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OUR APPROACH

DC Placement Advisors gives utmost importance to Environmental, Social and Governance initiatives that influence the lives of various stakeholders like customers, employees, shareholders, communities and the environment in a positive manner through all aspects of our business operations. DCPLA believes that well-thought initiatives, even the smallest ones, with significant social impacts, make our world a better one.



CSR continues to be a critical importance since it leads business operations in an ethical and sustainable way and deals with its environmental and social impacts.

As a responsible enterprise, DCPLA recognized its role to reduce CSR related issues and successfully developed and implemented its own CSR strategies which act as a catalyst to bring positive ESG outcome through our business operations.

DCPLA has already taken effective steps on ESG (Environmental, Social, Governance) related matters such as economic impact, social impact, ethical commitment, Green Infrastructure & Technology, and contribution in environment or social sustainability focused charity works.



DC PLACEMENT
ADVISORS



A MESSAGE FROM OUR CEO



“The ultimate goal for our clients, the fund managers, is to establish a holistic sustainable investment strategy by integrating sustainability goals into investment, addressing EU taxonomy and SFDR regulations, developing effective scenario analysis, and understanding how to push towards net zero.

Since its inception, DCPLA has been actively engaged in the marketing implementation of sustainable investment strategies for several years now and have been advising foremost real asset managers how to best craft these messages in their fund products marketing and sales pitchbooks to meet the demand of institutional investors of scale across Europe.”

But equally important for us is that we have our own sustainability related initiatives for quite some years now and strive to make our firm and a better one. Enjoy reading the next pages and happy to receive your feedback.

Nina Dohr-Pawlowitz
November 2021



EQUAL OPPORTUNITIES AND INTERNATIONAL REPRESENTATION

DCPLA's HRM provides equal opportunity for all nationalities without discriminating on the basis of race, skin color, gender, sexual orientation, age, religion, beliefs, ethnic origin, political views, or any other legally protected characteristic. We have employees from all over the world and implemented very effective employment policies to promote equal opportunity.

Distribution of Employees by Education

Graduated from
a University

100%

100% Master's
Degree

Percentage of employees
(Education basis)

ESG Committee

Nina Dohr-Pawlowitz
CEO &
Head of Fund Placement

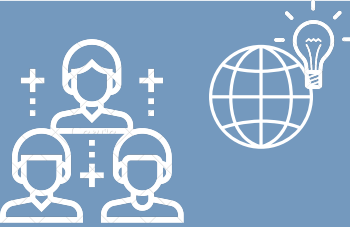


Eva March
Managing Director Institutional
Sales/Relationship Management
& Head of Marketing



Karan Patodia
Senior Associate





MORE AND BETTER OPPORTUNITIES FOR WOMEN



DCPLA's CSR gender efforts start with bringing women up to front row by assigning them responsible job positions.

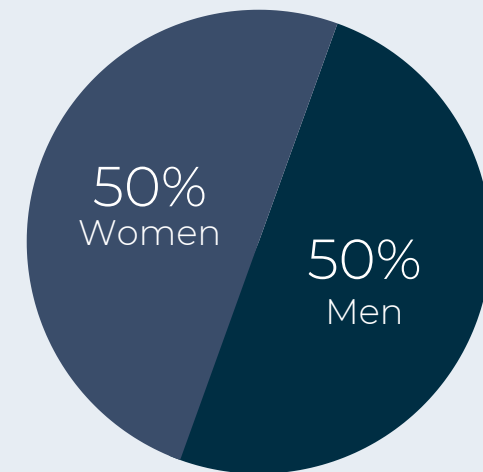
We are a women-led advisory firm & a placement agent and we are proud to be **an active business member and supporter of FondFrauen**, the leading initiative by women for women in the German-speaking asset management industry based in Germany, Austria and Switzerland.

DCPLA IS AN ADVISORY FIRM WHICH IS OWNED & LED BY WOMEN

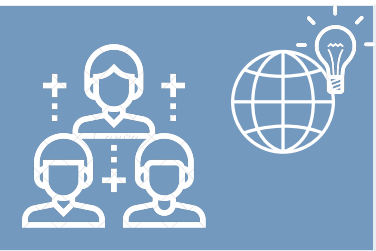


FONDS professionell, Fondsfrauen-Gipfel 2020:
The three female founders, from left to right: Anne Connoly, Manuela Fröhlich, Anke Dembowski celebrating the 5th anniversary of the association

DCPLA believes promoting gender equality is an encouragement to greater economic prosperity and bringing women up is a necessity and the need for greater respect and opportunities for women is becoming an ever more prominent feature of the public conversation.



Percentage of DCPLA employees
(Gender basis)



CSR FOCUSED INTERNSHIP OFFERINGS FOR INTERNATIONAL STUDENTS

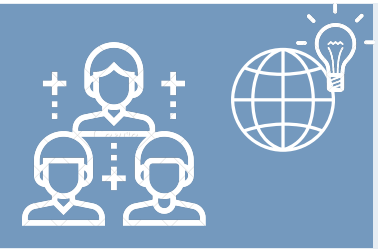
As a part of our new CSR activities, DCPLA hires more international Master/Graduate students in intern positions with emphasis on career enhancement, cultural exchange, and more international working atmosphere.

We hire qualified interns from across the world and give them chance to get experience on our proprietary business intelligence. DCPLA continuously focus on global network development and resource diversity which enhances our local workforce.

Since global development and diversity are the main outline of DCPLA's CSR HR activities, international interns get equal opportunities and comfortable work environment in our firm.

We always look for individuals who can balance competition and teamwork, have intensity and integrity, intellectual curiosity, and a passion for excellence. In return, we can offer them an internship with real responsibility, and the chance to learn tremendously while working with latest technology.





CSR FOCUSED INTERNSHIP OFFERINGS FOR INTERNATIONAL STUDENTS

Each year we support the Hongkong Baptist University (HKBU) and their Campus Internationalisation program.

The courses of (HKBU) feature a strong international dimension, equipping graduates with cross-cultural skills and perspectives to become competent citizens in a globalised world.

The University has a network of over 300 partner universities around the world, enabling hundreds of students to avail themselves of exchange programmes.

They also offer students an exceptional international learning experiences through a series of programmes and internships training and advinda* participates in that program.

These once-in-a-lifetime experiences groom students for their future careers.




香港浸會大學
HONG KONG BAPTIST UNIVERSITY

*DCPLA is the founding partner of advinda Investor Cloud, the world's first cloud-based alternative investor intelligence service.

www.advinda.com





DONATIONS AND SUPPORT TO ESG OR IMPACT ORIENTED CHARITY WORKS

One of DCPLA's primary CSR initiatives is giving monetary donations and support to sustainability focused charity works. In June 2018 we ran the DCPLA's Alternative Investments Day.

The event was marked with an exclusive conference reception for all sponsors and conference attendees with the parallel preview of fine art exhibition by leading German artist and environmentalist Daniela Flörsheim on the evening of 14th June, 2018. This reception was co-hosted by advinda Investor Cloud.



Jane Goodall Institut Deutschland

We were also delighted to announce that within that context we supported the global Jane Goodall foundation and its sustainable projects by donating 25% of all proceeds from the sales of the artworks of Daniela Flörsheim.





DONATIONS AND SUPPORT TO ESG OR IMPACT ORIENTED CHARITY WORKS

“Bringing the finance and environmentalism worlds together through an authentic artist like Daniela Flörsheim is both courageous and incredibly valuable to us. Perhaps in this way, she will reach even more people – and, at least, a different group of people – than she would have if she had become a zoologist like she intended. Art and nature can be such important partners.”

Said Monica Lieschke, Executive Director, Jane Goodall Institut (Germany) on the occasion of Daniela Flörsheim's contribution.

This donation to the Jane Goodall Institute's "Roots & Shoots program" was very important to us. The Roots & Shoots global youth program flourishes in nearly 100 countries. Through Roots & Shoots, participants identify and address problems in their communities, while becoming the compassionate citizens that our planet needs.



Daniela Flörsheim, Flamingos, 2018, Watercolor on canvas, 120 x 50 cm



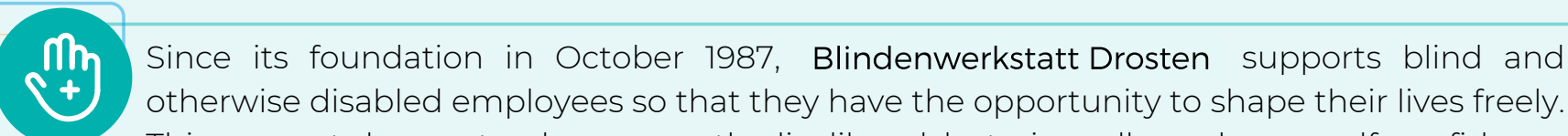
Daniela Flörsheim, Two Arctic Wolves, 2018, Watercolor on paper, 64 x 61 cm



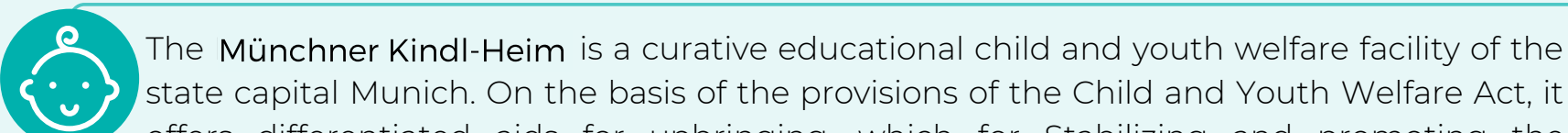
DONATIONS TO IMPACT ORIENTED CHARITIES

Our firm wants to be a force for good in society. We are driven to make a difference in people's lives and create positive social impact and support where help is needed.

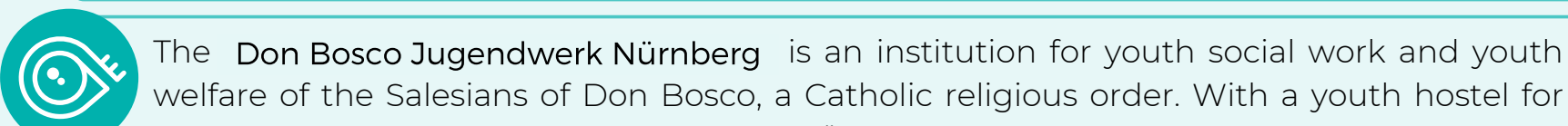
We invest in our communities to create opportunities that promote a fairer and more inclusive society.

 Since its foundation in October 1987, **Blindenwerkstatt Dorsten** supports blind and otherwise disabled employees so that they have the opportunity to shape their lives freely. This support does not only concern the livelihood, but gives all employees self-confidence and the feeling of being able to create something productive.

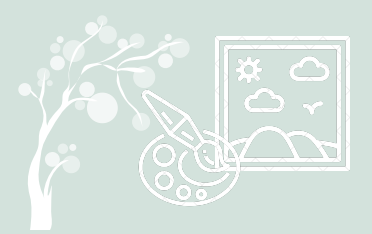


 The **Münchner Kindl-Heim** is a curative educational child and youth welfare facility of the state capital Munich. On the basis of the provisions of the Child and Youth Welfare Act, it offers differentiated aids for upbringing, which for Stabilizing and promoting the development and social integration of disabled children, adolescents and young people Serve adult. The spectrum of the offer with a total of around 100 places ranges from outpatient measures (repatriation assistance) to semi-inpatientHelp (therapeutic daycare center) up to inpatient accommodation in different residential groups as well as the socio-educationalAssisted living.



 The **Don Bosco Jugendwerk Nürnberg** is an institution for youth social work and youth welfare of the Salesians of Don Bosco, a Catholic religious order. With a youth hostel for trainees and block students, the "Bartolino" daycare center and various social projects, we want to help ensure that *"the life of young people succeeds"*.





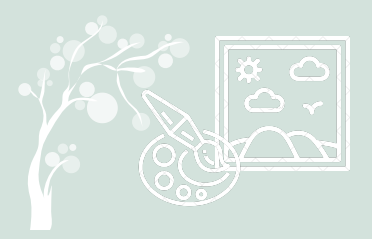
SUPPORT OF ENVIRONMENTALISTS IN FINE ART

For more than two decades DCPLA's management is collecting fine art from artists who care specifically about the well-being of natural life and the preservation of animals on the planet. DCPLA has a very strong presence of female artist Daniela Flörsheim in her art collection. Daniela Flörsheim is a forward thinking artist who is committed and inspired in her work by her professor. She is a master student with honors of Joseph Beuys.

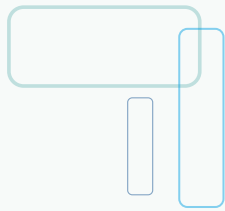


Beuys ranks amongst the most radical and influential artists to emerge during the second half of the twentieth century. An enigmatic figure who was never one to shun controversy, Beuys strove to establish a truly democratic approach towards making and presenting art. Daniela mindfully reflects his immense heritage and meanings and it is present in her thinking. Her vibrant oeuvre, however, speaks for itself; she is powerful in her expressions and her artwork shows what she feels about nature and life on earth.

Daniela Flörsheim, Papaver Oriental, 2016,
Watercolor on canvas, 100 x 100 cm



SUPPORT OF ENVIRONMENTALISTS IN FINE ART



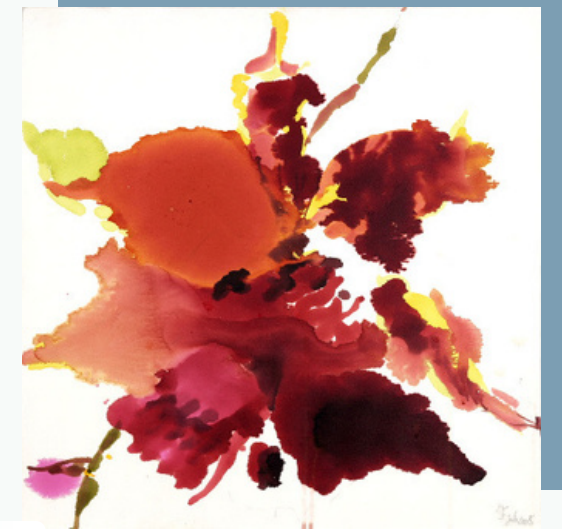
Daniela Flörsheim, Mon Amour, 2005,
Watercolor on canvas, 100 x 100 cm

“Daniela Flörsheim claims the mantle of warden; with brush not sword, she wields the medium of oil on canvas to stand for those with no voices – that dwindling firmament of nature we co-exist with.”

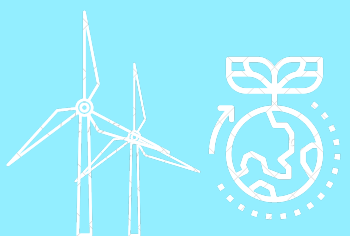
- Nushin Grey, April 2018

“Humans are young on this planet; many of the beings we share this earth with have been here far longer than we have. Humanity only succeeded and was able to grow to our current point because of the richness of life and resources that exist. If we do not protect this diversity, nature may continue, but we will be the ones truly in danger. We don't own the world; we are borrowing it from those round us and only by restoring them may we restore ourselves.”

- Mariah Morgan Howell, 2018



Daniela Flörsheim, Beauty and Beast, 2005,
Watercolor on canvas, 100 x 100 cm



DCPLA DEPLOYS TECHNOLOGY OF PARTNERS WHO TAKE UTMOST RESPONSIBILITY FOR CLIMATE PROTECTION AND SOCIAL PURPOSES

For our client and investor relationships we deploy leading CRM technology of salesforce.com

Salesforce is Net Zero, delivers a carbon-neutral cloud, achieved 100% renewable energy for its operations, and is a founding partner of It.org.



Our entire phone and communication system is set up on NFON

NFON wants to fully compensate for its CO2 footprint and supports local climate protection projects. NFON also supports Enactus, the largest student entrepreneurship initiative in the world, financially in the implementation of the projects.



We use Heroku to deploy our start-up firm advinda Investor Cloud



A company of Salesforce, it's a container-based cloud Platform as a Service (PaaS). Developers use it to deploy, manage and scale modern apps. Heroku supports i.e. Earth Day or charity: water. Founded in 2006, charity: water works to reduce these numbers to zero in our lifetime by funding clean water projects like new wells and systems for water filtration and sanitation.





ENERGY EFFICIENT INFRASTRUCTURE

DCPLA is located at a very ecofriendly building and energy efficient office building complex.

For instance, we have more energy efficient windows and doors which maximizing use of natural light, very high indoor air quality, very low volatile organic compounds paints for the building and also employing efficient waste management.





SUCCESSFUL IMPLEMENTATION OF GREEN TECHNOLOGY



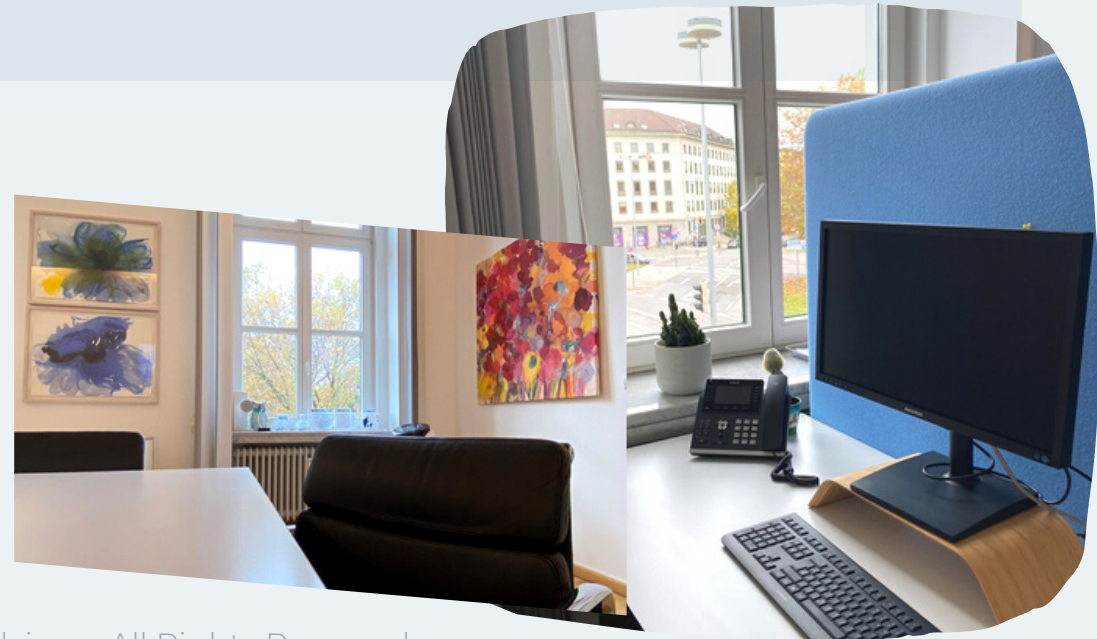
We successfully implemented energy efficient electronic equipment in our office, for instance, LED bulbs, printer, and computer monitors which consume less electricity and also have an energy efficient office kitchen.



We have reduced logistic efforts for the supply of drinking water to zero and deploy a sustainable water-enrichment utility in our kitchen where we take the water directly from the tap.



DCPLA always prefers e-transactions and promote paperless work environment.





MORE HEALTH AND SAFETY FOR EMPLOYEES

Through regular maintenance of our company building, we make sure the health and safety of employees gets high priority.

DCPLA gives importance to waste separation and non-smoking environment in order to maintain a sustainable work environment.





DC PLACEMENT ADVISORS

**Your Experienced Advisor & Placement Agent for
Sustainable Private Market Funds**

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