

Our ESG stance at Nucleus

Beyond the environmental, social and governance (ESG) investments that we offer, Nucleus is also working to boost its ESG and sustainability credentials more widely from a company perspective.

We started this piece of work last year to complement our discretionary managed portfolio service IMX.

As part of this, we issued a company-wide staff survey in March 2021 to assess Nucleus' carbon footprint. This will help us to measure our company's impact on the environment and to generate ideas and actions on our path to becoming a sustainable business.

Our chief executive David Ferguson discussed the issue of climate change in our 2020 annual results, saying: "We recognise the threat posed by climate change and our responsibility to help the UK transition to a low-carbon economy and also believe that action in this area is an important consideration for our people and our attractiveness as an employer."

"It is our intention to address these challenges by adopting and promoting low-energy technologies and working practices, and to help hold other organisations to account through more transparent reporting and particularly through the climate-related elements of our IMX investment beliefs."

ESG is sponsored at an executive level by our chief risk officer Martin Ettles, and we plan to further progress our plans on ESG and sustainability during 2021.

Diversity and inclusion

Nucleus was set up to create great outcomes for the advisers and clients we work with, and we see our people as core to delivering on that purpose.

As an example, we take a progressive and forward-looking approach to the issue of diversity and inclusion. We are signatories of the Women in Finance Charter as well as the Tech Talent Charter, meaning we hold ourselves accountable by setting targets and timescales for change.

We recognise that while we have a good gender balance across our team, we have work to do to grow the number of women in leadership roles. As at 1 December 2020, we had 32% of women in senior leadership roles - up from 18% in the previous year.

We have set up a working group on diversity and inclusion and are developing a programme to cover:

- Talk and share – Making diversity and inclusion part of what we see and hear each day.
- Measure the outcomes – Defining what success looks like and what outcomes we are trying to achieve. These outcomes will be clearly explained and measurable, supported by commitments to follow this through.
- Educate – Examining our learning programme to build in key diversity and inclusion topics through access to events and key speakers.

Again, diversity and inclusion is sponsored at an executive level by our chief risk officer Martin Ettles.

Further information

You can find out more about Nucleus as a company and our work on diversity and inclusion here:

nucleusfinancial.com/about-us

nucleusfinancial.com/about-us/inclusion-and-diversity