

# ESG POLICY STATEMENT

Burgundy Asset Management

Burgundy strives to protect and build our clients' wealth over the long term. To achieve this, we follow a value-driven investment approach supported by intensive fundamental research, which enables us to invest in strong, sustainable but undervalued companies around the world. Our main concern in our qualitative assessments of companies is to be assured of the honesty and competence of the managements of the companies in which we invest. We believe that truly outstanding business leaders are acutely aware of the environmental, social and governance (ESG) factors which materially impact their businesses. Consideration of these factors is an important part of Burgundy's long-term view. This policy statement sets out our overall approach to integrate ESG factors into our investment research process.

Burgundy's disciplined and bottom-up approach allows ESG factors to be evaluated at the onset of the investment process. We integrate ESG factors into our investment research and assess whether ESG factors have the potential to impact the value of our investment. These include:

## ENVIRONMENTAL FACTORS

We seek companies that are open-minded on the subject of climate change, sparing with their use of resources and horrified by waste. A culture of strict compliance with laws and regulations is essential.

## SOCIAL FACTORS

We seek companies that exhibit a culture of due process, honest dealing and fairness, and display awareness of social obligation and the communities in which they operate. These factors will ensure that social issues that do arise will be dealt with expeditiously.

## GOVERNANCE FACTORS

We seek well-managed companies with strong, focused governance processes. Burgundy has long been committed to good governance, as is evidenced through our membership in the Canadian Coalition for Good Governance (CCGG), an organization of which Burgundy was a founding member. We do not engage with companies whose governance practices are deficient, whose compensation policies are excessive and whose management incentives are flawed.

As a general rule, Burgundy will not exclude any particular investment based on ESG factors alone, but our portfolio managers and analysts do consider ESG factors when conducting research. It is the depth of our independent research process that allows us to uncover undesirable ESG factors early on and determine whether ESG factors may have an impact on returns. Our process includes engagement With management of the companies in which we invest and with their customers, competitors and suppliers. This extensive research process allows us to gain a complete view of the company, its risk profile and history and, in particular, its culture.

Burgundy's ESG research is not intended to limit the scope of our investments or to restrict our investment choices. From time to time, ESG discoveries will prevent us from investing in a company. Our primary goal is to own companies that will remain appealing to their investors, customers, employees, suppliers, and communities because we believe this maximizes shareholder value over the long term.