

Z2Sixty Ventures - Responsible Investment Policy

February 2022

We believe we have a responsibility to manage and grow stronger, more sustainable businesses for all our stakeholders. By embedding environmental, social, and governance (ESG) into our processes and guiding our portfolio companies in addressing ESG risks, we are ultimately helping create long-term value for all stakeholders.

Guidelines

We look to the [Sustainability Accounting Standards Board](#) (SASB) industry standards as a guide to help identify, monitor, and manage the material ESG issues for each investment opportunity.

We look to embed ESG considerations throughout our investment process from sourcing to portfolio exit.

We will look to influence ESG issues through appropriate governance structures in our portfolio companies in order to improve performance and create long-term value while minimizing any adverse impacts.

We look to be transparent in our ESG approach by reporting our progress in a timely manner. Our reporting may differ among the various stakeholders in part due to confidentially reasons. We also encourage our portfolio companies to also be transparent and timely on their ESG activities.

Limitations

While this policy serves as a guideline on our approach to ESG, we may be limited in our ability to influence and embed ESG considerations and opportunities into our investment companies. These limitations may be due in part to our minority ownership, limited governance rights, or other circumstances which limit our ability identify, monitor and manage material ESG goals.

Responsibility

Z2Sixty Ventures senior management has overall responsibility for its investment efforts, including overseeing material ESG issues that impact our decision to invest and monitoring such issues during our investment period. Where applicable, senior management may engage outside ESG-related expertise to assist in reviewing ESG issues as part of its investment process.

Integration Overview

Sourcing and Screening	Determine any critical ESG or reputational concerns with regards to target industries, target companies, and their potential partners or advisors.
Due Diligence	Review material ESG risks and opportunities underlying the specific investment opportunity and its effect, if any, on the Firm or its existing portfolio companies.
Investment Committee Evaluation	Document and review findings as part of the overall investment decision. Determine any mitigation strategies, if needed to address material ESG risks.
Post Investment	Monitor and engage with portfolio companies to address key ESG risks and opportunities. Document ESG efforts and include in reporting as relevant.