



## **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 University Plan 2012–2017. These can be found at; <http://www.staffs.ac.uk/about/plan/index.jsp>.

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.

The University invests funds on a daily basis with various third party organisations through the investment of surplus funds, endowments and in spin-out companies. The University will not knowingly invest in businesses whose activities and practices pose a risk of serious harm to individuals or groups, or whose activities are inconsistent with the University's mission and values.

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;
- Ethical/unethical employment practices - see our website at; [http://www.staffs.ac.uk/support\\_depts/equality/policy/objectives/index.jsp](http://www.staffs.ac.uk/support_depts/equality/policy/objectives/index.jsp)
- Support of unethical operations such as armament sales to military regimes, tobacco production or animal testing for purely cosmetic purposes;
- Environmentally damaging practices.

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