonstrate a commitment to creating and instilling a more sustainable global financial system. The aim of PRI is to create a sustainable financial future by fostering good governance, integrity and accountability through our day-to-day activities and in achieving our long-term goals for the firm. There are 6 principles in total which we adhere to, in our continued effort to incorporate the ESG values in investment practice.

### **Charitable Initiatives**

One of the core values of the firm, proposed and committed to by all employees, is to consider on an ongoing basis, 'How can we do good?'

The firm, in an effort to provide for the community we work within and the wider areas, introduced Charity/Community support days for employees and all are encouraged to spend time supporting them on company times. The firm also matches donations for the charities and community projects that are close to the heart of our employees and those they are closely involved with.