



RI TRANSPARENCY REPORT

2019

Arkadiko Partners Ltd

About this report

This report is an export of the individual Signatory organisation responses to the PRI Service Provider Reporting Framework during the 2019 reporting period. It shows your responses to mandatory indicators, as well as responses to voluntary indicators that your organisation has agreed to make public. You will be able to access the public RI Transparency report of your organisation and that of other signatories on the [PRI website](#).

The information is presented exactly as it was reported. Where an indicator offers a response option that is multiple-choice, all options that were available to the signatory to select are presented in this report. Presenting the information exactly as reported is a result of signatory feedback which suggested the PRI not summarise the information. As a result, the reports can be extensive. However, to help easily locate information, there is an **Index** which highlights where the information can be found and summarises the indicators that signatories complete and disclose.

Understanding the Index

The Index summarises the response status for the individual indicators and modules. It can be used by stakeholders as an 'at a glance' summary of reported information and to identify particular themes or areas of interest.

All indicators within a module are presented below. The status of indicators is shown with the following symbols:

Symbol	Status
✓	The signatory has completed all mandatory parts of this indicator
☑	The signatory has completed some parts of this indicator
🔒	This indicator was not relevant for this signatory
-	The signatory did not complete any part of this indicator.
⚠	The signatory has flagged this indicator for internal review

Within the table, indicators marked in blue are mandatory to complete. Indicators marked in grey are voluntary to complete.

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Organisational Overview			
Indicator	Short description	Status	Disclosure
OO 01	Basic information	✓	Public
OO 02	Reporting year	✓	Public
OO 03	Signatory category and services	✓	Public
OO 04	Other offerings/business activities	✓	Public
OO 05	Breakdown of ESG coverage	✓	Asset mix disclosed in OO 06
OO End		✓	-

Strategy and Governance			
Indicator	Short description	Status	Disclosure
SG 01	Responsible investment policy	✓	Public
SG 02	Norms used to develop policies	🔒	n/a
SG 03	Policy offerings to clients	✓	Public
SG 04	ESG/RI in business offerings	🔒	n/a
SG 05	Outsourcing of services	✓	Private
SG 06	Providing training/education	✓	Public
SG 07	Applying, advancing and promoting the PRI principles	✓	Public
SG 08	Actions taken to promote responsible investment	✓	Public
SG 09	Long term trends	✓	Public
SG 10	Interaction with asset owners	🔒	n/a
SG 11	Aligning approach with investor goals	✓	Public
SG 12	ESG recommendations not aligned with investor goals	✓	Public
SG 13	Seeking feedback from clients	✓	Public
SG 14	Managing conflicts of interest	✓	Public
SG End		✓	-

Arkadiko Partners Ltd

Reported Information

Public version

Organisational Overview

PRI disclaimer

This document presents information reported directly by signatories. This information has not been audited by the PRI Secretariat or any other party acting on their behalf. While this information is believed to be reliable, no representations or warranties are made as to the accuracy of the information presented, and no responsibility or liability can be accepted for any error or omission.

Basic Information

OO 01	Mandatory	Public	Descriptive
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OO 01.1 Select the location of your organisation's headquarters.

United Kingdom

OO 01.2 Indicate the number of countries in which you have offices (including your headquarters).

- 1
- 2 - 5
- 6 - 10
- 11 - 50
- >50

OO 01.3 Indicate the regions where you have offices.

- Africa/Middle East
- Asia (excluding Japan & Korea)
- Australasia
- Canada
- Continental Europe
- Japan & Korea
- Nordic
- South America
- UK & Ireland
- US

OO 01.4 Indicate the approximate number of staff in your organisation in full-time equivalents (FTE).

FTE

3

Reporting Year

OO 02	Mandatory	Public	Descriptive
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OO 02.1 Indicate the year end date for your reporting year.

31/12/2018

Signatory category and services

OO 03

Mandatory

Public

Gateway

OO 03.1

Indicate which of the following categories reflect your core offering or main business activity:

- Reporting
- Active Ownership Services
- Investment consultancy
- Research and Data Provision
- Other, specify (1)

Management consultancy that works with investors to improve the quality of their stakeholder relationships, thereby strengthening their business models.

- Other, specify(2)

OO 03.2

Indicate any other business activities that your organisation offers. Indicate whether you wish to report on these business areas.

- Reporting
- Active Ownership Services
- Investment consultancy
- Research and Data provision
- Other, specify (3)

Coaching and executive search

- Other, specify (4)
- None of the above

OO 04

Mandatory

Public

Descriptive

OO 04.1

Please describe your core offering or main business activity.

Arkadiko Partners is an innovative consultancy that works with investors to improve the quality of their stakeholder relationships, thereby strengthening their business models.

Our purpose is to address dysfunctions and failures of the financial system by assisting investors and their stakeholders in their evolution from short-term transactional to longer-term relational behaviour.

When working with investors we focus on the following core areas of their business:

1. Vision, purpose and positioning: we appraise vision and purpose in the context of developing best practice on sustainable investment. We engage with key staff, enabling them to come to a common view on sustainable investment. We assist in deciding on positioning in different asset classes, markets and sectors.
2. Investment strategies and relationships: we appraise current investment strategies and manager relationships and propose means of improving these, so they can better meet clients' needs in relation to sustainable investment, including the integration of longer-term factors. We also provide training on relevant issues as required.
3. Stewardship of investments: we ensure that clients are able to implement best in class stewardship efficiently across their clients' investments, including where practicable the voting of shares and engagement with companies and regulators. We also consider opportunities to work collaboratively and recommend effective means of communicating stewardship activities to all stakeholders.

4. Stakeholder relationships and communication: we assist in understanding the developing requirements on sustainability, stewardship and responsible investing and in communicating success in meeting these in line with mission.

OO 04.3

Please describe your non-core offering or business activity.

Arkadiko also offers client workshops, coaching and executive search.

Arkadiko Partners Ltd

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Strategy and Governance

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Policy on ESG beliefs

SG 01	Mandatory	Public	Gateway
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SG 01.1 Describe how your organisation's philosophy incorporates environmental, social and governance factors, and the link to your business offerings.

Arkadiko Partners' position statement on Corporate & Environmental Responsibility

We have created Arkadiko Partners to be a business in which we - and we hope future partners - would like to work. Our ambition is to catalyse a more sustainable financial system both through our work with individual clients but also more widely, for example through our "peer network", which is open to clients and non-clients and through which we hope to make progress on some of the more intractable issues in our industry.

We have deliberately kept the structure of Arkadiko as simple as possible. Currently we have two equity partners and one fixed share partner and so we will all share in the success of our business as it grows and has more impact. Culturally, we are completely open and transparent and make all significant decisions on a consensual basis. Our relationship is based on trust and mutual understanding.

Our partnership agreement commits us all to working no more than four days a week on Arkadiko work, giving each of us the capacity to fulfil additional professional and personal commitments. For example, Colin spends some of this time teaching at business schools and Jennifer is a volunteer coach. Both of us are also mentors.

We do not have a fixed office, thereby avoiding the overheads and environmental impacts associated with this as well as keeping our costs down. We are necessarily "paper-free" and communicate internally via emails and Skype calls. We work with clients in their offices or from other mutually convenient locations and so travel is often essential. Wherever possible we use public transport however and make full use of remote communications to avoid unnecessary travel.

<https://arkadikopartners.com/what-we-do/>

SG 01.2 Indicate whether you have policies that formalise the incorporation of your ESG beliefs in your business offerings.

- Yes
 No

SG 03	Mandatory	Public	Descriptive
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SG 03.1 Indicate whether you offer standard, off the shelf, policies to clients as part of your product offerings, and/or whether you create tailored versions for individual clients.

	Off the shelf	Tailored
Asset class-specific RI guidelines	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sector-specific RI guidelines	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Screening/exclusions policy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Engagement policy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
(Proxy) voting policy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
RI guidelines set out within the Investment Policy Statement (IPS)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
RI guidelines set out in a freestanding RI policy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Multi-year RI implementation project plan	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conflict of interest management policy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Stockbroker allocation policy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Securities lending policy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other, please specify (1)	<input type="checkbox"/>	<input type="checkbox"/>
Other, please specify (2)	<input type="checkbox"/>	<input type="checkbox"/>
Other, please specify (3)	<input type="checkbox"/>	<input type="checkbox"/>
None of the above	<input type="checkbox"/>	<input type="checkbox"/>

SG 03.2

Provide a brief description of the key elements, any variations, or exceptions applying to these policies.

Arkadiko Partners works with its clients to co-create bespoke policies and processes that best suit their approach to responsible investment

SG 06

Mandatory

Public

Descriptive

SG 06.1 Indicate whether you provide training/educational services on ESG/RI. Tick all that apply.

- Board/trustee training
- Investment manager training
- Regulatory bodies/authorities or public policy makers
- Corporate executive training
- ESG analyst training
- Other, specify (1)
Leadership coaching
- Other, specify (2)
- Other, specify (3)
- Other, specify (4)
- None of the above

SG 06.2 Describe the main components of your training/educational services on ESG/RI and any variations depending on the group you provide training/education to.

Arkadiko Partners assists organisations in equipping themselves with the necessary expertise and resources to implement a successful responsible investment strategy

SG 06.3 Describe whether these training/educational services include any commercial elements.

These services are included with the overall fees charged by Arkadiko to its clients with the exception of the leadership coaching element

SG 07	Mandatory	Public	Descriptive
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SG 07.1 Describe how your organisation applies, advances and promotes the PRI Principles.

Arkadiko Partners works with its clients to assist them in advancing the PRI Principles through their own work

SG 08	Mandatory	Public	
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SG 8.1

Indicate which of the following actions your organisation has taken to promote responsible investments during the reporting year, independently of collaborative initiatives.

- Provided or supported education or training programmes for clients, investment managers, legal advisers or other investment organisations
- Provided financial support for academic or industry research on responsible investment
- Encouraged better transparency and disclosure of responsible investment practices across the investment industry
- Spoken publicly at events and conferences to promote responsible investment
- Written and published in-house research papers on responsible investment
- Encouraged the adoption of the PRI
- Written and published articles on responsible investment in the media
- Policy engagements and other interactions
- Other, specify
- None of the above

SG 09**Mandatory****Public****Descriptive****SG 09.1**

Indicate which of the following long-term trends are addressed in your product outputs.

- Changing demographics

SG 09.2

Explain how this long-term trend affects your product outputs.

Arkdiko Partners helps to educate and raise client awareness of the importance of this issue to their future business

- Climate change

SG 09.2

Explain how this long-term trend affects your product outputs.

Arkdiko Partners helps to educate and raise client awareness of the importance of this issue to their future business

- Resource scarcity

SG 09.2

Explain how this long-term trend affects your product outputs.

Arkdiko Partners helps to educate and raise client awareness of the importance of this issue to their future business

- Technology developments

SG 09.2

Explain how this long-term trend affects your product outputs.

Arkadiko Partners helps to educate and raise client awareness of the importance of this issue to their future business

- Other, specify (1)
- Other, specify (2)
- None of the above

SG 11**Mandatory****Public****Descriptive****SG 11.1**

Describe how you typically align your organisation's philosophy and approach to ESG/RI with your investor clients' goals.

- Describe
- This is not relevant for my organisation

SG 12**Mandatory****Public****Descriptive****SG 12.1**

Describe what steps you take, if any, when your ESG recommendations are not in line with your investor clients' goals.

- Describe

Arkadiko Partners works with its clients to co-create its recommendations and so this situation would not arise

- This is not relevant for my organisation

SG 13**Mandatory****Public****Descriptive****SG 13.1**

Indicate whether you seek feedback from clients on your RI/ESG services and product offerings

- Yes

SG 13.2

Describe how you use this feedback in your RI/ESG services and product offerings.

Our services and product offerings are continuously evolving to adapt to the rapidly changing external environment and, as previously stated, we work closely with our clients to co-create solutions.

- No

SG 14**Mandatory****Public****Descriptive****SG 14.1**

Indicate whether your organisation has a policy for managing potential conflicts of interest.

- Yes

SG 14.2

Describe how you manage potential conflicts of interest.

Arkadiko Partners is a small organisation and so we are able to discuss fully any potential contract as and when it arises. However, as a small, independent business we have so far not experience conflicts of interest and expect that these will be extremely rare.

SG 14.3

Describe how you ensure that company employees do not derive any personal gain from the use of information collected during your work process.

We are an extremely small organisation with full transparency and high levels of trust between us. We hold each other to account for maintaining the highest standards of confidentiality in our work.

No