



Carbon Management Policy

ACUITY KNOWLEDGE PARTNERS

VERSION 1.0
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Document revision history

Version	Date	Author(s)	Revision notes	Approved by
1.0	8 Aug 2024	Human Resources Team	Initial release	CHRO

Carbon Management Policy

Acuity Knowledge Partners (Acuity) recognises the significant challenge posed by anthropogenic climate change and the requirement to transition to a low-carbon environment. As mandated by the holding company, Trident Holdco Limited, and subsequent board resolutions passed on 8 August 2022, Acuity Knowledge Services (India) Private Limited, together with its sister organisation (Trident Knowledge Services Jersey Limited), has adopted policies aimed at managing its carbon emissions in order to improve its overall impact on the global environment, society and economy and is committed to reducing carbon emissions from its activities.

This policy supports our “Environmental Sustainability Policy” and aims to reduce the negative impact our business activity has on the environment through greenhouse gas emissions. To achieve this goal, we seek to pave the way to a sustainable tomorrow by our efforts on the following:

- Acknowledging the risks that carbon emissions present and as an agile and responsible company, work to mitigate and manage any physical impacts we may effect.
- Ensuring compliance with applicable regulatory requirements relating to carbon management.
- Measuring and reporting on carbon-related issues and remaining committed to broadening the scope of measurement through continuous improvement.
- Making concerted efforts to reduce our carbon emissions and improve energy efficiency of our operations by applying, wherever possible, the most modern technology, equipment (including datacentre) and work practices.
- Improving awareness of carbon-management issues in the locations in which we operate through communicating our approach to carbon management and associated performance to employees, suppliers, investors and all other stakeholders identified in our stakeholder map and encouraging them to engage in activities focused on reducing our carbon footprint. We seek to influence our partners, contractors and suppliers to apply the same rigorous energy-efficiency standards.

Each Acuity employee and contractor must follow this policy and report any environmental sustainability concerns to Acuity’s management.

This policy will be reviewed regularly by the board to ensure that it remains appropriate for the needs of the company.

Acuity is committed to achieving net-zero carbon emissions by 2050

1. Action

To this end, Acuity will take the following steps:

- Minimise the emissions intensity of our operations through the hierarchy of avoid, reduce, replace and then offset.
- Undertake an independent audit of Acuity’s Scope 1, Scope 2 and Scope 3 carbon emissions to provide a baseline and pathway to emission reduction.
- For new operations, develop a carbon-management plan that integrates carbon-abatement strategies such as renewable energy, green datacentre and carbon offsets into the investment plan following the hierarchy mentioned above.
- Expand our focus to Scope 3 emissions, which often account for most of a company’s carbon footprint. Develop robust strategies for measuring, managing and reducing these emissions, and engage with suppliers to adopt similar standards.
- If offsets to carbon emissions are required, prefer the purchase of offsets from carbon-abatement schemes that would lead to improved ecological outcomes and provide socio-economic benefits to all stakeholders involved.
- Continue to adopt an integrated energy strategy including the development an internal carbon-pricing mechanism to allocate a cost to the organisation’s carbon emissions, incentivising business units to reduce emissions and invest in carbon-reduction projects.
- Enhance communication with stakeholders, including employees, investors, customers and suppliers, to build trust and encourage collective action towards carbon reduction.

2. Accountability

The Executive Committee, together with the CHRO, is accountable for the delivery of the commitments in this policy.

3. Reporting

Acuity Knowledge Services (India) Private Limited will report on our progress and steps towards achieving net-zero carbon emissions by 2050 through our sustainability report, ensuring compliance with evolving standards and regulations.

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About Acuity Knowledge Partners

Acuity Knowledge Partners (Acuity) is a leading provider of bespoke research, analytics and technology solutions to the financial services sector, including asset managers, corporate and investment banks, private equity and venture capital firms, hedge funds and consulting firms. Its global network of over 6,000 analysts and industry experts, combined with proprietary technology, supports more than 500 financial institutions and consulting companies to operate more efficiently and unlock their human capital, driving revenue higher and transforming operations. Acuity is headquartered in London and operates from 10 locations worldwide.

Acuity was established as a separate business from Moody's Corporation in 2019, following its acquisition by Equistone Partners Europe (Equistone). In January 2023, funds advised by global private equity firm Permira acquired a majority stake in the business from Equistone, which remains invested as a minority shareholder.

For more information, visit www.acuitykp.com