



SOCIAL RESPONSIBILITY CHARTER



For nearly 200 years, our responsibility towards our clients, our employees, the environment and society as a whole has been one of the pillars of our business. Today, this approach can be seen in our deliberate and determined commitment to all spheres of sustainable development. Our charter determines our actions, and Mirabaud shall maintain this course over the long term to remain a responsible entity.

OUR MISSION

WHAT MAKES US A RESPONSIBLE FIRM

Since its founding in 1819, Mirabaud has respected the notion of sustainability through its business activities, making neither proprietary investments nor taking speculative positions in the bank's name. The Mirabaud Group has always sought to combine growth with a constant concern for long-term viability while remaining loyal to the entrepreneurial spirit of its founders, thus guaranteeing its spirit of uncompromising independence.

Our mission is to fulfil the needs of our clients by providing them with advisory, management and brokerage services for the preservation of financial assets. While constantly developing new, customised, high-performance services, we take a prudent, meticulous approach to risk management. To that end, we have set up a rigorous monitoring system based on Swiss and international banking legislation, which provides us with additional assurance that we are meeting our responsibilities across all our business lines. This is how we conduct our mission internationally within our various branches.

Mirabaud supports several international initiatives to promote corporate responsibility in the areas of sustainable development. We support the 10 principles of the United Nations Global Compact (UNGC).

As signatory of the UN Principles for Responsible Investment (UNPRI), Mirabaud is committed to gradually applying the six principles pertaining to the integration of sustainable development in the investment process. We are convinced that financial and extra-financial performances go hand in hand with the creation of value over the long term.



OUR VALUES ARE OUR IDENTITY

Our values are part of our identity, as is our history and our culture. They guide us as we strive to accomplish our mission, reach strategic goals, and operate as a responsible bank with regard to our clients and all stakeholders with whom we cooperate. They guide our management team and our employees in their decisions and actions.

Integrity, a fundamental value of the Mirabaud Group, dictates a measured business policy. Beyond its financial performance, we are convinced that our firm's capital is founded on the confidence our clients have in us, on our reputation as a bank, and on the quality of each Mirabaud employee.

Mirabaud applies and supports the principles of a responsible company in its overall management and respect for economic standards and human values via:

- An uncompromising customer service that encompasses the search for performance as well as the guarantee of transparency
- A human resources management that aims to create a working environment that contributes to the personal and professional fulfilment of our employees
- A long-term vision that allows us to anticipate and limit conflicts of interest.

Our growth as well as future developments lead us to regularly adapt our structures and our way of operating. Our focus on the long term requires that we ensure at all times a corporate governance that is both exemplary and geared towards the exterior, implying a code of conduct that is grounded in the continuity of our values and geared to provide quality, customised service via:

- Respect for the law and ethical standards
- Elaboration of and respect for the codes of conduct that guide our internal practices
- Communication and commitment in conjunction with all stakeholders with regard to the efforts made, and to anticipate potential risks in this way

At the Group level, the Corporate Social Responsibility (CSR) Committee – comprised of members of senior management as well as representatives of their supporting departments – strives to ensure that Mirabaud's values and mission are maintained in all its business pursuits. The committee proposes a CSR strategy which is validated by the Partners.



OUR ENGAGEMENTS

3 AREAS OF SUSTAINABLE DEVELOPMENT

As a responsible firm focused on the long term, the Mirabaud Group is duty-bound to furnish the necessary efforts to address the changing needs of its clients and stakeholders. Our sustainable development strategy calls us to combine respect for our values and principles of corporate responsibility with growth and development.

Taking an approach that strives for continual improvement, our CSR committee has defined three areas of sustainable development and is working to encourage management to make progress reports on measures taken with all of their employees, so that the CSR strategy becomes a shared point of reference that helps our firm make a positive impact.

1. OUR INVESTMENTS

For nearly 200 years, Mirabaud has offered investment solutions based on a cautious, tightly-controlled approach to risk management. Today, the various Mirabaud funds apply extra-financial analytical criteria. These criteria are integrated in classical financial analysis, taking into consideration environmental, social and corporate governance factors. Convinced that these analyses form an important factor in the evaluation and choice of investments, we strive continually to offer our clients a range of products and mandates that integrate sustainable development. We are committed to the promotion and development of sustainable finance, notably via our partnership with two associations: Sustainable Finance Geneva (SFG) and Swiss Sustainable Finance (SSF).

2. OUR EMPLOYEES

We do what we say in terms of human resources management. Adherence to our values and a shared vision of social responsibility are essential criteria when it comes to recruiting new employees. Our first commitment is to practice what we preach in terms of civic responsibility by combating all forms of discrimination and by promoting diversity. We encourage mobility and training for all our employees in order to create value

added over the long term and to provide an attractive working environment. We have developed a “human factors” programme to help each employee feel good at work. Health in the workplace is also one of our key concerns, and we have implemented several actions on behalf of this theme. We also provide support for employees engaged in citizen projects.

3. OUR SOCIAL ENGAGEMENT

We are convinced that a company can create value over the long term, notably by minimising its environmental impact. One of the Group’s priorities is to implement concrete solutions to conserve energy and preserve biodiversity. We have set targets for reducing the ecological footprint of our operations by optimising energy use, promoting responsible resource management, notably concerning water and paper, and by implementing measures to limit the company’s impact on nature. Our societal commitment can also be seen in our support for social entrepreneurs, investments in micro-finance, and through direct support for various foundations and associations.

OUR GOALS

Mirabaud has confidence in and is particularly intrigued by initiatives linked to the firm’s business. Such projects could be a source of innovations for the Group. They generate positive momentum and create occasions for employees to implicate themselves in concrete actions that will enable other people to acquire the skills, tools and the information they need to contribute to the progress and development of their communities.

The goal of the CSR committee is to oversee the roll out of the CSR strategy, in order to adapt proposals to concrete results and to oversee the realisation of projects. In this way, our mission as a responsible bank will create value and have a positive impact on society as whole.

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