

# Vigeo Eiris Exclusicriteria

| <b>Blacklist</b>     |             |   |                  |
|----------------------|-------------|---|------------------|
| <b>Criteria</b>      | <b>Code</b> | <b>Description</b>  | <b>Threshold</b> |
|                      |             |   | <b>Blacklist</b> |
| Animal Welfare       | ANIM1.1     | <b>Production of cosmetic products tested on animals</b>                | ≥5%              |
|                      | ANIM1.2     | <b>Production of non-cosmetic products tested on animals</b>            | ≥5%              |
|                      | ANIM1.5     | <b>Production or sale of fur products</b>                               | ≥5%              |
|                      | ANIM1.6     | <b>Intensive farming operations</b>                                     | ≥5%              |
| Military             | MIL1.2      | <b>Controversial weapons</b>  | >0%              |
|                      | MIL1.4      | <b>Conventional weapons</b>   | ≥5%              |
|                      | MIL1.5      | <b>Key parts or services for weapons</b>                                | ≥10%             |
| Civilian             | CFA 1.1     | <b>Civilian Firearms</b>  | ≥5%              |
| Firearms             |             |   |                  |
| Chemicals of concern | CHEM1.3     | <b>Production of pesticides</b>   | ≥10%             |
| Nuclear              | NUCL 1.1    | <b>Turnover from nuclear power</b>                                      | ≥33%             |
| Pornography          | PORN1.2     | <b>Pornography and adult entertainment services</b>                     | ≥5%              |
|                      | PORN1.1     | <b>Pornography, adult entertainment services or facilitating access</b> | ≥5%              |
| Tobacco              | TOB1.1      | <b>Production or distribution of tobacco</b>                            | ≥5%              |
|                      | TOB 1.2     | <b>Production of tobacco</b>  | >0%              |
|                      | TOB1.3      | <b>Support to the tobacco industry</b>                                  | ≥5%              |
| Controversies        | CRA         | <b>Overall Controversy Risk Assessment performance</b>                  | Several          |
| Coal                 | FOSF2.1     | <b>Coal Mining</b>  | >0%              |

|                          |         |   |             |
|--------------------------|---------|---|-------------|
|                          | FOSF2.4 | <b>Coal-fuelled power generation</b>                  | >0%         |
| Unconventional oil & gas | FOSF3.1 | <b>Tar sands and oil shale extraction or services</b> | >0%         |
| Conventional oil & gas   | FOSF1.2 | <b>Fossil fuels industry revenues</b>                 | (just info) |

## Bijlage 2: Vigeo Eiris – ESG criteria

| Sustainability Driver  | Domain | Pillar |
|--|--------|--------|
| ENV1.1: Environmental strategy and eco-design  | ENV    | E      |
| ENV1.2: Pollution prevention and control (soil, accident..)                                | ENV    | E      |
| ENV1.3: Development of green products and services   | ENV    | E      |
| ENV1.4: Protection of biodiversity   | ENV    | E      |
| ENV2.1: Protection of water resources  | ENV    | E      |
| ENV2.2: Minimising environmental impacts from energy use                                   | ENV    | E      |
| ENV2.4: Management of atmospheric emissions  | ENV    | E      |
| ENV2.5: Waste management   | ENV    | E      |
| ENV2.6: Management of local pollution  | ENV    | E      |
| ENV2.7: Management of environmental impacts from transportation                            | ENV    | E      |
| ENV3.1: Management of environmental impacts from the use and disposal of products/services | ENV    | E      |
| C&S2.3: Integration of environmental factors in the supply chain                           | C&S    | E      |
| HRS1.1: Promotion of labour relations  | HRS    | S      |
| HRS1.2: Encouraging employees participation  | HRS    | S      |
| HRS2.3: Responsible management of restructurings   | HRS    | S      |
| HRS2.4: Career management and employability  | HRS    | S      |
| HRS3.1: Quality of remuneration  | HRS    | S      |
| HRS3.2: Health and safety  | HRS    | S      |
| HRS3.3: Respect of working hours   | HRS    | S      |
| C&S1.2: Information to customers   | C&S    | S      |
| C&S1.3: Responsible Customer Relations   | C&S    | S      |
| C&S2.2: Sustainable Relationships with suppliers   | C&S    | S      |
| C&S2.4: Integration of social factors in the supply chain                                  | C&S    | S      |
| CIN1.1: Promotion of the social and economic development                                   | CIN    | S      |
| CIN2.1: Promotion of the social and economic development                                   | CIN    | S      |
| CIN2.2: Contribution to general interest causes  | CIN    | S      |
| HRT1.1: Respect for human rights standards and prevention of violations                    | HRT    | S      |
| HRT2.1: Respect for freedom of association and the right to collective bargaining          | HRT    | S      |
| HRT2.4: Non-discrimination   | HRT    | S      |
| HRT2.5: Elimination of child labour and forced labour                                      | HRT    | S      |
| C&S3.1: Prevention of corruption   | C&S    | G      |
| C&S3.2: Prevention of anti-competitive practices   | C&S    | G      |
| C&S3.3: Transparency and integrity of influence strategies and practices                   | C&S    | G      |
| CGV1.1: Board of Directors   | CGV    | G      |
| CGV2.1: Audit & Internal Controls  | CGV    | G      |
| CGV3.1: Shareholders   | CGV    | G      |
| CGV4.1: Executive Remuneration   | CGV    | G      |
| C&S1.1: Product safety   | C&S    | E/S*   |