

ESG QUESTIONS IN NYC RFPs

19. Does your firm have a policy that incorporates Environmental, Social and Governance (ESG) issues into the investment decision-making process?
 20. How do you evaluate and monitor compliance with your ESG policy? Does your firm have staff dedicated to integrating ESG issues in the investment decision-making process? Does your firm have staff dedicated to compliance with the policy?
 21. Does your firm allocate resources, including an internal staff and/or external services, to review and evaluate sustainability reports of companies whose securities are held in client accounts and/or are potential investments under consideration?
 22. If your firm has established an internal staff to review and evaluate company ESG sustainability reports, please describe how it is positioned and interacts within your firm's organizational structure.
 23. Does the internal structure/staff prepare periodic reports on its review and evaluation of invested company ESG/sustainability reports, and if so, are such reports reviewed by senior management and the board/leadership?
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45. What is your firm's position on the investor perspective that environmental, social and governance (ESG) factors are risk factors which can have a material impact on investment performance. Does your firm support the concept that companies can enhance value and long-term profitability by incorporating ESG factors into their strategic plans?
46. If your firm embraces the importance of ESG factors, has the board of directors or management adopted a related policy and procedures for applying ESG factors in the firm's investment decision making process?
47. Has your firm established a board or management committee with responsibility for reviewing the firm's ESG investment standards and monitoring compliance?

48. In addition to the application of ESG in its investment decision-making process, has your firm adopted an ESG/sustainability policy and implementation process and procedures for its overall business operations? If yes, describe the management and /or board structure, process and procedures in place to ensure full implementation and compliance.
49. Does your firm prepare and issue, periodically, ESG/sustainability performance reports? Are such reports made available to clients?
50. Please elaborate on your policy, if any, concerning the role of ESG issues in the investment decision-making process. If there is no specific attention to ESG issues, explain why.
51. Which ESG issues do you assess in company evaluation and how do you assess their relevance to the company's long-term business prospects? Examples include, but are not limited to, corporate governance structure, climate change, supply chain integrity, labor practices, and human resource management.
52. How, and to what extent, does your firm engage on ESG issues with the companies in which you invest? What are the reasons behind such the engagement and on what issues do you typically engage? Do you have a method of evaluating your engagement with companies? If so, please describe. If you do not engage, explain why.
53. Please describe the process by which data collected through your firm's review and evaluation of corporate ESG/sustainability reports are quantified and factored into the investment decision-making process?
54. Does your firm utilize corporate sustainability reports in assessing company ESG/sustainability performance? If yes, does your firm require that such reports are structured in accordance with generally accepted protocols for compiling, measuring, and presenting information, such as the technical protocols for indicators contained in the GRI (Global Reporting Initiative) Guidelines?
55. Who at the firm is responsible for proxy voting? Does your firm have a proxy voting policy? If yes, does the firm vote its own proxies, or does a third party provider? If proxies are voted by an external proxy voting service, is the service required to vote proxies in accordance with the firm's guidelines and policies or the policies of the external service?

56. Is your firm a signatory to the Principles for Responsible Investment? What ESG-related organizations are you a member of and/or in what initiatives has your firm participated?

60. Are ESG issues considered separate and apart from traditional financial criteria, or are ESG issues integrated into a company assessment? Are the sources of ESG research internal, external, or both?

62. Do you allocate specific resources in research to ESG issues? If so, indicate the relative allocation at the country, sector, and company levels.

104. Do you currently report on the role of ESG issues in your investment decision making process? If so, what format of reporting do you use and how often do you report?

106. Are you willing to report to the New York City Retirement Systems on the role of ESG issues in your investment process?