



Trillium analysts employ a rigorous review to identify the most challenging ESG issues facing each industry group or sector. Companies in the industry are then evaluated based on the criteria to identify those with better overall performance.

#### IN ADDITION TO THE INDUSTRY REVIEW, COMPANIES MUST ALSO MEET THE FOLLOWING CRITERIA:

##### Environment

Trillium avoids investing in:

- Energy companies with  $\geq 10\%$  of a company's proved reserves in the Tar Sands
- Companies with any known coal mining exposure
- Any energy or electric utility companies that generate  $\geq 10\%$  of revenues (or % owned generating capacity) from coal
- Companies with  $\geq 5\%$  revenues derived from nuclear power.
- Companies with  $\geq 5\%$  revenues derived from agricultural biotechnology.

We also avoid investing in companies involved in major recent or ongoing controversies related to environmental issues.

##### Human Rights

Trillium avoids investing in companies that are involved in major recent or ongoing human rights controversies, such as supply chain abuses, suppression of freedom of expression, and/or support of repressive regimes.

We also avoid investing in companies that have demonstrated a pattern of disrespectful or exploitative behavior toward Indigenous Peoples for example, regarding land use, cultural heritage, or negative imagery.

##### Animal Welfare

Trillium avoids investing in companies involved in major recent or ongoing controversies related to animal welfare.

##### Workplace

Trillium avoids investing in companies involved in major recent or ongoing controversies related to workplace discrimination, such as a pattern of discrimination against LGBT employees.

Trillium also avoids investing in companies involved in major recent or ongoing controversies related to employee safety.

##### Product & Marketing

Trillium avoids investing in companies involved in major recent or ongoing controversies related to product safety and marketing.

Trillium avoids investing in companies with  $\geq 5\%$  revenues, not including retail sales, derived from:

- Firearms
- Tobacco
- Gaming
- Pornography

We also will avoid investing in companies with:

- $\geq 5\%$  revenues derived from the sale of conventional, chemical or biological weapons
- $\geq 1\%$  revenues from nuclear weapons sales
- Derive any portion of their revenues from manufacturing landmines or their components
- Primary involvement in for-profit prisons

##### Governance

Trillium avoids investing in companies involved in major recent or ongoing corporate governance controversies.

Note: Certain Trillium strategies may have additional criteria, such as no exposure to any traditional energy companies (Fossil Fuel Free).