








FURTHER INFORMATION CONTINUED

SUSTAINABLE DEVELOPMENT GOAL ALIGNMENT

OUR SUSTAINABLE DEVELOPMENT
GOAL ALIGNMENT

As we work to understand and manage the environmental, social and governance risks and opportunities that face our business, we are looking to align our reporting to recognised frameworks. Alongside showing our support for the [United Nations Global Compact](#) in 2021, we also mapped our responsible business programme to the 17 [United Nations Sustainable Development Goals](#) (SDGs) and their underlying 169 targets.

As a result of this process, we have identified seven goals which we believe we materially align with. Through our various fund or investment approaches, we impact many more SDGs. At this time rather than show alignment to all 17 SDGs, we have chosen to show those which, we see, have a direct impact. [Greenbank Investments](#), our ethical, sustainable and impact business' approach to responsible investment, has long recognised many of the challenges encompassed in the SDGs and the ways in which companies can meet them.

			2023	2022	2021
	Developing our people	Investment per person (training) £	529	456	484
		Total number of employees completing CISI ESG module	394	385	366
	Responsible investment	% of ESG topics engaged on which relate to DE&I	11.4	7.5	22
	Creating an inclusive business	% women on our board	56	43	33
		% group executive managers female/male	33/67	30/70	30/70
	% women in senior management	37/73	30/70	28/72	
	Responsible investment	Living wage signatory	Yes	Yes	Yes
	Creating an inclusive business	Our mean gender pay gap	32	36	37
		Our supply chain	% of suppliers paid on time	94	92
	Managing our modern slavery risk	% of key suppliers supporting Rathbones Group Plc reviewed for alignment to the Modern Slavery Act	76	69	66
	Creating an inclusive business	% employees female/male	46/54	46/54	47/53
		% employee sharing their diversity data	63	64.9	64.7
	Responsible investment	Transparency - PRI score - policy governance and strategy (previously investment and stewardship policy)	77%	72%	A+
	Our environmental impact	Waste produced (tonnes) ¹	407	369	257
		Supply chain emissions ¹ (category 1 and 2) tCO ₂ e	17,192	16,234	14,708
	Responsible investment	Climate-related voting action taken	45	61	14
		% of our underlying securities that have set or committed to set targets in alignment with the SBTi	30	22	17
	Our environmental impact²	Weighted average carbon intensity (scope 1 and 2) equity (tCO ₂ e/\$m sales)	97.1	115.5	82.7
		Total location-based emissions intensity ¹ (tCO ₂ e/FUMA £bn)	224.9	218.0	170.1
		Emissions intensity ¹ (tCO ₂ e/£m of operating income)	41.47	48.31	-
		Total location-based emissions intensity ¹ (tCO ₂ e/FTE)	6.8	6.6	6.5
	Responsible investment	Number of engagements carried out	752	671	705
	Community investment	Group donations £	589,172	795,110	418,000
		Group donations - % of pre-tax adjusted operating profit	1.38	1.24	0.45
		Total number of charities supported by Rathbones Group	77	81	57
		Number of charities supported by Rathbones Group Foundation	45	44	36
		Give as you earn - employee donations £	262,257	221,467	214,396
		Give as you earn - corporate donations £	215,974	204,511	178,021
		Rathbones Financial Awareness - people reached	906	794	545
Rathbones Financial Awareness - people reached (since 2013)		12,343	11,839	11,045	

1. Environmental data has been restated to incorporate emissions from Investec Wealth & Investment (UK) into our GHG inventory

2. In 2023 we have not been able to report paper purchased as in previous years, this impact has been included in our Scope 3, category 1 emissions