a.s.r.



Socially Responsible Investments (SRI)

Detailed criteria for screening

Q2 2026

Introduction

a.s.r. asset management screens all its investments on a wide set of ESG criteria. We favour investments in companies that perform better than their peers on policy and practice with regards to various ESG themes such as human rights and labour rights, environment and governance. Therefore, companies are analysed by two ESG data providers – MSCI ESG and ISS ESG - on numerous ESG criteria, taking into account the materiality of the related matter for the respective sector/industry that they are part of.

In this document, a (non-exhaustive) overview of the relevant international standards, guidelines and regulations is presented. Companies are assessed to which extent they comply with these standards, guidelines and regulations. Please note that the overview contains some sector specific guidelines and standards, which are only applicable to companies within such a sector.

Social

Within the social domain, companies are assessed on their compliance with international standards and management practices aimed at mitigating social impacts. This includes whether a company is involved in activities that violate international norms, including International Humanitarian Law, as well as whether its supply chain code of conducts cover key human rights criteria, such as anti-discrimination, freedom of association and health and safety.

- UN: Universal Declaration of Human Rights
- UN: Convention on the Rights of the Child
- UN Global Compact Principles
- UN: International Covenant on Civil and Political Rights
- UN: International covenant on Economic, Social and Cultural rights
- UN: Guiding Principles on Business and Human Rights (UNGPs)
- UN: Declaration on the Rights of Indigenous Peoples (UNDRIP), including article 10 on Free Prior and Informed Consent
- UN Principles for Responsible Investing (for financial institutions)
- United Nations Sustainable Development Goals 2015
- UN: International Convention on the elimination of all forms of racial discrimination
- UN: Declaration on the Elimination of discrimination against women
- OECD Guidelines for Multinational Enterprises
- OECD principles of corporate governance
- OECD Recommendation on the OECD Council concerning guidelines for consumer protection in the context of electronic commerce
- OECD: Due Diligence Guidance for Responsible Business Conduct
- ILO: List of Occupational Diseases (revised): including asbestos
- ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, revised
- ILO Declaration on Fundamental principles and rights at work
- ILO: The worst forms of child labour (Convention 182 and Recommendation 190)
- ILO: Night work (Convention 171 and recommendation 178)
- ILO: Part-time work (Convention 175)
- ILO: Indigenous and tribal peoples in independent countries (Convention 169)
- ILO: Occupational health services (Convention 161)
- ILO: Termination of Employment (Convention 158)
- ILO: Equal opportunities and treatment to employees of both genders: workers with family responsibilities (Convention 156)
- ILO: Occupational safety and health (conv. 155 and recommendation 164)
- ILO: Collective bargaining (Convention 154 and recommendation 91)
- ILO: Paid Educational Leave (Convention 140)
- ILO: Workers' representatives convention (Convention 135)
- ILO: Holidays with pay convention (Convention 132, revised; ILO Conv. 135 concerning the workers' representatives, 1971, and Recommendation 143)
- ILO: Minimum age (Convention 138)
- ILO: Minimum wage fixing (Convention 131 and recommendation 135)

- ILO: Employment policy (Convention 122)
- ILO: Equality of Treatment Convention (Convention 118)
- ILO: Discrimination (Employment and Occupation) (Convention 111 and Recommendation 111)
- ILO: The abolition of forced labour (Convention 105)
- ILO: Equal Remuneration (Convention 100 and Recommendation 90)
- ILO: The right to organise and collective bargaining (Convention 98)
- ILO: Protection of wages (Convention 95 and recommendation 85)
- ILO: Freedom of association and protection of the right to organise (Convention 87)
- ILO: Forced labour (Convention 29 and Recommendation 35)
- ILO: Weekly rest (Industry) (Convention 14)
- ILO: Hours of work (Industry) (Convention 1 and reviews)
- ILO: Termination of Employment at the Initiative of the Employer (Recommendation 166)
- ILO: Older workers (Recommendation 162)
- ILO: Vocational Guidance and Vocational Training in the Development of Human Resources (Recommendation 150)
- ILO: Communications between Management and Workers within the Undertaking (Recommendation 129)
- ILO: Welfare facilities (Recommendation 102)
- ILO: Consultation and Co-operation between Employers and Workers at the Level of the Undertaking (Recommendation 94)
- IFC: Environmental, Health and Safety guidelines, 2007 and subsequent updates
- IFC: Performance Standards, 2006 and subsequent updates
- Equator principles (for financial institutions)
- ICMM (International Council on Mining & Metals): Sustainable Development Framework, for relevant sector
- Convention on the Elimination of all forms of Discrimination against Women (CEDAW)
- ISO 26000 guidance standard on Social
- Dodd–Frank Wall Street Reform and Consumer Protection Act, Section 1502 on conflict minerals, 2012

Environment

Within the environment domain, companies are assessed on their compliance with international standards and existing management practices aimed at reducing their impact on the environment. For example activities negatively impacting (fragile) ecosystems and HVCA's such as deserts, coral reefs and wetlands as well as endangered and protected species. Companies are also assessed on water usage and sustainable water management practices such as use of alternative water sources, recycling and water use related targets (including, but not limited to water scarce areas).

UN: Rio Declaration
- UN: Kyoto Protocol to the Framework Convention on Climate Change
- UN Convention on Biological Diversity
- UN: Cartagena Protocol on Biosafety
- IFC: Environmental, Health and Safety guidelines
- IFC: Performance Standards
- OECD Guidelines for Multinational Enterprises
- Equator Principles
- Level of BREEAM certification
- High Conservation Value principles
- IUCN Protected Areas
- The UNESCO World Heritage Convention
- The UNESCO Man and Biosphere Programme
- Marine Stewardship Council and its Chain of Custody standards
- Aquaculture Stewardship Council certification
- Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal
- EU: Energy Performance of Buildings Directive for relevant sectors
- EU: Directive 94/62/CE of the European Parliament and the Council, of 20 December 1994, concerning Packaging and Packaging Waste
- EU: Directive 2002/96/EC of The European Parliament and of the Council of 27 January 2003 on waste electrical and electronic equipment (WEEE)
- Norms ISO 14 021 : 1999; ISO 14024 : 1999 ; ISO 14025 : 2000
- Chemsec SIN List of hazardous chemicals

Governance

Within the governance domain, companies are assessed across multiple areas, including tax transparency, involvement in tax-related controversies, bribery and anti-corruption management.

- UN: Global Compact
- UN: Convention against Corruption
- UN: Declaration against corruption and bribery in international commercial transactions
- OECD: Guidelines for Multinational Corporations
- OECD: Guidelines on the Protection of Privacy and Transborder Flows of Personal Data
- OECD: Corporate Governance Principles
- OECD Anti-Bribery Convention (Convention on Combating Bribery of Foreign Public Officials in International Business Transactions)
- OECD: Due Diligence Guidance for Responsible Business Conduct
- OECD: Principes for Transparency and Integrity in Lobbying
- EU: REACH directive
- ILO: Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy
- ILO: Declaration on Fundamental Principles and Rights at Work
- ILO: Worst Forms of Child Labour (Convention 182)
- ILO: Minimum Age (Convention 138)
- ILO: Discrimination (Employment and Occupation) (Convention 111)
- ILO: Equal Remuneration (Convention 100)
- ILO: Right to Organise and Collective Bargaining (Convention 98)
- ILO: Freedom of Association and Protection of the Right to Organise (Convention 87)
- ILO: Forced Labour (Convention 29)
- Declaration on the Right and Responsibility of Individuals, Groups and Organs of Society to Promote and Protect Universally Recognized Human Rights and Fundamental Freedoms, 1998
- Global Reporting Initiative (GRI) guidelines

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