



Environmental, Social and Governance (ESG)

At Lincoln we seek to uphold the highest standards in all areas of our business, and we recognise the importance of environmental, social and corporate governance (ESG) issues.

As long-term investors, Lincoln believes that an ethical and sustainable approach to business practices are a key part of successful enterprise going forward. Each of our Discretionary and Advisory investments are unique and follow differentiated strategies, however we believe it is essential to understand how they impact the world and so incorporate this into our analysis and decision-making process.

Our ESG Committee reviews every investment, considering a range of factors that include the direct or indirect impact, both at a manager and strategy level. This review includes an assessment of how the investment is run, administered and governed, along with its impact on the environment, employees, customers, suppliers and wider society. Following this thorough analysis our ESG committee assigns a rating which forms part of our due diligence process and our decision to invest.

From Lincoln's inception, strong governance has been key; we have been focused on alignment with our clients and ensuring conflicts of interests are avoided. The firm has no external shareholders and employees at Lincoln invest all their own personal liquid assets alongside our clients.

We are committed to the wellbeing of our team, so are proud to encourage a good work-life balance and invest in individual training and personal development. We also strive to make a positive impact on society and in 2019 we launched the Lincoln Foundation to support local charitable causes that are collectively chosen by the team.

To underline our commitment to the importance of these issues we are a signatory to the United Nation's Principles of Responsible Investing (PRI).

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