

Corporate Social Responsibility

Our unwavering and deeply-rooted dedication to our clients, communities, our people and our environment saw momentum during 2019, and we continue working to fulfil our commitments for these key strategic areas.



Our clients

Our very first guiding principle as a firm is to put our clients first. To us, this means working diligently to understand their needs, interests and desired outcomes so we can help them achieve their long-term financial goals. Our goal is to deliver on our experience promise, that we build and maintain trust by being dependably excellent in all things.

Make it Personal. We seek to see the world through our clients' eyes and understand their purpose. We ask the hard questions and listen intently, empathising with challenges and anticipating needs.

Set Our Intention. For every 'what' we do, there is a 'why' we do it. By setting a client-focused intention before everything we do, we consider the next step proactively and keep client goals in mind. These intentions establish our path forward to define what we are working towards and how we will get there.

Be a Knowledge Partner. We stay open-minded, challenge what we know and obsess over the details. This constant pursuit of knowledge and insight enables us to create solutions that clients can trust. By sharing what we learn, we can help guide to smart, confident decisions.



Responsible investing

We believe that integrating ESG factors into our investment decision-making and ownership practices is fundamental to delivering market-leading, risk-adjusted long-term investment results to our clients. We measure our success based on the outcomes we deliver to clients, and we understand that for many clients, the actual holdings of their portfolio are an important consideration in combination with their investment results.

➔ For more information on our commitment to responsible investing go to page 9.



Our people

Our people-focused culture is driven by collaboration and connection, and it celebrates diversity and a shared passion for giving back to the places we live and work. It is through the diversity of our people – whose varied skills, backgrounds and cultures shape our outlook – that we can explore unique avenues and uncover opportunities unseen by others in our industry.

We are committed to creating an inclusive environment that promotes equality, cultural awareness and respect by implementing policies, benefits, training, recruiting and recognition practices to support our colleagues.

Key diversity and inclusion accomplishments in 2019:

- Implemented a sabbatical leave programme
- Enhanced our US Family Leave Pay and our UK Shared Parental Leave Pay to align better with industry standards
- Implemented a global Adoption Assistance Programme
- Delivered Unconscious Bias Training to employees globally
- Included in the 2020 Bloomberg Gender Equality Index and 2020 Human Rights Campaign Corporate Equality Index for our inclusive practices and policies
- Increased women in senior leadership roles by 4% to 29%; 39% of employees globally are women
- Improved our Gender Pay Gap in 2019 versus 2018*

* We take a global approach to managing compensation and strive to ensure that our compensation and reward programmes are externally competitive and internally equitable to support company strategy and to attract, motivate and retain talented employees. Our gender pay gap is driven by a greater proportion of men than women in the highest paying positions and not by unequal pay for men and women doing substantially similar work.



Our community

The Janus Henderson Foundation

The Janus Henderson Foundation is the primary charitable giving arm of Janus Henderson Group. The Foundation makes a difference in our community by helping youth achieve their full potential through access to better educational opportunities. We invest in innovative programmes that prepare our youth to achieve academic success and evolve to be the future leaders of tomorrow, which strongly aligns with the United Nations Sustainable Development Goal of Quality Education.

Selected 2019 partnerships:

- **Junior Achievement (JA) Titan Global.** Prepares young people to succeed in a global economy, through virtual business simulations and a comprehensive economic, business management and financial curriculum.
- **TutorMate.** Enables volunteer, working professionals to tutor students remotely in core reading skills on a weekly basis, focusing on fluency and comprehension.
- **KickStart Money UK.** Coalition of savings and investment firms working to improve the provision of financial education in primary schools to create a movement that focuses on financial literacy and a culture of saving.
- **Angkor Hospital for Children (AHC).** Aims to address challenges of health inequality and help children in rural Cambodia not only survive but thrive.

Employee-led giving

We believe it is important for our colleagues to be actively involved in global volunteering and service to build a workplace that attracts and retains the best talent, extends the Janus Henderson brand and serves the communities where we live and work.

Select employee-led contributions:

- Logged 1,845 hours of employee community investment time
- Donated a monetary value of US\$46,906 in volunteer hours to charities
- Employee Matching Gift Contributions: US\$139,565 amount matched and 343 charities supported
- Give as You Earn Match Programme: £71,134 amount matched and 116 charities supported



Our Environment

We recognise the importance of managing our operational activities in the most sustainable way possible, and we continue to work on reducing unavoidable carbon emissions and increasing our transparency in disclosure. In recognition of these efforts, Janus Henderson was awarded the 12 years of CarbonNeutral® certification from Natural Capital Partners in 2019.

Our environmental commitments:

- Maintain our Carbon Neutral status
- Reduce our carbon use by 15% per full-time employee over a three-year period – starting January 2019*
- Maintain a CDP Score of B

* 2018 was the first full year of measured emissions as Janus Henderson Group.

 For more information on our dedication to CSR, please read our 2019 Impact Report online at janushenderson.com/ir.



1 Reaching new heights by participating in the 14er Challenge

2 Denver colleagues building bikes for students

3 London colleagues visiting their TutorMate students

4 Intech employees taking a moment to clean up local parks

5 Children in Cambodia assisted by the AHC Treatment, Education and Prevention Truck