



## Ethical Investment Policy

1. UEL adheres to a set of values that guide what we do and provide a clear statement to those we work with of our standards and expectations. One of these values is to *“promote and help secure a socially just, healthy, prosperous and environmentally responsible world”*.
2. In line with this, we will endeavour to make all investment decisions responsibly, considering the social, environmental, humanitarian and economic impacts, together with the feasibility of our investment management options. We will invest surplus cash on a low-risk basis in line with our Treasury Management Policy.
3. Decisions about the specifics of our investments and the selection of financial institutions to which we loan cash, may be advised by trusted third parties in line with our policy. However, we recognise our responsibility to consider the criteria that are used by these third parties, and to work towards ensuring these criteria align with our values as outlined above.
4. Our main staff pension schemes are administered externally – The London Borough of Barking & Dagenham (LBBD) Pension Scheme is administered in accordance with the Local Government Pension Scheme Regulations 1997, The Teachers’ Pension Scheme is administered by the Government under the Superannuation Act 1972 and the UEL Retirement and Savings Plan – a defined contribution pension scheme administered by Aviva. To the extent that UEL is able to determine the investment policy for LBBD and Aviva assets, it will do so taking into account this Ethical Investment Policy. The Teachers Pension Scheme is funded by pay as you go contributions which are not directly invested in underlying assets.
5. UEL will proactively seek investment opportunities with companies who have demonstrated a positive record of ethical performance and whose business values and practices are consistent with our own values.



6. This policy will be reviewed annually as part of the Treasury Management Policy review that is carried out by the Finance & Resources Committee. Any changes in investment policy that are taken consequent of this review will be reported to the Board of Governors.
  
7. This policy will be made public, along with contact details for relevant persons and a procedure for raising concerns about current or future investments of the University.