



Corporate Sustainability Statement

Cantor Fitzgerald Ireland (“the Group”) believes in Corporate Social Responsibility (CSR) as an investment in society as well as better business practice. Our vision is to be a leader and model for excellence in financial services while building a community that values and respects people and the environment.

We make every effort to be socially responsible within our own working environment as well as in the way we carry out our business with and through our clients. Our approach to CSR is guided by the principle of sustainability which at its most basic level focuses on our ability to meet the needs of today without compromising the ability of future generations to meet their own needs. Placing sustainability at the heart of our CSR programme provides us with the necessary tools to create value for our stakeholders and society, whether economic, social, or environmental.

The initiatives in our CSR programme focus on four areas of impact. All new staff receive training on our CSR programme and the topics outlined below:

- **Championing the Sustainable Development Goals (SDGs):** We do this through both the services we provide, and our own corporate engagement activities. The SDGs are our framework of reference for developing policies to comply with regulations on sustainable finance. This allows us to communicate in a simple and concise way the areas of sustainability where clients can create positive impact through their investments. We also regularly take part in EU led consultation processes to advance the implementation of sustainable finance. Our main objective in such consultations is to increase the understanding of the impact of sustainability issues on financial returns and society at large, while helping inform policy at an industry level.
- **Protecting the environment:** Our initiatives range from reducing our own environmental impact to helping clients offset their carbon footprint through low-carbon investment solutions and facilitating the purchase of carbon credits. Cantor Fitzgerald Ireland is proud to be a carbon-neutral company. We have achieved carbon neutrality by purchasing carbon credits from the Vita Carbon Credit investment, which offset all of the carbon produced by our activities during the year (scope 1 and 2 emissions). Cantor Fitzgerald Ireland also supports the Taskforce for Climate-related Financial Disclosure (TCFD) guidelines in how it accounts for and manages climate-related risks.
- **A better Place to Work:** This is our all-encompassing initiative where we encourage staff to take ownership of their health and wellbeing through various activities organised during the year. This includes our annual celebration of National Workplace Wellbeing Day when we raise awareness of the importance of work/life balance by providing valuable information and skills to support physical and mental health both at home and work. We also facilitate fitness and meditation classes



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that employees could access from the comfort of their home, free of charge and monthly webinars on topics related to health and wellbeing. In addition, we have trained Mental First Aiders in our Company who can provide help and comfort to a colleague in the workplace. Our staff can avail of hybrid working opportunities, and our internal policies and procedures ensure every employee is fully supported to succeed in their role, whether at home or in the office.

- **Charitable work:** We work with different charities in Ireland throughout the year, raising money through fundraising activities led by staff as well as making direct corporate donations each year to charities selected by staff. Staff are encouraged to avail of our Community Leave policy encouraging them to take a day off work to work with a charity of their choice. In 2022 we supported a number of initiatives, the majority in response to the Ukraine war. Initiatives included volunteering work to clean ambulances being donated and used to transport medical supplies into Ukraine, and a member of our staff joining a convoy of cars arranged to drive to Poland to collect Ukrainian refugees and bring them back to Ireland. In the summer months. Our Ukraine Appeal “Giving Hope” saw our members of staff taking part in a number of initiatives to raise funds for the Emmaus Retreat Centre in Sword, as it became home to more than 100 refugees who have escaped war and violence in Ukraine. In total, we donated c. €10,000 towards the Ukraine crisis in 2022.