

# SFDR Principal Adverse Impact (PAI) indicators.

FY2025

Below is ZIGUP report on the Principal Adverse Impact (PAI) indicators to help investors with their reporting for the EU Sustainable Finance Disclosure Regulation (SFDR).

Unless otherwise noted, the data in this table reflects performance from 1 May 2024 to 30 April 2025, referred to as 'FY2025' in the table below. All financial figures are presented in sterling (£).

Adverse sustainability indicator			Metric	ZIGUP response
Climate and other Environment-Related indicators				
Greenhouse gas emissions	1	GHG emissions	Scope 1 GHG emissions	Our Scope 1 GHG emissions were 15,543 tonnes CO <sub>2</sub> e in FY2025.
			Scope 2 GHG emissions	Our Scope 2 (market-based) GHG emissions were 289 tonnes CO <sub>2</sub> e in FY2025.
			Scope 3 GHG emissions	Our Scope 3 GHG emissions were 2,404,334 tonnes CO <sub>2</sub> e in FY2025.
			Total GHG emissions	Our Total GHG emissions for Scope 1, 2 (market-based) and 3 were 2,420,166 tonnes CO <sub>2</sub> e in FY2025.
	2	Carbon footprint	Carbon footprint	-
	3	GHG intensity of investee companies	GHG intensity of investee companies	Our GHG emissions intensity for Scope 1 and 2 is 13 tonnes tCO <sub>2</sub> e per £m of revenue for FY2025
	4	Exposure to companies active in the fossil fuel sector	Share of investments in companies active in the fossil fuel sector	ZIGUP does not invest in the fossil fuel sector
	5	Share of non-renewable energy consumption and production	Share of non-renewable energy consumption and non-renewable energy production of investee companies from non-renewable energy sources compared to renewable energy sources, expressed as a percentage	99% of our electricity consumed in FY2025 was renewable, 1% was not renewable.  Electricity was 23% of FY2025 total energy consumption.
	6	Energy consumption intensity per high-impact climate sector	Energy consumption in GWh per million EUR of revenue of investee companies, per high impact climate sector	Our energy intensity was 58.7 MWh per £m of revenue for FY2025.
Biodiversity	7	Activities negatively affecting biodiversity-sensitive areas	Share of investments in investee companies with sites/operations located in or near to biodiversity sensitive areas where activities of those companies negatively affect those areas	ZIGUP will undertake a biodiversity risk assessment of its estate to determine whether we have any sites / operations in or near biodiversity-sensitive areas.
Water	8	Emissions to water	Tonnes of emissions to water generated by investee companies per million EUR invested, expressed as a weighted average	ZIGUP has an environmental management system and controls to ensure we don't discharge solid, liquid, or gaseous pollutants or contaminants into a body of water.
Waste	9	Hazardous waste ratio	Tonnes of hazardous waste generated by investee companies per million EUR invested, expressed as a weighted average	UK operations generated 1069 Tons of hazardous waste, 52% of which was recycled, 28% sent to waste to energy, and 0.75% recovered. No waste was sent to landfills.
Social and Employee, Respect for Human Rights, Anti-Corruption and Anti-Bribery matters				
Social and employee matters	10	Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises	Share of investments in investee companies that have been involved in violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	ZIGUP has not violated the UNGC principles or OECD Guidelines for Multinational Enterprises.
	11	Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises	Share of investments in investee companies without policies to monitor compliance with the UNGC principles or OECD Guidelines for Multinational Enterprises or grievance/complaints handling mechanisms to address violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	We have a code of conduct in place which requires our suppliers to comply with all internationally recognised human rights understood, at a minimum, as those expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work from time to time in force.
	12	Unadjusted gender pay gap	Average unadjusted gender pay gap of investee companies	ZIGUP publishes gender pay gap reports on qualifying entities' websites. Link below to example report for Northgate UK <a href="#">Northgate UK Report</a>
	13	Board gender diversity	Average ratio of female to male board members in investee companies	At 30th April 2025, 42.9% of the ZIGUP Board was female.  See page 35 of the FY2025 Annual Report.
	14	Exposure to controversial weapons (antipersonnel mines, cluster munitions, chemical weapons and biological weapons)	Share of investments in investee companies involved in the manufacture or selling of controversial weapons	ZIGUP is not involved in the manufacture or selling of controversial weapons.