



## Global Corporate Carbon Emissions and Environmental Policy Statement

As one of the world's leading independent global investment management companies; Invesco believes that the successful protection of our employees, workplace, visitors and natural environment can be achieved through implementing and maintaining environmental management processes, which meet international standards such as ISO 14001, and comply with relevant legislation. Our aim is to reduce utility consumption and carbon emissions from the Invesco property portfolio as a fundamental part of design, procurement, construction and maintenance.

Through effective carbon emissions and environmental management across our operations, Invesco is committed to:

- Complying with all applicable legislation and codes of practice
- Implementing waste management and minimization practices through the hierarchy approach; reduce, reuse, and recycle, energy recovery and disposal
- Reducing emissions arising from energy and transport use
- ISO 14001 and LEED (Leadership in Energy and Environmental Design) certification, where practicable

Global Objectives and regional targets are set and monitored, to ensure the continual improvement of our activities; and prevent environmental pollution by reducing our impact on the environment.

Global Carbon Emission and Environmental Objectives:

1. Achieve Carbon Trust Standard Triple, in the UK by 2018
2. Join the UN Global Compact by 2021
3. Retain Global ISO 14001 Certification following the transition to the new ISO 14001:2015 standard, by September 2018
4. Reduce corporate Co2 footprint by 3% globally, based on headcount by 2019
5. Engage and support in environmental and community events and initiatives, including 2 global and minimum of 1 local event of initiative per office.

Invesco encourage awareness through appropriate communications and awareness training to support the ongoing achievement of our environmental management system. A scheduled audit and review process has been devised to regularly and systematically evaluate environmental procedures, operations and performance.

Invesco promotes energy efficiency and avoidance of waste throughout its operations, including appropriate conservation measures in the design and use of buildings and equipment, recycling of materials and reduction in the use of paper through office automation.

Invesco drive performance by participating in Carbon Disclose Project (CDP) demonstrating transparency and accountability with annual climate disclosures.

This policy is endorsed by Invesco Senior Management and is made available to all staff, shareholders and the public via the website and upon request.

This policy is reviewed annually.

Loren Starr  
SMD & CFO

January 2017