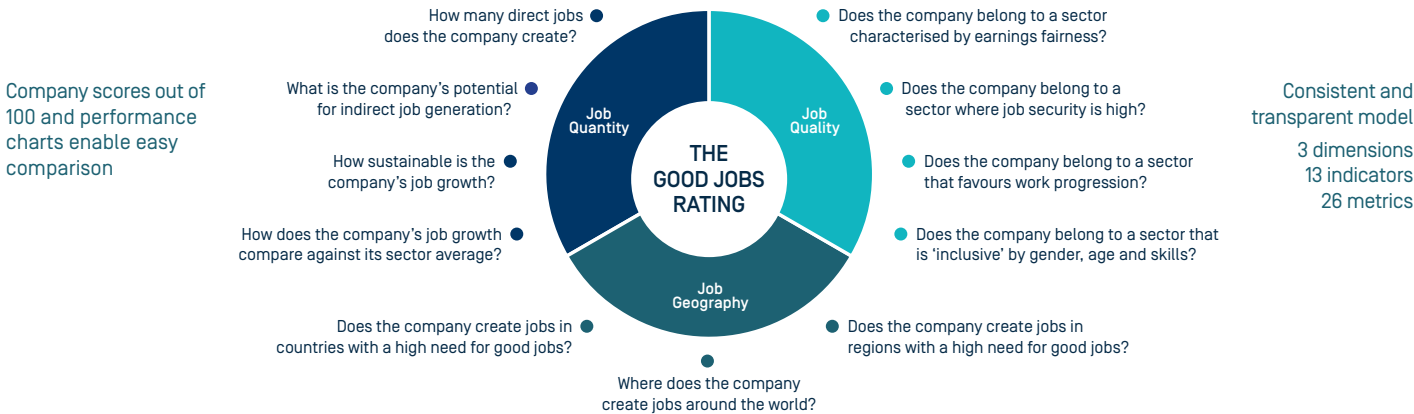




A powerful new data analytics tool, giving a societal perspective on companies as employers; the ideal screening and analysis solution to track investment performance against Sustainable Development Goal 8.

THE GOOD JOBS RATING MODEL



The three dimensions of the Rating model – Job Quantity, Job Quality, Job Geography – reflect the prevailing views of academic and policy experts as well as governments on the societal contribution of businesses as employers

The Rating was developed by The Good Economy team with 50 years of experience of working in this field at leading universities and international organisations (ILO, OECD, World Bank)

WHY THE RATING IS NEEDED

The widespread adoption of the UN Sustainable Development Goals (SDGs) by corporates and investors has fuelled the need for appropriate SDG analytics tools. The Good Jobs Rating addresses the need of investors wanting to track their performance against SDG 8: Decent Work and Economic Growth.

SDG 8 is particularly important because of its strong inter-linkages with other SDGs which are central to the sustainability of economies and markets and the long-term financial performance of equity investments. Of special note are SDG 10, 'Reduced Inequalities Between and Within Countries', and SDG 1, 'No Poverty'.

Progress with aligning and integrating SDG 8 targets in investor and corporate strategies has to date been slow due to a lack of standardised data and screening tools.



SDG 8: Decent Work and Economic Growth
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

HOW THE RATING WAS CREATED

The Good Economy (TGE) launched the UK Good Job Rating in 2017 based on its seminal work with public and private investors. Through a two-year collaboration with Sycomore Asset Management, TGE created a global version of the Rating. Sycomore participated in the research and development process and have now integrated the Rating into their company analysis.

Testing this innovative research solution on a real-world portfolio with a leading responsible investor that focuses on human capital and good jobs has enhanced the Rating's functionality and relevance to all investor users.



KEY FEATURES

- + Internationally recognised metrics
- + Overall scores for easy comparison
- + Direct and indirect employment analysis
- + Sector relative insight across the model
- + Global and regional employment mapped
- + Company reporting rated against the GRI

KEY BENEFITS

- + Applicable globally to listed and non-listed business
- + Compare scores by companies, sector and geography
- + A stand-alone rating or complement to ESG analysis
- + For pre or post investment screening and assessment
- + Increases scope for investor engagement and dialogue
- + Customised solution packages available

INFORMATION AND INSIGHT

Good job contribution that is both inclusive and sustainable is
Good for Employees, Good for Businesses and Good for Society

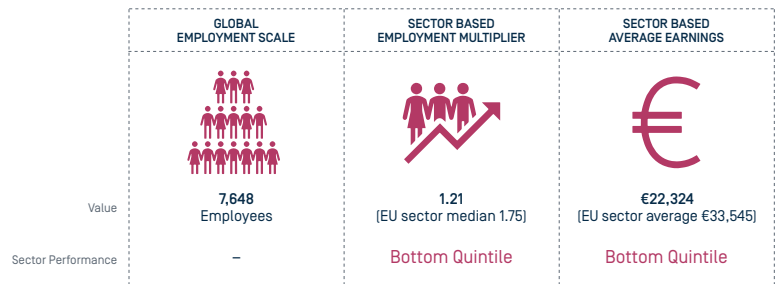
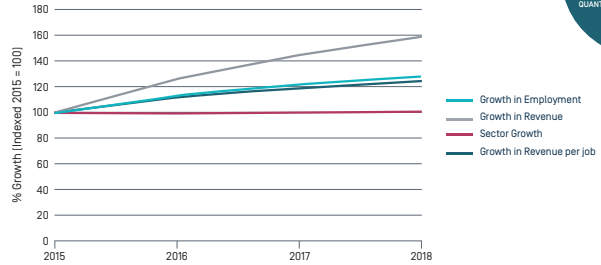


JOB QUANTITY (2 INDICATORS, 6 METRICS)

This dimension assesses a company's direct job growth, the sustainability of this job growth and the comparative performance of the company's job growth versus the average for its sector.

It also assesses a company's indirect job growth based on the employment multiplier of its sector.

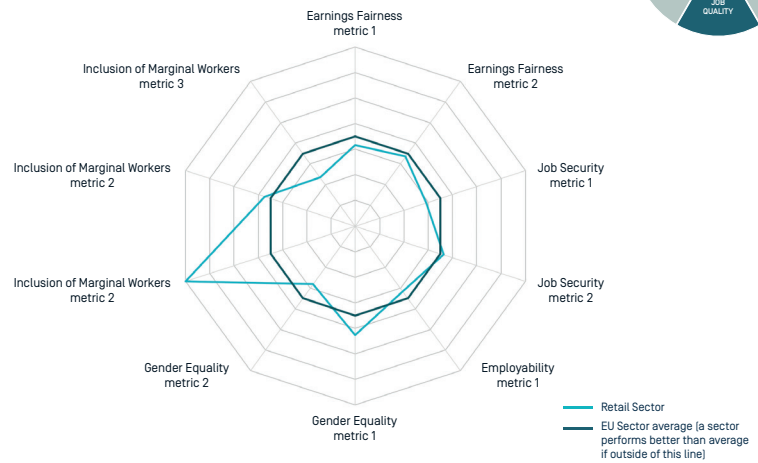
We adjust the company's direct job growth performance where it is mainly attributable to merger and acquisition activity. Reported company data informs this dimension of analysis.



JOB QUALITY (5 INDICATORS, 10 METRICS)

This dimension assesses five aspects of the social quality of a company's job creation: earnings fairness, job security, training-led work progression, gender equality in employment and higher management jobs, and accessibility to job opportunities for marginal groups (younger, older and low skilled workers).

The Rating uses sector data as proxies for company data, a common practice in economic impact assessments. Company workforce reporting in the areas of job quality is uneven, partial and highly aggregated.



JOB GEOGRAPHY (6 INDICATORS, 10 METRICS)

This dimension assesses the geographical footprint of a company's direct employment in relation to the societal need for jobs in those countries and regions where it operates.

Good job creation has a bigger impact on productivity and well-being in low wage countries and regions where unemployment and working poverty are greater.

The Rating provides a global analysis based on the distribution of a company's direct employment across countries. It also provides a regional analysis based on the location of the company's headquarters.

