



Policy Coversheet

Name of Policy:	Ethical Investment Policy
Purpose of Policy:	To demonstrate an approach to the investment of its funds that minimises the risk of its funds being invested in areas that conflict with the University's core values, taking account of ethical, environmental, corporate governance and social issues.
Intended audience(s):	Students/staff/external parties
Approval for this policy given by:	Sustainability & Resources Committee
Last Review Date:	March 2017
Review Due Date: (3 years from last review)	March 2020
Individual responsible for review:	Chief Financial Officer
Authorising department:	Financial Services

ETHICAL INVESTMENT POLICY

Staffordshire University seeks to have an Ethical Investment Policy which meets the purpose of the University and its values as stated in the Strategic Plan. These can be found at <http://www.staffs.ac.uk/about/strategic-plan>

The University recognises its responsibility to operate in an ethical manner and to take account of social, environmental and ethical considerations in all activities including financial investment.

The University wishes to seek investment opportunities in organisations and countries which demonstrate a positive approach to individuals, communities, environmental protection, pollution control, conservation and recycling, safety & security and ethical employment practices.

Staffordshire University is committed to the following:

Screening investments on ethical grounds; with the provision that, if the activities of a company are, on ethical grounds inconsistent with the objectives of the University, then the University may choose not to invest even though this may reduce returns.

Not engage in any investment which might hamper the work of Staffordshire, either by alienating financial supporters or potential financial supporters, or by having a material impact on applications from potential students.

The University engages on a daily basis with various investment managers through the investment of surplus funds, endowments and in spin-out companies. The University expects its investment managers, as part of their normal investment research and analysis process, to take account of social, environmental, ethical and governance considerations in the selection, retention and realisation of investments.

Stakeholders may draw attention to any of the University's investments that may be considered unethical. Examples include, but are not limited to:

- Human rights abuse/oppressive regimes;
- Support of unethical operations such as armament sales to military regimes, tobacco production or animal testing for purely cosmetic purposes;
- Environmentally damaging practices

Staffordshire University is a member of multi-employer pension schemes constituted as separate legal entities with their own trustees and corporate governance procedures. Pension scheme funds are therefore invested entirely separately from the University and thus not included in this policy.

This Policy will be reviewed and updated every 3 years to ensure that it remains fit for purpose.