



# Cartica Management, LLC

## Sustainability Policy

### Purpose

Cartica Management, LLC is a concentrated active owner in small and mid-cap companies in emerging markets. As part of its active ownership model, Cartica encourages its portfolio companies to continuously improve their environmental practices. As a firm, Cartica also works to understand and reduce our own impact on the environment over time. This policy provides information on our sustainability principles, leadership, and the key themes we are tackling.

### Guiding Principles

1. Cartica was founded to create long-term value globally, and we believe that long-term value is enhanced by environmental sustainability
2. Our commitment to sustainability reflects our values as a firm
3. Cartica strives to undertake the same diligent approach to managing our environmental footprint that we request of our portfolio companies
4. We aim to reduce our environmental footprint per employee over time

### Leadership

Cartica's sustainability efforts are led by the Cartica Sustainability Committee, which reports to the executive team. The Sustainability Committee:

1. Sets sustainability priorities and performance goals for the firm;
2. Educates employees on how they can participate in reducing the firm's carbon footprint;
3. Communicates and champions new initiatives; and
4. Enhances sustainability reporting to internal and external stakeholders.

### Key Sustainability Issues

In 2019, Cartica launched a carbon footprint exercise and identified three areas as primary categories of GHG emissions: employee business travel, employee commuting, and office operations (energy, products use, and waste). We undertake the following activities to address each of these items and reduce our footprint over time:

1. **Employee business travel:** Global travel is an important part of our business, and emissions from air travel comprise a significant part of our carbon footprint. To reduce and offset these emissions, Cartica:
  - a. Encourages train travel versus air for trips within 300 miles of our office
  - b. Encourages employees to take public transportation for intracity meetings



2. **Employee commuting:** To reduce our commuting footprint, Cartica:
  - a. Enables employees to use tax-free funds to pay for public transportation on their commutes
  - b. Utilizes free bike racks available in our building
  
3. **Office operations:** Cartica's Washington, DC headquarters is in a [LEED Gold](#)-certified building with a [Walk Score of 98](#). Cartica takes the following additional steps to manage our footprint:
  - a. Green kitchen practices, including eliminating plastic water bottles, providing only reusable dishware and utensils, and providing recycling and composting bins
  - b. Energy Star-certified appliances and office equipment
  - c. Occupancy sensor lighting controls
  - d. Biannual environmentally focused volunteering events and educational workshops
  - e. Semiannual e-cycle event to enable employees to recycle old electronics
  - f. Battery recycling program
  - g. Minimized paper use, including 2-sided printing and reuse of 1-sided printed material

### **Carbon Offset Partnership**

Cartica partners with [CarbonFund.org](#) to offset the negative environmental impact of all resulting and unavoidable operating emissions from employee business travel, commuting, and office operations. In 2020, Cartica quantified 2019 emissions and selected a project that will enable us to purchase and retire carbon offsets equal to total net operating emissions.

With CarbonFund.org, we chose the [Envira Amazonia Project](#), a tropical forest conservation project in Acre, Brazil, to offset our 2019 emissions.