



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 compliance obligations. 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:

- Protecting the environment and preventing pollution
- Complying with all applicable compliance obligations
- 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. Retain Global ISO 14001:2015 Certification
2. Reduce corporate Co2 footprint pertaining to air and rail travel by a minimum 10% through the implementation of carbon offsetting, by 2020
3. Reduce corporate properties Co2 footprint at a local property level, by 3% by 2020, through waste, water or utilities reduction initiatives
4. Continue to support the UN Clean Seas Campaign through the removal of single use plastic from corporate properties, globally
5. Engage and support in environmental and community events and initiatives, including Earth Hour, and minimum of 1 local event or 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 reviewed annually, endorsed by Invesco Senior Management, and is made available to all staff, shareholders, and the public via the website and upon request.

Louise Gow
Global Health, Safety, and Environmental Manager

Endorsed by:

Mark Giuliano
Chief Administrative Officer

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