

ESG Indicators

Corporate Bonds

Environmental

- Company approach to climate change: carbon emissions, carbon footprint, vulnerability to climate change
- Use of natural resources
- Pollution and waste
- Opportunities in clean technologies, renewable energy

Social

- Human capital development, incl. labor management, health and safety
- Product liability (incl. safety and quality), privacy, data security
- Responsible investment
- Diversity, equity and inclusion (DEI)

Governance

- Transparency of ownership structure
- High quality, diverse board of directors that includes numerous independent members
- Board and management team with track record supportive of creditor interest
- Well-articulated capital allocation policy aligned with long-term creditor interest
- Balanced executive pay structure incentivizing long-term behavior supportive of creditor interest
- Appropriate level of corporate disclosure
- Executive management succession planning and deep management bench
- High quality accounting standards