Corporate Social Responsibility Report
Commitment to Responsible Investment

July 2017

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Celebrating diversity of thought
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A message from Invesco’s President and CEO

Invesco is committed to delivering an investment experience that helps people get more out of life. This means we embrace the practice of responsible investing. A key part of this effort is providing strong, long-term investment performance to our clients around the globe while meeting our fiduciary obligations and ensuring a sustainable environment for future generations. Our Corporate Social Responsibility efforts are motivated by the belief that doing what’s right for the environment, our people and the communities we serve helps us deliver the best possible experience to clients.

As a Responsible Investment firm, strong corporate social responsibility practices are part of our culture. Invesco’s commitment to Corporate Social Responsibility ensures we uphold responsible investment standards, are good stewards of the environment, celebrate diversity of thought from our colleagues, and give back to our communities.

We’ve been strong stewards of responsible investing for many years and invite you to learn more about our philosophy, our practices and our approach.

Marty L. Flanagan
President and CEO
Invesco
Invesco’s commitment to Corporate Social Responsibility helps us deliver an investment experience that helps people get more out of life. Our CSR program ensures we are good stewards of the environment, celebrate diversity of thought from our colleagues, and give back to our communities.

The key components of Invesco’s Corporate Social Responsibility are:

Supporting the environment

Valuing our people and their diverse perspectives

Giving back to our communities

The initiatives in these areas are employee-led and supported by a strong governance structure.

* Content for this report reflects 2016 data unless otherwise indicated.
Supporting the Environment

Invesco has a responsibility to help sustain a healthy, clean environment for future generations. We are committed to continuous improvement in environmental management as an important part of the way we do business.

In our offices across the globe, we have programs that recycle paper and other waste, limit contributions to landfills, reduce consumption of natural resources and conserve energy. We also encourage employees to use alternative forms of transportation and support programs that encourage conservation in our communities.

These efforts around the globe and our Global Corporate Carbon Emissions and Environmental Policy Statement, along with our environmental achievements detailed below, demonstrate that Invesco is committed to continuous improvement in environmental management as an important part of the way we do business.

- Due in part to our strong track record regarding ESG issues, Invesco is ranked #1 in U.S. Capital Markets Industry, #9 in Financials sector, and #77 in US across all industries and sectors by the 2016 Newsweek Green Rankings.
- 84.3% of Invesco’s offices, including our Atlanta corporate office, Dallas, Downers Grove, Dublin, Frankfurt, Henley, Houston, Hyderabad, London, New York, Charlottetown and Toronto locations, are ISO 14001 registered.
- In 2016, Invesco was globally recertified as an ISO 14001 firm.
- In 2016, Invesco was recertified by The Carbon Trust Standard in the UK.
- Five of our offices are LEED-certified, including our Atlanta corporate office, Charlottetown, Houston, Hyderabad and New York.

To learn more, please visit our Environmental Sustainability page on invesco.com.

Employees at Invesco’s Toronto offices held a paper cup reduction initiative to encourage employees to bring their own mugs to work and reduce paper waste.

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1 Invesco is ranked #1 in the Capital Markets industry out of 19 companies, and we are ranked #9 in the Financial Sector out of 93 companies. The rankings are based on eight key performance indicators outlined here. For more information, please visit the 2016 Newsweek Green Rankings FAQ. Any reference to a ranking provides no guarantee for future performance results and is not constant over time.
Invesco's UK and Frankfurt offices are on a zero-landfill program, meaning all of their waste is either recycled, composted or converted to energy.

2016

Invesco reduced its usage of electricity firm-wide by 1 percent and gas by 19 percent by taking a few simple steps.

- Our Facilities teams at each office changed the lighting timers to go off an hour earlier.
- Upgrades were made to lighting and equipment as part of refurbishment.
- Office TVs were put on a timer system.
- Motion sensors to trigger lights were installed in many common rooms.

2016

Invesco decreased its paper usage by 15 percent by implementing new initiatives.

- Secure printing is now available at many of our sites, reminding employees to think twice before printing a document.
- Double-sided printing is now the default at all locations.
- The use of personal printers has been greatly reduced.
- Web conferencing systems such as Skype have reduced the need to bring printed documents to meetings.

- Invesco is a constituent of the FTSE4 Good Index series. According to FTSE Russell, this index measures the performance of companies demonstrating strong Environmental, Social and Governance (ESG) practices. It includes transparent management and clearly defined ESG criteria.
- Invesco's offices worldwide have Green Teams that give back to their communities and strengthen the local environmental efforts. These include roadside cleanups across North America, paper conservation efforts in Asia, global recycling programs, greenspace improvements in Europe and a Greenathon to help restore the greenbelt in Hyderabad, India.
Electronics recycling: The Houston Green Team collected more than 1,000 lbs. of electronics to recycle, and the Atlanta corporate office began a new partnership with the non-profit Power My Learning to recycle employee and company electronic equipment to donate 166 PCs, 105 monitors and 15 printers so that students use technology to boost reading and math.

Recycling Day participation: Invesco offices participated in a recycling day, with Facilities teams running waste awareness campaigns and hosting recycling events encouraging employees to recycle specific home items including electrical waste and confidential shredding.

Earth Hour participation: All Invesco offices globally participate in Earth Hour, which acknowledges our commitment to ensuring a healthy planet by turning off the lights for one hour.

Paper conservation: In the Asia Pacific region, the Invesco Green Team instituted several measures to reduce paper usage:
- Eliminated stand-alone fax machines
- Implemented e-fax services
- Set default printer settings to double-sided and black-and-white printing
- Enabled meeting rooms to be more presentation-friendly, reducing the need for printed presentations
Great Canadian Shoreline Cleanup

For the seventh annual participation in the Great Canadian Shoreline Cleanup, employees removed more than 100 lbs. of garbage and more than 1,000 nails, screws and staples from Tracadie Beach in Charlottetown.

Invesco Houston E-Cycle Initiative

For two years, the Houston Go Green Team partnered with Cousins Properties to collect e-cycle materials such as computers, servers, scanners, circuit boards, monitors, telephones and other items. Invesco helped recycle more than 1,000 lbs. of electronics through this drive.

Adopt a Community Garden

The Charlottetown Green Team’s second year participating in the Communities in Bloom initiative bore fruit with a prize-winning community garden. This corner garden, located near Invesco offices, garnered third place in its category by the City of Charlottetown.
Valuing our **people** and their diverse **perspectives**

One of Invesco’s key attributes is our diversity of thought. This translates to a collaborative decision-making style rather than a top-down approach. To support this collaborative approach, Invesco is a place where employees feel valued, appreciated and respected for their unique contributions to our clients and to the firm overall.

Our dedication to diversity and inclusion is guided by our understanding that having a range of approaches leads to better solutions, more collaborative decisions, and ultimately to stronger outcomes. As a global firm, we value our inherent diversity of cultures, experiences and perspectives. This gives all of our employees the opportunity to contribute their best work, be recognized for their unique abilities and contribute to Invesco’s success. We do this by providing training, communications and creating a work environment that optimizes the full potential of our employees.

<table>
<thead>
<tr>
<th>95%</th>
<th>94%</th>
<th>85%</th>
</tr>
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<tbody>
<tr>
<td>are proud to be associated with Invesco</td>
<td>would recommend Invesco as a good place to work</td>
<td>of Invesco employees believe our workplace represents the best thinking of a mix of people with different backgrounds, perspectives and mindsets in order for us to be successful.</td>
</tr>
</tbody>
</table>

Source: This data is from the 2015 Employee Opinion Survey.

**Invesco’s Key Attributes**

- Pure focus on investment
- Diversity of thought
- Passion to exceed

We’re always listening to feedback. The desire for employees to develop at Invesco is a frequent area of interest in our Employee Opinion Survey, and we continue to respond by offering more programs in a wider variety of formats.
Working with smart, engaged, collegial people with diverse perspectives and backgrounds makes Invesco a great place to work. Our work spaces are designed to promote creativity, collaboration and interaction, with an emphasis on common areas and meeting space. Video conferencing via Skype is enabled in many meeting rooms to foster connections across the miles.

Our commitment to diversity of thought is considered a key attribute and a differentiator at Invesco. In short, our commitment to inclusion makes us stronger and helps us deliver a stronger investment experience to clients.

Diversity of thought leads to better decisions
Investing in our people

Invesco strives to be a best place to work by investing in our employee's professional development at every stage of their career. We have been recognized by publications such as Pensions and Investments as a top place to work in the US among others.

We understand that our employees prefer to learn, develop and grow in different ways, so we provide a variety of approaches to experience our development programs. We also understand that most learning is done outside of the classroom and by giving people the opportunity to “learn by doing,” therefore we offer programs to help employee expand their skills through their work activities.

**Key highlights:**

**Employee feedback on development programs**

I found everything very valuable as it will help me be able to work better with colleagues.

Really helped me to think about how I will go about rebuilding trust when something needs repairing.

Class on Managing @ Invesco discusses a problem-solving exercise

<table>
<thead>
<tr>
<th>Our goal for employee satisfaction</th>
<th>What we achieved</th>
</tr>
</thead>
<tbody>
<tr>
<td>“Would you recommend this program to a colleague?”</td>
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<tr>
<td>Core courses</td>
<td>92% across 30 courses</td>
</tr>
<tr>
<td>Managing at Invesco</td>
<td>92% across 9 courses</td>
</tr>
<tr>
<td>Leveraging diversity of thought for better decisions</td>
<td>97% positive</td>
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</table>
Invesco’s focus on women

The Invesco Women's Network (IWN) was founded in 2010 in order to create opportunities and forums for the development, networking and engagement of Invesco women. Its goal is to further enhance the company's ability to attract, retain, develop and advance women at all levels and across all functions within the firm to the benefit of our clients, employees and shareholders.

**With sponsorship at the highest levels of Invesco, IWN has grown to include 16 chapters across the globe:**

IWN chapters sponsor a wide range of events and activities to support career development for Invesco women. These include the iMentor program, which pairs junior Invesco women with experienced women in their field, participating in the Women's Bond Club of New York's Rising Stars program, personal and professional development seminars and panel discussions, regular events such as the “Readers and Leaders” book club and “Connect@Lunch” networking events, educating girls in the community about careers in finance, supporting women-centered charities and even sponsoring client events oriented towards women in finance.

Chapters launching in 2017 denoted in green.
Invesco Women’s Network: Career Development Programs

iMentor program

The iMentor program matches volunteers from the Invesco Women’s Network Management Committee (mentors) with more junior high-performing Invesco women with future leadership potential (mentees). The program seeks to recognize and develop internal talent, improve employee retention and instill a greater sense of loyalty in key employees, with a goal of building future functional, management and leadership capabilities within Invesco.

Members of the North America 2015-2016 iMentor group gather to celebrate the success of the program and share how they have grown in their careers.

"The iMentor program helped me gain confidence and provided me with a sounding board of unbiased opinions."

In 2016, the EMEA Women’s Network EMentor Programme launched with an event held in The Leander Club, Henley-on-Thames. Mentors and mentees traveled from across EMEA to meet in person for networking, training and learning more about the program.

IWN’s new Hyderabad chapter launched its inaugural iMentor program in 2016, pairing junior Invesco women with experienced mentors for a year-long program.
The Rising Stars program

Each year, Invesco's US IWN chapters recognize women who are in the early stages of their careers and have demonstrated promising leadership qualities. Our “Rising Star” award recipients are formally recognized at the Women's Bond Club of New York annual Merit Award Dinner and then participate in a six-month Women's Bond Club leadership development program. This program allows them to interact with Rising Stars from other firms and provides them with coaching and learning opportunities to help them develop their own leadership competencies and style.

2016 Rising Stars

Stephanie Holder,
Senior Director, Dispositions,
Invesco Real Estate (Dallas)

Leah Boccia,
Senior Business Support Manager,
Invesco Fixed Income (Atlanta)

2016 Rising Stars are introduced at the Women’s Bond Club Merit Award Dinner.
Invesco Women’s Network events and activities

**IWN EMEA**

Langtree Challenge awards for students in years 7 – 9 presented by IWN in Woodcote, UK

**IWN Tokyo**

IWN Tokyo chapter hosts Karen Dunn Kelley, SMD & Executive Sponsor and one of the Founders of the Invesco Women’s Network.

**IWN Japan**

IWN Japan chapter hosts Diversity of Thought panel discussion

**IWN Houston**

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</thead>
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<td>Portfolios</td>
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<tr>
<td>Accessories</td>
<td>469</td>
</tr>
</tbody>
</table>

IWN Houston chapter donated more than 1,100 items to Dress for Success, a charity that helps women achieve economic independence with a support network, professional attire and development tools needed to succeed.
Invesco Women’s Network events and activities

IWN Atlanta

Members of the IWN Atlanta chapter network after the Workplace Evolution panel discussion. This panel featured several senior leaders who shared their perspectives on their career paths, achieving work/life balance and positioning Invesco as the employer of choice for women.

IWN Charlottetown

IWN Charlottetown chapter hosts a Your Prosperity Picture session, the most popular of their 2016 events. This workshop, developed by Lisa Kueng of Invesco Consulting, helps participants clarify their vision of their life and their money, refresh motivation and take action.

IWN Hong Kong

The newly formed Hong Kong chapter of the Invesco Women’s Network raised $HK11,570 for the Mother’s Choice charity at their “Invesco Gives Thanks” event.

IWN EMEA

EMEA Women’s Network hosts a panel discussion for employees and clients on adapting to personal and professional change.
Giving back to our Communities

We celebrate the diversity of our employees. We strive to have our workforce reflect the communities where we operate and the clients we serve. As a global firm, Invesco is committed to giving back to the communities where we live and work. The Invesco Cares program encourages employees to play active roles in the growth and development of the communities by volunteering their time, collecting in-kind donations and providing outreach directly to people in need. A primary area of community involvement and charitable contributions are focused on children, women and minority educational initiatives.

It’s our way of giving back.

Zainab Kufaishi,
Institutional Client Director, Dubai

Volunteering at a refugee camp in Greece
**Tell us a little bit more about your time in Greece.**

**ZK:** I worked with an organisation called Intervolve, which is a small non-governmental organisation (NGO) running refugee camps around Northern Greece. Being fluent in Arabic I spent the majority of my time translating, especially for medical appointments, as well as distributing basic necessities such as food and clothing and providing a sympathetic ear to the refugees there.

I spent time in three different camps, the main being ‘Softex Camp’, so named as it is located in the grounds of an abandoned toilet paper factory. Forty-five percent of the residents are under 18, many of whom have been there since March with no access to education or other basic needs. The camp can be a dangerous place, with little law and few controls in place; drugs and prostitution are becoming increasingly rife. However, the camp’s residents are mostly peaceful families and they have developed their own infrastructure, including a market and a cultural centre, allowing some of the residents to trade and try to earn a living.

Having organised the trip myself, I could see exactly where the funds that I had raised (around $12,500, much from colleagues at Invesco) were going and what they were being spent on.

**What made you decide to get involved?**

**ZK:** The refugee crisis is one close to my heart as I was forced to leave Iraq, my country of birth, after the first Gulf War, and my family has been living in the UK since I was 11. I feel that we are going through one of the worst humanitarian crises in modern times, and I wanted to make a small impact with my time and fundraising.

Most of the media no longer reports on the refugee crisis – it’s considered to be ‘old news’. I was keen to help those in need who have been forgotten by the rest of the world. There are around 57,000 refugees in the Greek camps alone, so the issue definitely isn’t old or solved, and they still need as much help as we can offer.

**How did Invesco support you?**

**ZK:** Well, firstly by giving me the time off in the first place. With greater focus currently on corporate social responsibility (CSR), the company was more than happy to support my leave request. We need to set a good example to the rest of the industry about how we can make a difference to the world around us.

After returning from the camps, I was given the opportunity to speak at the Institutional Summit in Vienna. (Editor’s note: Her story touched many of those hearing it, with one colleague commenting ‘Zainab’s short speech was my highlight of the Summit’.)

**How did people respond after hearing your story?**

**ZK:** The response has been incredible! For example, one colleague donated €3,500 at the Summit so that Ola, one of the children I met at the camp, could have an operation to fix a cleft palate. Ola had the operation in early October, and now she and her family are at the final stage of processing before they can be allocated a new home in Europe. Other colleagues also donated some money towards general supplies for the camp.

Outside of Invesco, I have also been featured in magazines and newspapers in Dubai, and I am so pleased to be able to spread awareness of the situation.
Kate Curroll, a member of the Institutional Team based in Henley, organised a collection of winter clothes to be sent out to the camps after hearing Zainab's story.

KC: The whole UK Institutional team has been incredibly generous – we have filled four boxes weighing almost 100kg in total to send to the camp. One box was full of women’s clothing, one full of men’s, and two full of children’s, along with other items such as sleeping bags, blankets and a cot mattress. It's fantastic to see everyone donating to such a worthy cause.

How can other colleagues get involved?

ZK: Unfortunately I had to shut down my fundraising page as it is complicated to fundraise in Dubai; however, I wrote a blog which can be found at speakinghuman.wordpress.com to get more information on the situation on the ground.

What would you say to anyone considering getting involved in this sort of volunteering?

Do it! I came back from my time at the camps feeling more refreshed and energised than I have from any time away. There's also a butterfly effect - you never know how your actions are going to affect the world around you.
Through their own means and fundraising, our volunteers partnered with Live Different and Big Brothers Big Sisters of Canada to build houses alongside the local community and contractors. 20 Invesco employees from Toronto and Charlottetown Canada offices travelled to the Dominican Republic for a 10-day opportunity to make a difference in people’s lives.
The Live Different “Builds” program provides year-round humanitarian opportunities to provide assistance and support for those living in extreme poverty in Mexico, Dominican Republic, Haiti and Thailand. Volunteers make a difference in the developing world as they build houses, schools and work on other needed projects.

**What I didn't expect was the incredible impact the experience would have on my perspective about poverty, teamwork, and privilege.**

*Crystal Hill*

Client Services Associate

Live Different partners with local organizations and works with local community leaders to help ensure an effective, sustainable program. The “Builds” allow volunteers to see firsthand how two-thirds of the world lives; it expands their world view and gives them the opportunity to consider how they can build hope and change in their own lives.

**The hard, physical labour was worth it and is next to nothing to be able to give this family a dry roof over their heads with the basic necessities of human life.**

*Catherine Gordon*

Workforce Senior Associate
To find Cecilia, the 80-something vivacious matriarch that kept us laughing and plied us with her excellent strong coffee all week, rendered speechless with emotion when she turned the key to her new home was very humbling.

Martijn Huigens
Regional Lead

You leave a little piece of your heart with your Dominican family

Cathy Baker-Bell
Strategic Sourcing Manager

What I didn't expect was to have such a deep connection to the family and see first-hand how much this new home truly means to them.

Anne Marie D’Amico
Business Performance Management Analyst
In Taipei, Invesco employees collected 102 Christmas gifts for the Orphan Welfare Foundation.

Invesco staff in Hong Kong raised HK$30,000 for the Community Chest of Hong Kong, which supports community and social service agencies.

The Frankfurt office donated a combined €28,000 to local charities benefiting children with terminal illnesses, disabilities and living in poverty.
Community involvement: US

Across Invesco’s offices in the US, employees collected donations for Operation Gratitude, which supports active-duty U.S. military with care packages. In total, the team donated 1557 care kits, 90 lbs. of candy, 15 toiletry kits, had cash donations of $1,951 and wrote 954 letters.

Warren Boys and Girls club
Each year, the Atlanta Chapter of Invesco Cares hosts a holiday party for the Warren Boys and Girls Club in Atlanta. We donate $5,000 to the organization, and Invesco volunteers play games, do crafts, share a festive meal and give gift cards to the children.

Atlanta volunteers at the Warren Boys and Girls Club holiday party

Ronald McDonald House
Employees in the Houston office contribute to Ronald McDonald House Charities, an organization that supports families with children being treated for serious illnesses and injuries. Three times each year, volunteers cook and serve meals for families staying at Ronald McDonald House Houston to give them a home-cooked meal.

Three times a year, Houston volunteers cook and serve meals for families staying at Ronald McDonald House
Northern Illinois Food Bank
Employees with the Downers Grove office partnered with the Northern Illinois Food Bank to donate and distribute food to two senior residences and three mobile food pantry events in October 2016.

SF - Marin Food Bank
In October 2016, ten Invesco San Francisco employees weighed and packed bags of frozen green beans and packed boxes of dry goods to distribute to needy families in the San Francisco Bay area.
Habitat for Humanity
Invesco Dallas employees raised $80,000 and led the volunteer team to build a home for a Dallas family. Seventeen partner companies and 25 percent of the Dallas office participated in the 10-week build.

Seeing the looks on their faces when the family got their keys made the 10-week build worth it. It was a big sense of satisfaction, to look at the house and say, ‘Hey, I actually made this happen!’

Stacy Shafranek, Asset Management Coordinator

Dallas family gets the keys for their new Habitat for Humanity home.
Invesco Cares community involvement: UK

Invesco’s UK Cares committee is a staff-led committee that listens to employees across the region to plan many community and charitable giving activities. Because the local employees have input into the events planned, there is high participation and engagement throughout the year. Our feedback shows that the UK Invesco Cares team is actively supporting causes that are important to individual employees, the firm and our local communities.

The UK Invesco Cares team’s activities include fundraising and volunteering. These are supported by offering flexibility to take paid leave to participate in volunteer activities as well as providing matching employee fund raising.

In 2016, after nominations by employees and an all-staff vote, the region selected The Rainbow Trust Children’s Charity as its Charity of the Year. By featuring this organization as a primary focus, a goal was set to raise enough funds to fund a Rainbow Trust Support worker for an entire year.

In March 2016, Invesco UK lent their support to a national televised fundraising campaign with 70 volunteers helping to take donations on the night of the live fundraising event. The Henley-on-Thames office became one of many call centers across the UK taking calls from the general public while the televised fundraising event aired live on national television.

The team exceeded its goal and raised £68,500, providing 18 months’ funding for a support worker.

Combine the satisfaction that came from everyone contributing to a wonderful centre and the great work they do, and you have a recipe for a magnificent day, and one that we will look to repeat.

Andy Rofe
Managing Director,
Invesco Real Estate Europe

Invesco Cares volunteers help revamp an outdoor play area at Camp Mohawk, a day center for children with special needs near Wargrave, Berkshire, UK.
Invesco UK community involvement in 2016

Volunteer hours  91 days of community service

37 members of staff attending a day at Camp Mohawk, a center for children with disabilities or learning difficulties, to help rebuild and landscape the gardens following its intensive use over the summer months.

8 team members spent an afternoon at a Ronald McDonald House cooking a selection of meals and desserts ready for the families to come home to after spending a day on the hospital wards with their children.

3 A team of 3 volunteers spent a day supporting a Panathlon sports event, overseeing a day of sporting challenges for young disabled children in Berkshire.

This year, Invesco Perpetual celebrated their 11th year of supporting the Sue Ryder Southern Women of Achievement Awards in aid of the local Sue Ryder hospices. The event raised £15,000 in March 2016 that went directly to supporting the Nettlebed Hospice. The Invesco Cares Foundation (charity number: 326583) is a grant making charity that was first registered in 1984. In 2016, it donated small grants to over 80 local charities in the UK.

2016 Corporate Social Responsibility Report
Invesco Cares community involvement in Hyderabad

Hyderabad colleagues train hearing-impaired students

Invesco’s Hyderabad office has supported Ashray Akriti, a non-profit organization working with hearing-impaired children, since 2008. In 2015 and 2016, the Global Distribution Services (GDS) Presentations Team took on the challenge of learning sign language in order to help teach the students how to use PowerPoint, a key skill required when they enter the corporate world.

The presentations team prepared training material especially for the students, and training began in April 2015. By working together and understanding the needs of each of the students, Invesco employees were able to help them learn an important skill including real-life examples from the corporate world. To ensure that the training continued, a member of Ashray Akriti staff was also trained.

To celebrate this achievement, Invesco held a luncheon in October 2016 for the students and the Invesco team, who shared their experiences about this journey. Pablo DeLaRosa, Head of Hyderabad Office, Retesh Kopparam, IS Head of Station, Mamata Vegunta, Director, HR and Bonnie Saynay, Head of Proxy Administration, Investment Administration took part in presenting the students with their certificates. And to cap off this terrific experience, the presentations team announced they would take on one student from Ashray Akriti as an intern.

Talking about his experience, Srikanth Pothoju, Presentations Specialist said, “The students had never been introduced to PowerPoint before, so our team had to begin with teaching the basics.

To help us deliver the training we took the opportunity to learn some basic sign language, which was a challenge, but something I’m glad we did.
Governance

We measure and provide appropriate oversight by having a robust governance process to hold ourselves accountable for meeting our CSR commitments. This includes policies such as:

- Every Invesco employee is bound by our code of conduct that sets forth the shared values and operating principles that guide our actions in the global marketplace.
- Invesco Global Corporate Carbon Emissions and Environmental Policy.
- Invesco Global Corporate Occupational Health and Safety Policy
- Responsible Investing Steering Committee
- Sustainability Steering Committee.