



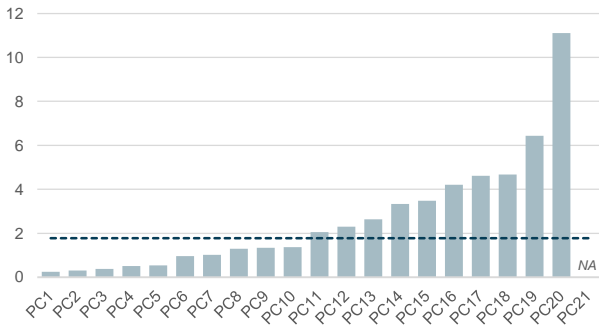
# ESG Metrics

Quarter 4, 2019

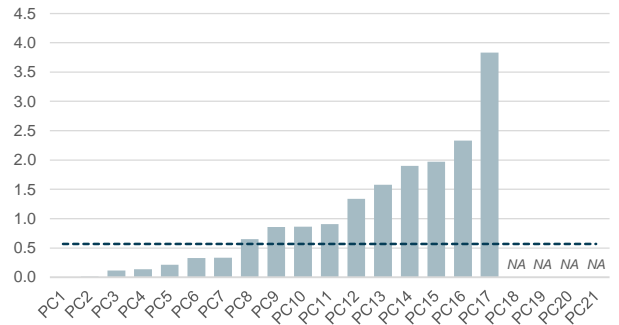


## Environmental

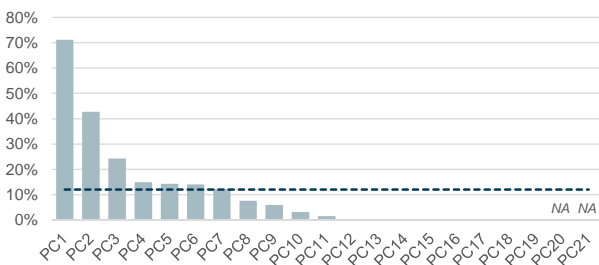
# flights taken/ # employees



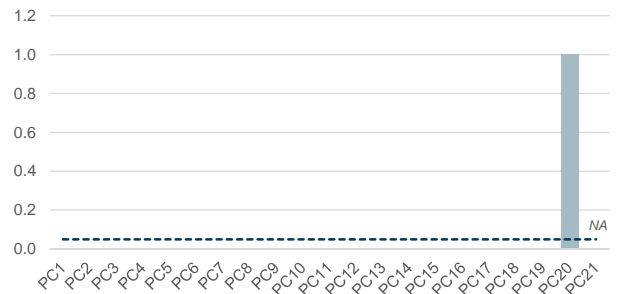
CO2 emissions/ # employees



% employees commuting to work using alternative means of transportation



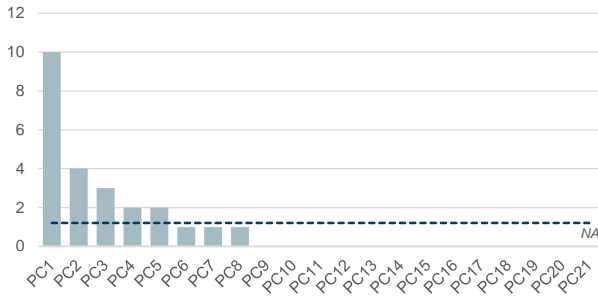
Number of accidental oil/ fluids spills (> 1bbl)



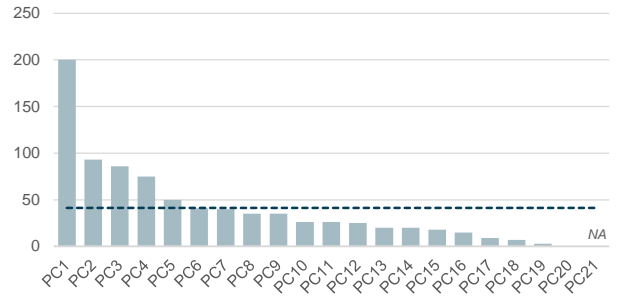
Portfolio Companies = PC



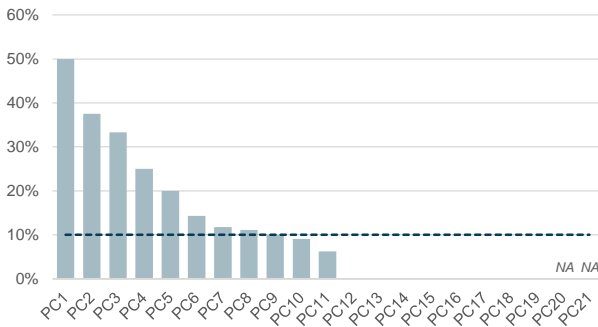
### Number of suppliers from developing countries



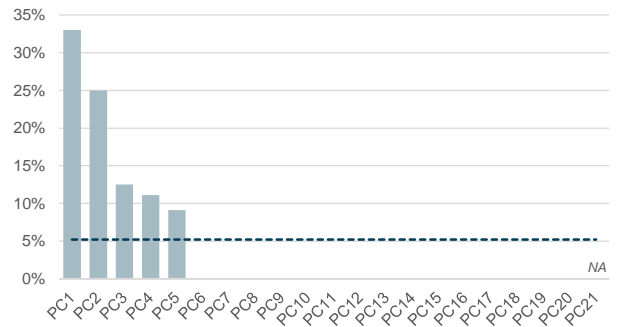
### Number of local SME suppliers (within 100 miles range)



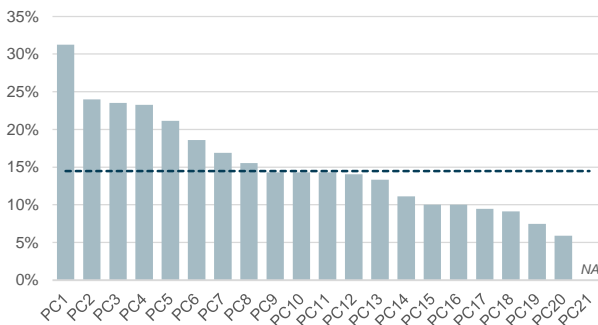
### % women in management position



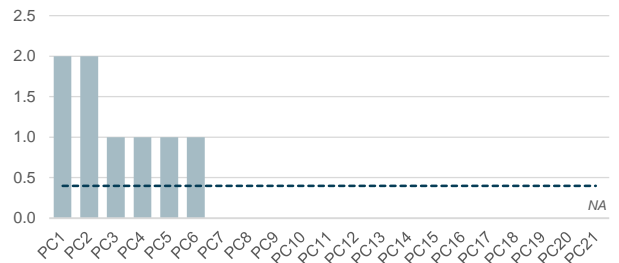
### % women on the board



### % female workforce

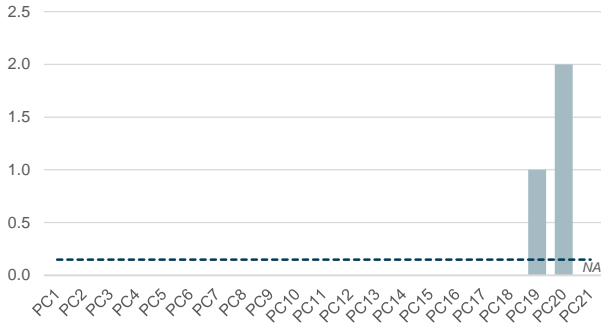


### Number of company supported charities (if financially supported, min. \$100 per charity)

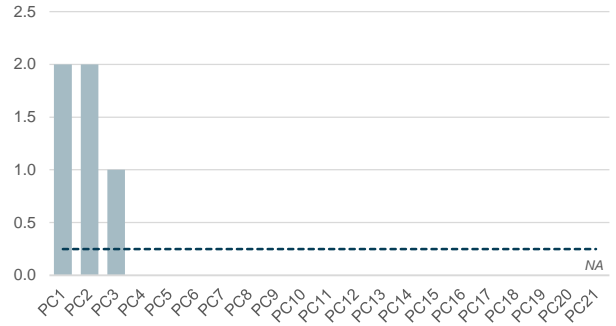




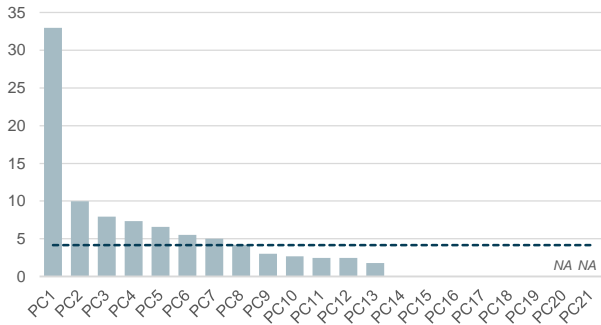
### Number of LTI



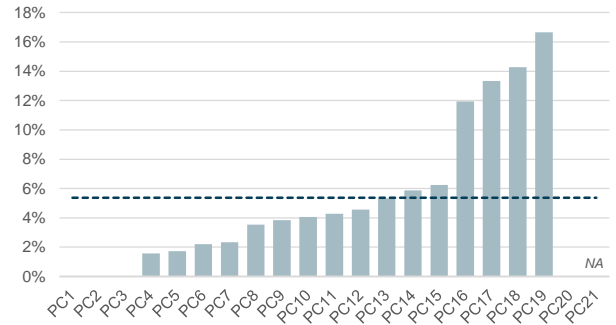
### Number of graduates brought in



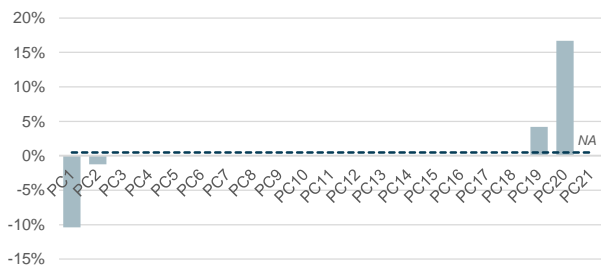
### # training hours/ employee



### % employee turnover



### Gender pay gap: % difference between male and female employee performing same role



### Multiple of CEO (or highest) annual compensation vs. average employee (i.e. non-Senior Mgmt Team) compensation (salary+bonus)

