

Sustainability Report

Environmental, Social & Governance Performance
Pirum Systems Limited



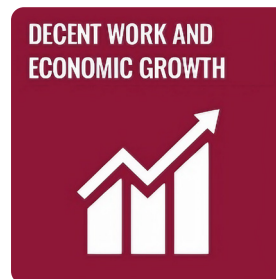
Executive summary

Pirum Systems Limited demonstrates a comprehensive commitment to Environmental, Social and Governance (ESG) principles through structured policies, measurable targets, and active governance oversight. Pirum recognises its responsibility to drive sustainable practices within the securities finance and collateral management industries.

Our ESG approach is anchored in six core principles designed to encourage sound business practices, ensure responsible stewardship, foster trust in capital markets, and contribute to the UN Sustainable Development Goals.

Pirum's commitments

Pirum supports the UN Sustainable Development Goals (SDGs) and has identified the following goals as the ones it can have most impact on.



Pirum is committed to reducing its carbon footprint and greenhouse gas (GH) emissions. We have worked with Carbon Footprint and have been carbon neutral since 2021.



Pirum has committed to reduce absolute scope 1 and 2 GHG emissions 58.8% by 2034 and to measure and reduce its scope 3 emissions. We are committed to reach net-zero by 2050. As part of this, we commit to reduce scope 1,2, and 3 emissions 90% by 2050.



Environmental

Third-party validation and certification

EcoVadis environmental assessment

Achieved a score of 60/100 in environmental performance, demonstrating medium impact across our sustainability initiatives. Our environmental policies scored particularly well at 75/100, reflecting our comprehensive approach to environmental issues including waste, energy consumption, greenhouse gas emissions, and water management.



Carbon Neutral+ certification

Pirum has successfully maintained certified Carbon Neutral+ Organisation status since 2021, demonstrating our commitment to immediate climate action while working towards longer-term sustainability goals.



Pirum has had our carbon reduction targets approved by the Science Based Targets initiative (SBTi).



Carbon management and climate action

Carbon neutrality achievement: As a certified Carbon Neutral+ Organisation, we have implemented verified carbon offset credit purchases and conducted comprehensive energy and carbon audits to maintain our carbon neutral status.

Greenhouse gas reporting: We maintain robust reporting across all emission scopes:

- **Scope 1 emissions:** Direct emissions from company operations with verified reporting values
- **Scope 2 emissions:** Indirect emissions from purchased energy (market-based approach) with confirmed documentation
- **Scope 3 emissions:** Comprehensive upstream and downstream emissions tracking and reporting

Net zero commitment: We have established a clear pathway to achieve net zero emissions by 2050, which has been approved by the SBTi.

Sustainable transportation

Employee initiatives: All employees have access to our cycle-to-work scheme, promoting carbon-neutral commuting options and supporting both environmental and employee health objectives.

Travel policy: Our responsible business travel policy prioritises economy class travel and rail transportation over flights where practicable, reducing our transportation carbon footprint.

Social performance

Third-party assessment

Our labour and human rights measures scored exceptionally well at 75/100, demonstrating effective action to support our workforce and human rights commitments.



People and workplace culture

- **Discrimination prevention:** Implemented actions to prevent discrimination in recruitment, professional development, and promotion processes
- **Employee satisfaction:** Regular employee satisfaction surveys to gauge workplace sentiment and identify improvement opportunities
- **Health and wellness:** Comprehensive healthcare coverage and programmes to address stress and psychological wellbeing
- **Work-life balance:** Flexible work arrangements including remote work and flexible scheduling options
- **Professional development:** Comprehensive opportunities for professional growth include talent identification and investment, open two-way communication, and career advancement pathways.
- **Family support:** Family-friendly programmes including parental leave, childcare services, and allowances
- **Workplace safety:** Employee health and safety emergency action plans and comprehensive coverage

Diversity and inclusion reporting: We maintain transparent reporting on key diversity metrics:

- **Gender pay equity:** Regular reporting on average unadjusted gender pay gap with external verification
- **Women's representation:** Tracking and reporting percentage of women employed across the organisation
- **Leadership diversity:** Monitoring percentage of women in top management positions

Equal opportunities: As an equal opportunities' employer, we value diversity as integral to our success, maintaining an inclusive, mutually respectful workplace free from discrimination and harassment.

Health and safety: We maintain rigorous standards for employee health and safety across all operations.

Human rights and modern slavery prevention

Zero tolerance policy: Pirum maintains a zero-tolerance approach to slavery, child labour, and forced labour, with comprehensive due diligence procedures throughout our supply chain.

Supply chain screening: All contractors, suppliers, and business partners undergo appropriate screening through onboarding questionnaires, Lexis Nexis diligence checks and periodic monitoring.

Fair employment practices: Employment contracts are written in plain English with clear procedures, and we maintain comprehensive records open to verification by authorised personnel.

Fair compensation: We are committed to paying fair, equal wages based on real cost of living, including Living Wage standards, aligned with Fintech industry salary benchmarks.

Community engagement

Charitable partnerships: Active collaboration with organisations including the 10,000 Intrens Foundation, Pursuing Independent Paths, Bookmark Reading Charity, The Little Angels Charity, Army Benevolent Fund, British Red Cross, and The International Bankers Charitable Trust.



Employee volunteering: Since 2022, we provide two paid volunteering days per employee annually, encouraging staff participation in community support activities.

Professional development: We support industry diversity and inclusion through sponsorship, volunteering, mentoring, and knowledge sharing within the securities finance industry.

Governance performance

Third-party ethics assessment

Our environment and ethics policies scored 75/100.



Corporate governance structure

Board oversight: Our governance framework includes at least five formal Board meetings annually, focusing on strategic planning while ensuring adherence to corporate values and ESG objectives.

ESG leadership: The General Counsel serves as ESG lead and Chair of the ESG Committee, with the CEO acting as ESG Champion at the Board level.

ESG committee: Cross-departmental quarterly meetings include the CEO, CFO, General Counsel, Senior Compliance Manager and People Director to identify ESG priorities and monitor performance progress.

Comprehensive ethics framework

Policy coverage: Our policies comprehensively address:

- Anti-corruption and anti-bribery measures with dedicated procedures
- Fraud prevention and detection systems
- Information security and data protection protocols
- Money laundering prevention measures
- Conflict of interest management
- Disciplinary sanctions framework for policy violations

Implementation measures: Robust procedural safeguards include:

- Specific approval procedures for sensitive transactions (gifts, travel, entertainment)
- Anti-corruption due diligence programmes for third parties
- Information security due diligence for external partners
- Whistleblower procedures
- Regular awareness training to prevent corruption
- Third-party data protection measures

Conclusion

Through ESG Committee oversight, annual policy reviews, and independent external validation, we maintain accountability for our ESG commitments while working collaboratively with stakeholders to achieve a sustainable future. Our performance in the 60th percentile of assessed companies demonstrates solid progress, while our identified improvement areas provide clear direction for continued advancement.

As we move forward, Pirum remains committed to fostering positive impact across all communities our work touches, promoting trust and confidence in capital markets, and contributing to the shift of capital towards sustainable companies, industries, and markets. Our third-party validated sustainability performance provides stakeholders with confidence in our ongoing commitment to responsible business practices.

Contact us



Get in touch



LinkedIn



Website



London Office - 2 Copthall Avenue, London, EC2R 7DA



New York Office - 875 6th Avenue, New York, NY 10001



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