



3i Group plc

Corporate responsibility 2014



Corporate responsibility

For 3i, corporate responsibility is about being a responsible company, a responsible employer and a responsible investor. We take responsibility for our actions, carefully consider how others will be affected by our choices and ensure that our values and ethics are integrated into our formal business policies, practices and plans.

For fuller details of 3i's approach, including details of relevant 3i policies, please visit the CR section of our website at www.3i.com.



A responsible company

Governance

Good corporate governance is fundamental to 3i and its activities. For full details of our governance structure, please see the Corporate governance section of this report and visit the Governance section of our website at www.3i.com.

Environmental impact

In the year to 31 March 2014 our measured Scope 1 and 2 emissions were 580 tonnes CO₂e. This comprised:

Scope	Emissions source	CO ₂ e emissions (tonnes) for year to 31 March 2014
1	Combustion of fuel and operation of our facilities	200.89
2	Electricity, heat, and cooling purchased for our own use	379.40
	Total	580.29

This equates to 2.09 tonnes CO₂e per employee for the year to 31 March 2014, based on an average number of employees during the year of 277.

We have reported on all of the emission sources required under the Companies Act 2006 (Strategic Report and Directors' Reports) Regulations 2013. These sources fall within our consolidated financial statements.

We have used the World Resources Institute and World Business Council for Sustainable Development Greenhouse Gas Protocol as our methodology, combined with the UK Government conversion factors for company reporting to calculate our carbon footprint. It is not practical for us to obtain data relating to electricity consumption in our Singapore office or refrigerant losses for this period as the relevant data is not within our control.

Community

We focus our charitable activities on the disadvantaged, on young people and on education. Charities are supported on the basis of their effectiveness and impact. Our charitable giving for the year to 31 March 2014 totalled £250,000.

Transparency

As a publicly-listed company, 3i is subject to formal legal and regulatory disclosure requirements as well as the high expectations for transparency of our shareholders, fund investors, staff and the media. We firmly believe that transparency is crucial for building trust, and we take a proactive approach to communicating both financial and non-financial performance.

Anti-bribery and corruption

3i does not offer, pay or accept bribes. We are committed to working only with third-parties whose standards of business integrity are substantively consistent with ours. We also expect the businesses in which we invest to commit to avoiding bribery and to comply with anti-bribery laws applicable to their business.

A responsible employer

At 31 March 2014, 3i had a total of 266 employees and this is how they broke down by gender:

	Number	Male	Female
All 3i employees	266	166 (62%)	100 (38%)
3i Group plc Director ¹	8	6 (75%)	2 (25%)
Senior managers ²	47	39 (83%)	8 (17%)

¹ Includes non-executive Directors who are not 3i employees.

² "Senior managers" excludes Simon Borrows and Julia Wilson (who are included as Directors of 3i Group plc) and includes 27 people who were directors of undertakings included in the consolidation, of whom 25 are male and two are female.

Human rights

Whilst 3i does not have a formal human rights policy, our policies are consistent with internationally-proclaimed human rights principles. In particular, 3i is an equal opportunities employer in relation to the selection, training, career development and promotion of employees regardless of age, gender, sexual orientation, ethnic origin, religion and whether disabled or otherwise. 3i also has clear grievance and disciplinary procedures, an employee assistance programme and an independent, external "whistle blowing" hotline service.

3i is also committed to ensuring that the businesses we invest in comply with all applicable laws in relation to their employees (amongst other things) and, where appropriate, that they work towards meeting relevant international standards (such as the ILO Fundamental Conventions) where these are more stringent. Summaries of relevant 3i policies, including our policies on people, recruitment and selection, equal opportunities and diversity, health and safety and responsible investment are available at www.3i.com.

During the year, we became an accredited London Living Wage Employer. This means that every member of staff based in London, including contracted maintenance and reception teams, earns a "living wage" which is an hourly rate higher than the UK minimum wage and is set independently, updated annually and based on the cost of living in the UK.

A responsible investor

We are signatories to the UN Principles for Responsible Investing and have embedded specific responsible investment ("RI") policies and procedures into our investment and portfolio company review processes. During the year, dedicated resource was allocated to co-ordinate and manage 3i's approach to RI and environmental, social and governance issues and opportunities. Further details of 3i's approach as a responsible investor, including a summary of our Responsible Investment policy, are available at www.3i.com.

Case study

Community Links

3i has supported Community Links for 14 years and is currently supporting the Play, Sow and Grow community hub in east London.



Play, Sow and Grow is a purpose built community space in Stratford, Newham, a borough that is ranked as the third most deprived in the UK, where 50% of children live in poverty and household income for most of these families is below the poverty line.

Play, Sow and Grow uses the natural environment to deliver educational play schemes where children are encouraged to spend time outdoors.

The garden contains growing fruit and vegetables, roaming hens and a tree house, sand pit and other play equipment.

Over the past year, Play, Sow and Grow has engaged with 293 unique users and 7 local schools. Sessions were delivered via a range of activities

including open access play for children between 5 and 11; stay and play for toddlers and parents; youth programmes for 12 to 16 year olds, including youth project workshops and Girl Guides; play activities for disabled children; summer schools, nature walks and daytrips; as well as activities for adults, such as cooking lessons, DIY, gardening, community clean-up and English language classes.

In addition, the hub has engaged 808 people of varying ages through a number of events, including children's wildlife workshops; bird of prey displays; a summer horticultural school; and the Carols on the Green Christmas Concert.