



# Corporate Social Responsibility Report



Our  
commitment  
to the environment,  
our communities and  
our people



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# A message from Invesco's President and CEO



Invesco's commitment to Corporate Social Responsibility ensures that we uphold responsible investment standards, are good stewards of the environment, celebrate diversity of thought from our colleagues and give back to the communities where we live and work.

As a Responsible Investment firm, strong corporate social responsibility practices are part of our culture and foundational to our corporate strategy. We believe we have a responsibility to help sustain a healthy, clean environment for future generations and are committed to continuous improvement in our environmental management.

Our dedication to diversity and inclusion is guided by our belief that having a range of approaches leads to better solutions, more collaborative decisions and ultimately stronger outcomes.

As a global firm, we value our inherent diversity of cultures, experiences and perspectives. Although diversity is country and culturally specific, gender diversity is a constant across the globe, which is why this is a focus at our enterprise level. Today we have a pool of diverse and talented women across our firm, but we aspire to have more women at senior levels and across all functions.

In support of our aspirations, we have implemented a variety of activities focused on engaging, developing and retaining the many talented women within the firm, as well as attracting more women to join Invesco.

In our 2017 Corporate Social Responsibility Report, we demonstrate many of the ways we are executing on this mission. We hope you find this report informative and useful and thank you for your interest in our work. We look forward to engaging with you on these topics soon.

A handwritten signature in black ink that reads "Marty L. Flanagan". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

**Marty L. Flanagan**  
President and CEO  
Invesco



## Our company and approach to Corporate Social Responsibility

*Invesco is one of the world's leading independent investment management firms dedicated to delivering an investment experience that helps people get more out of life.*

We are privileged to manage more than \$937.6 billion in assets on behalf of clients worldwide (as of Dec. 31, 2017). We have:

- Specialized investment teams managing investments across a comprehensive range of asset classes, investment styles and geographies.
- More than 7,000 employees focused on client needs across the globe.
- Proximity to our clients with an on-the-ground presence in 25 countries.
- Solid financials, an investment grade debt rating, and a strong balance sheet.

### Our commitment to Corporate Responsibility

As a global investment management organization, Invesco is committed to adopting and implementing responsible investment principles in a manner that is consistent with our fiduciary responsibilities to clients. Invesco recognizes the importance of considering environmental, social and governance (“ESG”) issues as part of a robust investment process. Additionally, Invesco’s corporate stewardship programs focus on human capital development and our responsibility to help sustain a healthy, clean environment for future generations. We are committed to fostering greater transparency and continuous improvement with regard to responsible investment and corporate stewardship within our business.

We measure and provide appropriate oversight by having a robust governance process to hold ourselves accountable for meeting our CSR commitments.

Our corporate responsibility efforts are governed through this committee structure:



The Invesco Corporate Responsibility Committee (“CRC”), which includes executive management sponsorship and representation, oversees and drives the company’s global corporate and investment stewardship programs and policy. The committee, working in coordination with global workstreams, drives the strategy, oversight and governance of our internal programs and demonstrates Invesco’s broad executive leadership commitment to responsible investment. The CRC provides direction to Invesco’s investment and corporate stewardship leaders on core ESG topics, participation in industry advocacy and policy efforts and participation in charitable and community organizations to enhance our impact in sustainable global efforts.

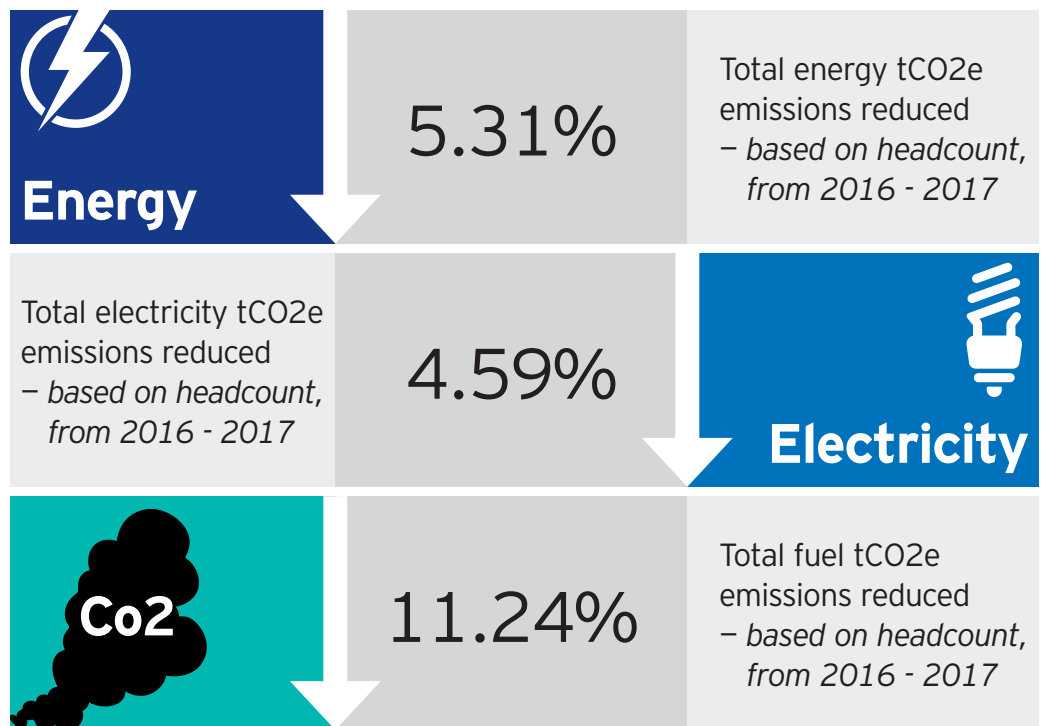


## Supporting the environment

Operating sustainably and responsibly is fundamental to our corporate social responsibility mission. We maintain environmental management processes which meet international standards such as ISO 14001 and comply with other relevant compliance obligations as part of our commitment to continuous improvement in environmental management. In keeping with our [Global Corporate Carbon Emissions and Environmental Policy](#), our global objectives and regional targets are set and closely monitored, to ensure the continual improvement of our efforts to prevent environmental pollution and reduce our impact on the environment.

Our aim is to reduce utility consumption and carbon emissions from the Invesco property portfolio as a fundamental part of our design, procurement, construction and maintenance. In 2017, we continued to make progress toward our goal to reduce our corporate Co2 footprint by 3% globally, based on headcount, by 2019.

We have made significant progress in reducing our impact on the environment at a number of our global locations. Our Atlanta, Dublin, Frankfurt, Henley, Houston, Hyderabad, London, New York, Prince Edward Island and Toronto locations, which comprise approximately 80% of Invesco's employees around the world, are ISO 14001 registered - a certification that Invesco has the framework in place to effectively manage our environmental responsibilities.







FTSE4 Good Index Series

Our company is also a constituent of the FTSE4 Good Index Series, which seeks to help investors identify organizations with good track records of corporate social responsibility.



Invesco has certification in the Leadership in Energy and Environmental Design (LEED) program. Our Hyderabad office retains the highest platinum standard, while our New York office holds the gold standard and our Atlanta headquarters and Houston office hold the silver standard. LEED certification is globally recognized as the premier mark of achievement in green building.



Invesco also participates in the CDP, reporting on carbon emissions and reduction management processes. CDP is an international not-for-profit organization working with investors, companies and governments to drive environmental disclosure and action that will deliver a sustainable economy, prevent dangerous climate change and protect natural resources.



In 2017, our Invesco UK operations earned Carbon Trust Standard Certification for a 10.2% carbon reduction for all sites over a three-year period.

We are proud that our efforts to reduce our environmental impact and promote a healthy environment have earned certification from many of the leading environmental management standards organizations.



Invesco partners with Globechain, an online reuse platform that connects businesses to charities to reuse, recycle and upcycle unwanted items.

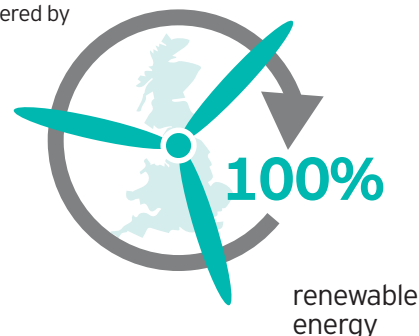
Invesco offices, including Johannesburg, Henley, London, Houston, Downers Grove and Toronto, have partnered with Globechain to redistribute unwanted goods, including office equipment, furniture and fixtures, to social causes. As part of the Henley office's refurbishment, lighting was upgraded to more efficient LED. Water pumps were also upgraded to improve water usage across the site.

*“Our partnership with Globechain not only demonstrates our commitment to continuous improvement in environmental management, but is also a great opportunity for us to engage with local charities, whilst positively contributing to a circular economy.”*

**- Louise Gow,**  
Global HSE Manager

As of October 2017, Invesco's UK offices are now powered by 100 percent renewable energy. The green energy is supplied by Scottish Power and is independently verified by Deloitte. This means the renewable energy is from zero-rated generation sources, enabling us to report zero-rated emissions in our **Scope 2 GHG (greenhouse gas reporting guidance)** from October 2017 for our UK corporate properties.

Invesco UK offices are powered by





## Employees Supporting the Environment

*Each year, Invesco employees give back to their communities and strengthen local environmental efforts. From Hyderabad to Houston, to Henley and everywhere in between, we reaffirm our commitment to corporate social responsibility and sustainability activities every day.*

### **Invesco celebrates World Environment Day**

Employees from across Invesco's global locations celebrated World Environment Day with a variety of activities.



In Hyderabad, where air quality is frequently in an unhealthy range, employees were offered free pollution checks for their vehicles. Nearly 200 vehicles were tested.



Our Toronto office held several initiatives to recognize World Environment Day. In addition to a "recycle collection drive," a bike to work gift certificate drawing and new disposal bins with enhanced signage to simplify sorting landfill from recycling and compost, employees completed a questionnaire regarding disposal and recycling facts for a chance to win Toronto Blue Jay tickets.

Downer's Grove employees held a Jeans day to collect donations of \$5 that would go to the Morton Arboretum, a non-profit center based in Illinois that conducts pioneering research on trees and works globally to preserve threatened tree species.

In Frankfurt, employees who turned off their computer screens the night before, received a thank you note and a chocolate surprise at their desks on World Environment Day. Employees also made donations to German forests, rainforests and tree planting in Nicaragua.





### Clearing a path for conservation in the UK



More than 25 employees from the EMEA legal team took a day out to volunteer at a forest school in Holland Park. The team partnered with Groundwork, a UK charity that promotes community environmental projects, to clear 300 sq. meters of invasive bamboo and repairing more than 200 linear meters of Forest School Path.



### Planting trees to offset paper use in Charlottetown



Charlottetown employees recently gave back to their community by partnering with the City of Charlottetown and other local businesses to plant 100 trees at Upton Farmlands.

Volunteers added trees to the Confederation Forest to help offset the paper they use annually and its environmental impact.

### Charlottetown office named a certified sustainable business



In April 2017, the City of Charlottetown named Invesco's local office a Certified Sustainable Business. The honor recognized Invesco for its commitment to corporate social responsibility. [>> View the video](#)



### Atlanta Invesco Cares team grows crops for Meals on Wheels



The Atlanta Invesco Cares chapter volunteered at Chastain Park's community garden in Atlanta, which grows crops for Meals on Wheels.





#### Houston office partners with TREK

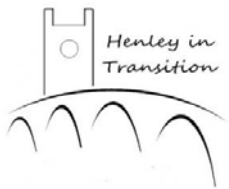


The Houston office partnered with transportation management organization TREK to host a transportation fair to educate employees about commuting options.

#### Helping native plants flourish in Illinois



In Downers Grove, employees cleared invasive plants from the Morton Arboretum to allow native plants to flourish.



BAKER STREET  
QUARTER  
PARTNERSHIP

#### UK office partners with Henley in Transition and London Portman Square - Baker Street Quarter

The UK office collaborated with Henley in Transition, a community organization that focuses on developing sustainability and environmental resilience as a community. Invesco's partnership with the Baker Street Quarter focuses on reducing traffic and improving air quality.



Valuing our People and their diverse perspectives



Highly engaged employees

Approximately every-other-year, Invesco measures our employee engagement through an anonymous, all-employee survey. In 2017, we had our highest participation rate ever, at 89%. These results are measured against those of other firms in our industry, or the “global financial services norm.” We also measure our results against a “global high-performing norm” which includes companies with favorable financial performance and top employee opinions scores.

Engagement scores from our Employee Surveys have steadily increased over the past decade and continue to exceed relevant benchmarks. In the most recent Employee survey, our overall engagement score was 87%, which compares favorably to both norms.



Our employees’ beliefs about the firm position us well ahead of some of the world’s highest performing organizations when it comes to the issues most important to them, such as:





*81% of Invesco employees say they believe the Invesco workforce represents the best thinking of a mix of people with different backgrounds, perspectives, and mindsets in order for us to be successful.*

## **We believe in the power of diversity**

### **Our focus on diversity score in the employee survey received an 81% positive rating**

At Invesco, we're committed to improving diversity of all types, at all levels, and in all functions across our global business. All diversity is important, however, as diversity is very country and culturally specific, at an enterprise level we have an enhanced focus on gender diversity. Today we have a diverse, talented pool of women across our global firm, but we aspire to have more women at senior levels.

### **Promoting diversity in recruitment**

Invesco is involved in a number of initiatives aimed at increasing the diversity of our talent pool. Our global Talent Acquisition team regularly hosts recruiting events at top business schools to increase awareness about Invesco and the asset management industry.



Invesco's Hong Kong office hosts London Business School students at a recruiting event.



Invesco hosts a panel discussion at Southern Methodist University Cox School of Business in Dallas, to encourage students to consider the asset management industry.





Invesco Women's Network

## Focus on Women

While we are committed to improving diversity at all levels and in all functions across our global business, gender diversity is a focus area at the enterprise level. Today we have a diverse, talented pool of women across our global firm, but we aspire to have more women at senior levels and across all functions within our firm.

The Invesco Women's Network (IWN) was founded in 2010 in order to create opportunities and forums for the development, networking and engagement of Invesco women. Its goal is to further enhance the company's ability to attract, retain, develop and advance women at all levels and across all functions.

With sponsorship at our highest levels, IWN has grown to include 18 chapters across the globe and launched six new chapters in 2017, including Paris, Frankfurt, Milan, Dublin, Australia and Mumbai.





## Mentorship programs



The 2016/2017 eMentor class meets in Henley to celebrate the successes of the pilot program.



Invesco Women's Network

*The Invesco Women's Network sponsors mentorship programs in North America, Europe and Hyderabad that connect early-career Invesco women with mentors to share experiences and build relationships.*

## Invesco Women's Network events and activities

### IWN Hong Kong



IWN's Hong Kong chapter organized a Wear Pink Day to raise \$HK31,700 for the Hong Kong Cancer Fund.



The Invesco Women's Network Hong Kong chapter partnered with Kids4Kids for a two-month buddy reading program, raising more than HKD 9,000 for the organization.

### IWN Australia



The IWN Australia chapter launch featured a talk with Asha Balachandra, Head of Legal - Asia Pacific, who shared insights about her career at Invesco.



### IWN India - Hyderabad



Bonnie Saynay, Global Head of Proxy Governance and Responsible Investing, held an interactive session with the IWN Hyderabad chapter.

### IWN India - Mumbai



IWN's Mumbai chapter hosted a networking session featuring a talk with Zia Mody, Managing Partner at AZB & Partners, India's most highly regarded law firm.

### IWN New York



Catherine Isbill, Manager, HR Programs, served as Invesco's 2017 Rising Star with the [Women's Bond Club](#) of New York. Catherine participated in a six-month leadership program with the Women's Bond Club.

### IWN Chicago



The IWN Chicago chapter paired up with Morningstar to host a joint networking session based on Invesco Consulting's Your Prosperity Picture, which seeks to help participants clarify their vision of their life and their money, refresh their motivation and take action.



## Invesco Women's Network events and activities (cont'd)

### IWN Atlanta



IWN's Atlanta chapter launched a lunch and learn series in partnership with Invesco's Fixed Income team to increase knowledge and engagement. The first session featured the Global Liquidity team.

### IWN Houston



The IWN Houston chapter hosted a session about exploring your personal brand and held a multigenerational workplace panel discussion.

### IWN Toronto



IWN's Toronto chapter hosted a breakfast in honor of International Women's Day.

### IWN EMEA



The IWN EMEA participated in the 11th International Women's Day breakfast networking event in London. The event theme highlighted the topic: "Achieving Gender Equity in the Changing World of Work."

### IWN Frankfurt



Our new IWN Frankfurt chapter hosted an informal talk about resilience and showcases learning and development opportunities at Invesco.





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### People are the core of our company

We support our employees with awareness, education and prevention to promote their ongoing health and wellbeing. Invesco provides a range of programs and plans to assist employees in maintaining or addressing their physical and mental wellbeing both inside and outside of work. We provide a comprehensive benefit package to all employees that is competitive both within our industry and various geographies while supporting our Invesco Purpose to help employees and their eligible family members get more out of life.

We encourage employees to be actively involved in their ongoing health and retirement well-being. We utilize a global view considering all employees in all countries when designing benefit programs while taking into account local laws, regulations, customs and practices.



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### Parental leave benefits

In addition to complying to all local regulations and requirements for maternity/paternity and/or parental paid leave, and related job protection, Invesco also offers these extended benefits:

#### US:

- Up to 18 weeks of paid leave to birth mothers
- Ten weeks of paid leave to fathers, domestic partners, spouses and adoptive or foster parents after the birth/adoption of a child

**Canada:** Invesco provides a top-up maternity benefit for six weeks. Employees receive their pay less the government maternity benefit payment.

**Australia and India:** Adoption leave time is offered.

**UK, Dubai and Ireland:** Enhanced maternity and paternity pay above statutory requirements.

**Hong Kong and Taiwan:** Gift coupons to new parents are provided so they can buy baby related products.



Approximately

**70**  
courses

*Offered around the world in 2017 by the global People Development function*



**92%**

*"willingness to recommend" additional job-specific courses*

### Investing in our people

At Invesco, we are committed to investing in the professional development of our people. Through our internal development programs, employees can search hundreds of educational online training materials on a variety of management and general development topics, such as communication, leadership, team building and decision-making. Additionally, instructor-led sessions are delivered to meet the varied development needs of managers and individual contributors, and are offered to employees across Invesco. In addition to training, we look to other avenues for development such as mentoring, coaching, and stretch assignments. Employees meet with their manager to discuss their career interests, and create an annual development plan to help them meet their goals.

In addition to classroom, virtual and online courses offered through Invesco resources, we offer tuition and certification reimbursement for expenses incurred by employees who are seeking to improve their knowledge in job-related (current or near-future) areas. This may be done through industry and professional accreditations, as well as college-level classes taken at a nationally recognized, accredited institution.

### New programs in 2017:

- **Leading at Invesco** - A three-day event designed to help leaders of functions and groups, reach higher levels of success. Senior leaders explore consistent expectations about what it means to lead within our global firm; increase self-awareness of individual leadership strengths and weaknesses and enhance a network of peer relationships that can be utilized going forward.
- **Women in Leadership** - A three-day event designed to help Invesco women explore their unique strengths, and provide the knowledge and support they need to enhance their ability to contribute as Invesco corporate leaders.
- **Change Leadership** - A one-day workshop designed to help leaders of functions and groups to further understand how to successfully lead through change. The course introduces best practices, a change methodology and offers leaders resources and techniques to support themselves and their teams through change.
- **Individual Transitions Workshop** - A workshop designed to support Individual Contributors whose roles, careers, and lives are being impacted by change. This program teaches participants how to handle the transitions caused by change with less disruption and distress in their lives and work, manage endings successfully, deal more effectively with constant change and re-think their work lives to make them less vulnerable to workplace changes.



Invesco Women in Leadership inaugural class - November 2017

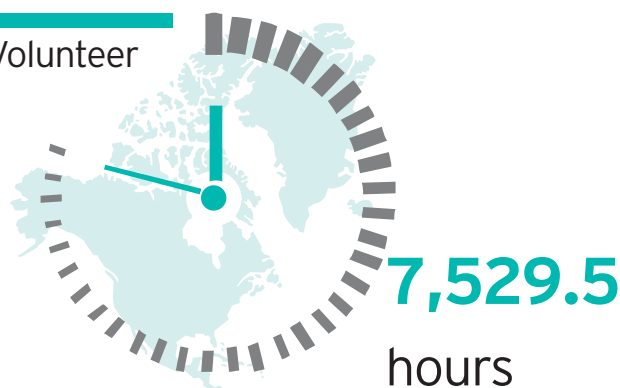


## Commitment to our Communities

*Invesco is committed to making the communities where we live and work better places. We partner with charitable organizations worldwide to make an impact, whether by volunteer activities through our Invesco Cares committees or by charitable giving.*



North America Volunteer  
Hours Donated



### Community Involvement: U.S.

#### Cookout for Shepard Center patients and family members



More than 50 volunteers from the Atlanta Chapter of Invesco Cares hosted their annual cookout at the Shepherd Center, a rehabilitation facility for people with spinal cord and brain injuries. More than 300 residents, family members and staffers participated in the event.



## Light the Night Walk



In October 2017, the Invesco Cares Atlanta chapter raised \$10,930 for [Light the Night](#), a fundraising event benefiting the [Leukemia & Lymphoma Society](#).

## J.P. Morgan Corporate Challenge



Invesco runners participated in the J.P. Morgan Corporate Challenge in New York, which raised money for the Central Park Conservancy.

## Feed My Starving Children MobilePack



Invesco employees and family members packed meals for the Feed My Starving Children organization in Dallas. Their combined efforts helped to feed more than 1.5 million people.

## Operation Gratitude

Eight Invesco offices assembled put together care kits, donated funds and wrote letters for members of the US Armed Forces as part of the Operation Gratitude drive for Veteran's Day.

Office Location	Care Kits	Letters	Other
Louisville/San Francisco/Portland	220		43 lbs of candy
New York	716	194	17 lbs of candy
Houston	662	110*	
Dallas	87	30	36 lbs of candy
Atlanta	700	137	
Downers Grove		146	
TOTAL	2385	617	96 lbs of candy



## Houston Strong

When a category 4 hurricane named Harvey made landfall along the Middle Texas coast on August 25, 2017, Houston was one of the hardest hit cities. Houston is also home to Invesco's largest office. Following the storm's devastating impact, the Houston office's 1,500 colleagues donated their time and financial gifts to the community.



Invesco volunteers helped residents sort through what remained of their belongings following the storm.



Invesco Cares hosted 14 volunteer events in the wake of Hurricane Harvey for a number of organizations, including Disaster Relief, the shelter at NRG Center, Houston Food Bank, Kids Meals, SPCA and the Houston Area Women's Center.



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## Community Involvement: Toronto



Invesco employees raised \$5,304 through fundraising efforts and proceeds from Invesco Celebrates and charity jeans days. Invesco Canada is a national sponsor of Big Brother Big Sisters and all the proceeds support their life changing mentoring programs for at risk children in local communities.

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## Community Involvement: Hyderabad



Invesco's Hyderabad office adopted the Government Primary School in Madhuranagar, Raidurgam. The office sponsored the hiring of two full-time teachers and one assistant, daily breakfast for students, as well as supplies for students and maintenance needs.



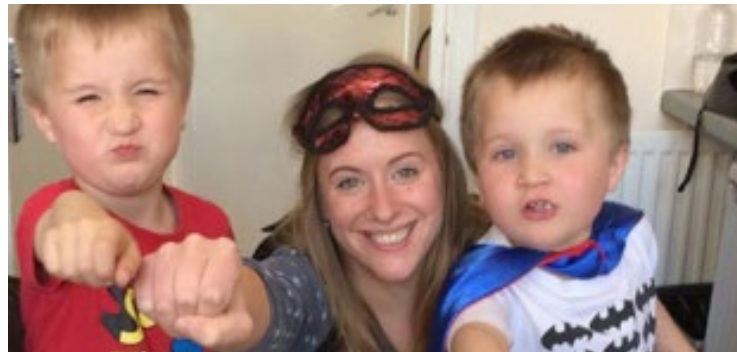
The Hyderabad office makes regular donations to community efforts such as plant maintenance at the Engineering Staff College of India, girl child empowerment camps at various government and low-cost private schools in Hyderabad, as well as many other educational and infrastructure projects.

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## Community Involvement: EMEA



Invesco's UK employees chose Mind as their 2017 Charity of the Year. Through a mix of fundraising activities, including the inaugural Thames Challenge canoe/bicycle/foot race from Henley to London, staff raised more than £145,000. These funds will sponsor Mind's infoline as well as local community projects. The Invesco UK team also donated more than £80,000 to several local charitable organizations.



Rainbow Trust's Family Support Workers take on a number of roles within their day-to-day work: Transport provider. Tea maker. Hug giver. Day out facilitator. Tear wiper. Food shopper. Face painter. We provide a wide range of support services to the sick child, siblings, parents and wider family alike. However, there's one common factor in everything we do - we do what we do with the aim of making your poorly child smile. Playing with children is something that we will encounter on an almost daily basis.



In November 2017, Invesco employees from the Toronto, Charlottetown and Vancouver offices participated in an 11-day service trip with Live Different and Big Brother Big Sisters Canada to help make a difference in Puerto Plata, Dominican Republic. The Invesco team partnered alongside local community members and contractors in La Union to build homes for two families.

## Community Involvement: Canada

### Live Different Builds



“From this experience I've made lifelong friends and look forward to seeing how small acts can make a lasting impression on those who need it most. We built two safe homes for families in need, but we also brought hope to the community of La Union. As much as we've changed their lives, they've changed ours even more.

Ashley Cousins  
Associate, Canadian Client Relations,  
Charlottetown

“The most satisfying part about the trip for me was when we dedicated the houses to our families. Our family painted their houses green to symbolize hope. It was very touching to see not only the family excited to begin their journey, but also to see the positive effect it had on the whole community. It gave them a sense of hope and was a new beginning for them also.

Zenita Anklesaria,  
Business Development Associate,  
Sales, Vancouver

“The moment that still rings with me is when we handed Pedro the keys to his new home. I took the opportunity to look around, and the whole build site was filled with people (a testament to how close the La Union community is). There were people crying, there were people laughing and there were people doing both. The magnitude of the situation could be felt in that moment. Pedro, ecstatic about what this means for his kids, while at the same time hoping his wife could be here to see this, is a picture I hope I never forget. The sheer emotion of that ceremony has to be my highlight.

Sufiyan Fahim, Representative,  
Canadian Client Relations, Toronto



# GRI Content Index

General standard disclosures		
Reference		Location/Direct Response
Strategy and analysis		
G4-1	CEO Statement	A message from Invesco's President and CEO
Organizational profile		
G4-3	Name of the organization	Invesco Ltd.
G4-4	Primary brands, products and services	We offer a wide range of single-country, regional and global capabilities across major equity, fixed income and alternative asset classes, delivered through a diverse set of investment vehicles. High-quality results begin with specialized insight and disciplined oversight.
G4-5	Location of the organization's headquarters	1555 Peachtree Street, N.E., Suite 1800, Atlanta, GA
G4-6	Countries of operation	We have an on-the-ground presence in 25 countries and serve clients in more than 150 countries. <a href="#">See our Countries of Operation</a>
G4-7	Nature of ownership and legal form	Invesco Ltd. is an independent investment management organized under the laws of Bermuda. Our common shares are listed and traded on the New York Stock Exchange.  A description of our nature of ownership and legal form is provided in our <a href="#">Form 10-K</a>
G4-8	Markets served	We serve the retail and institutional markets within the investment management industry in North America, EMEA (Europe, Middle East and Africa) and Asia-Pacific in more than 150 countries.
G4-9	Scale of the organization	See <a href="#">Form 10-K</a> for information regarding number of staff, operations, net sales, net revenues and debt.
G4-10	<ul style="list-style-type: none"><li>■ Report the total number of employees by employment contract and gender.</li><li>■ Report the total number of permanent employees by employment type and gender</li></ul>	<ul style="list-style-type: none"><li>■ Not applicable</li><li>■ Female:<ul style="list-style-type: none"><li>- Full-time: 2,609</li><li>- Part-time: 80</li></ul></li><li>■ Male:<ul style="list-style-type: none"><li>- Full-time: 4,198</li><li>- Part-time: 12</li></ul></li><li>■ Not applicable</li></ul>
	<ul style="list-style-type: none"><li>■ Report the total workforce by employees and supervised workers and by gender.</li><li>■ Report the total workforce by region and gender.</li></ul>	<ul style="list-style-type: none"><li>■ Female: 2,689<ul style="list-style-type: none"><li>- North America: 1,595</li><li>- EMEA: 536</li><li>- Asia Pacific: 273</li><li>- India: 285</li></ul></li><li>■ Male: 4,210<ul style="list-style-type: none"><li>- North America: 2,065</li><li>- EMEA: 877</li><li>- Asia Pacific: 278</li><li>- India: 990</li></ul></li><li>■ Not applicable</li></ul>
	<ul style="list-style-type: none"><li>■ Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors.</li><li>■ Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).</li></ul>	<ul style="list-style-type: none"><li>■ Not applicable</li></ul>
G4-11	Report the percentage of total employees covered by collective bargaining agreements.	Zero



G4-12	Describe the organization's supply chain.	<p>Invesco has a relatively simple supply chain model that is built around supporting its core asset management practice. The contracting with third party vendors is primarily based upon services not performed by Invesco itself or to secure the intellectual property or goods required to support the asset management practice. Broadly there are five categories of vendor engagements as follows: (1) business services (day-to-day operations); (2) professional services (consulting; legal advisers; auditing); (3) real estate (office leases); (4) Information Technology and Data; (5) travel (hotels, airlines, etc.).</p> <p>Our sourcing process allows Invesco to optimize the value it receives when selecting vendors to deliver our requirements. Procurement promotes a competitive bidding process amongst qualified vendors through the release of a Request for Proposal (RFP) or Request for Quote (RFQ). Procurement and the business unit evaluate proposals and vendor capabilities and make recommendations for award based upon capability, quality, price, reliability, risk and other applicable criteria to include the following:</p> <p>Adherence to Invesco standard contract terms and conditions which obligate our vendors to comply with all applicable country, regional and local laws, rules, and regulations, including but not limited to, laws prohibiting bribery, slavery and human trafficking.</p>
G4-13	Report significant changes regarding the organization's size, structure, etc.	There were no significant changes regarding the organization's size, structure, ownership, or its supply chain.
G4-15	<i>List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.</i>	<p>Additional information can be found in our Investment Stewardship report at <a href="http://www.invesco.com/esg">www.invesco.com/esg</a></p> <p><b>Advocacy:</b> World Economic Forum (Please bold)Comprised of select partner companies that are shaping and transforming their industries in strategic and socially responsible ways.</p> <p><b>PRI ESGE Advisory Committee</b> The PRI's Advisory Committee for ESG Engagements helps provide direction and leadership on ESG initiatives.</p> <p><b>PRI Fixed Income Advisory Committee</b> The committee advises the PRI on the strategy and execution of the fixed income program.</p> <p><b>PRI Macroeconomic Risks Advisory Group</b> The committee works with the PRI Executive to address macroeconomic risks by supporting research, preparing discussion papers and engaging with governments and corporates.</p> <p><b>PRI SDG Working Group for Active Ownership</b> The Working Group is focused on the inclusion of the SDGs in active ownership activities in listed equity and corporate fixed income.</p> <p><b>Women in Finance Charter</b> Financial services firms pledge to support the progression of women into senior roles and requires firms to publicly report on their progress.</p> <p><b>Deep Data Delivery Standards</b> The Industry Advisory Board contributes to the development of the Deep Data Delivery Standard.</p> <p><b>The Nature Conservancy</b> The Nature Conservancy's mission is to conserve the lands and waters on which all life depends.</p> <p><b>UKSIF Board of Directors</b> The UK Sustainable Investment and Finance Association (UKSIF) mission is to support their members in growing sustainable and responsible finance in the UK.</p> <p><b>Company Reporting and Auditing Group</b> To improve corporate reporting to meet the needs of institutional investors as the providers of capital, either equity or debt, facilitating investment related decisions and shareholders' stewardship of companies.</p> <p><b>Financial Reporting Council - AQR Committee</b> The Audit Quality Review Committee helps ensure the consistency and quality of the FRC's audit monitoring work.</p> <p><b>Membership in collaborative organizations</b> <b>Asian Corporate Governance Association</b> The ACGA is an independent, non-profit membership organization dedicated to working with investors, companies and regulators in the implementation of effective corporate governance practices throughout Asia.</p> <p><b>Financial Services Council</b> The FSC promotes best practice for the financial services industry by setting mandatory Standards for its members and providing Guidance Notes to assist in operational efficiency.</p> <p><b>Global Real Estate Sustainability Benchmark</b> TheGRESB's mission is to enhance and protect shareholder value by assessing and empowering sustainability practices in the real asset sector.</p> <p><b>The Quoted Companies Alliance</b> Independent membership organization that champions the interests of small to mid-size quoted companies.</p>



## IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17	List all entities included in the organization's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report. The organization can report on this Standard Disclosure by referencing the information in publicly available consolidated financial statements or equivalent documents	Read about our financial statements in our 2017 Annual Report.
G4-22	Reinstatements	None
G4-23	Changes from prior reports	Inclusion of GRI data

## REPORT PROFILE

G4-28	Reporting period	January 1 to December 31, 2017
G4-29	Date of the most recent previous report	July 2017
G4-30	Reporting cycle	Annual
G4-31	Contact point	Bonnie Saynay, Global Head of Responsible Investing +1 713 214 4774 Bonnie.saynay@invesco.com

## GOVERNANCE

G4-34	Governance structure	<a href="#">Form 10-K</a>
G4-35	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	<p>The Invesco Corporate Responsibility Committee ("CRC"), which includes executive management sponsorship and representation, oversees and drives the company's global corporate and investment stewardship programs and policy.</p> <p>The committee, working in coordination with global workstreams, drives the strategy, oversight and governance of our internal programs and demonstrates Invesco's broad executive leadership commitment to responsible investment. The CRC provides direction to Invesco's investment and corporate stewardship leaders on core ESG topics, participation in industry advocacy and policy efforts and participation in charitable and community organizations to enhance our impact in sustainable global efforts.</p> <p>For additional information, visit the Investment Stewardship section on: <a href="http://www.invesco.com/corporate/about-us/esg">http:// www.invesco.com/corporate/about-us/esg</a> and within the Proxy Report</p>
G4-36	Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	Bonnie Saynay, Global Head of Proxy Governance and Responsible Investing and co-chair of the Corporate Social Responsibility Committee.
G4-39	Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organization's management and the reasons for this arrangement).	Marty L. Flanagan President and CEO Invesco
G4-44	Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report whether such evaluation is a self-assessment. b. Report actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organizational practice.	<p>The Invesco Ltd. Board has principal responsibility for oversight of the company's risk management process and understanding of the overall risk profile of the company. Our Corporate Risk Management Committee assesses strategic, operational and all other business risks.</p> <p><a href="#">Additional information regarding the Board's role in risk oversight and the role of the Corporate Risk Management committee is available in our 2017 Proxy Statement.</a></p>
G4-45	Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes. b. Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities.	<p>The Invesco Ltd. Board in partnership with senior leadership to the topic of social and governance ("ESG"). We listen and carefully consider our stakeholder perspectives in our decision-making process and make enhancements to our governance and executive compensation programs, from time-to-time, based on their input. For additional information, visit the Investment Stewardship section on: <a href="http://www.invesco.com/corporate/about-us/esg">http://www.invesco.com/corporate/about-us/esg</a></p>



G4-46	Report the highest governance body's role in reviewing the effectiveness of the organization's risk management process for economic, environmental and social topics.	The Invesco Corporate Responsibility Committee ("CRC"), which includes executive management sponsorship and representation, oversees and drives the Company's global corporate and investment stewardship programs and policy.
G4-47	a. Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	<p>We engage with representatives of our major shareholders through conference calls, annual meetings and other outreach efforts that occur outside of proxy season.</p> <p>These exchanges cover our ESG practices additionally our global head of responsible investment provides regular updates to the Invesco Ltd. Board on topics of ESG.</p>
G4-48	Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.	The Invesco Corporate Responsibility Committee ("CRC"), which includes executive management sponsorship and representation, reviews the Corporate Social Responsibility report.
G4-49	Report the process for communicating critical concerns to the highest governance body.	Concerns can be addressed to our Global Head of Responsible Investment or any member of the Corporate Responsibility Committee. +1 713 214 4774 Bonnie.saynay@invesco.com
G4-51	<p>■ Report the remuneration policies for the highest governance body and senior executives for the below types of remuneration:</p> <ul style="list-style-type: none"> <li>■ Fixed pay and variable pay: Performance-based pay <ul style="list-style-type: none"> <li>- Equity-based pay</li> <li>- Bonuses</li> <li>- Deferred or vested shares</li> </ul> </li> <li>■ Sign-on bonuses or recruitment incentive payments</li> <li>■ Termination payments</li> <li>■ Clawbacks</li> <li>■ Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees</li> <li>■ Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.</li> </ul>	Our compensation remuneration policies and the Compensation Committee are disclosed in the annual proxy report.
G4-52	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.	<p>The Invesco Compensation Committee's compensation consultant assists the committee in its analysis of our executive compensation programs.</p> <p>Details regarding the compensation consultant are disclosed in the annual proxy report.</p>
G4-53	Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	<p>Invesco's legal, human resources and members of our board conduct shareholder outreach in advance of remuneration policies and to provide transparency into our business, governance practices and compensation programs.</p> <p>Details regarding our stakeholder engagement practices are disclosed in the annual proxy statement <a href="http://s21.q4cdn.com/954047929/files/doc_financials/proxy/Proxy-2017.pdf">http://s21.q4cdn.com/954047929/files/doc_financials/proxy/Proxy-2017.pdf</a></p>
<b>ETHICS AND INTEGRITY</b>		
G4-56	<p>Code of Conduct</p> <p>Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.</p>	<p>Invesco Code of Conduct</p> <p>Invesco's Principles can be found on Invesco.com: <a href="http://www.invesco.com/corporate/careers/our-principles">http://www.invesco.com/corporate/careers/our-principles</a></p>
G4-57	Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.	The Whistleblower Hotline provides all internal and external stakeholders to report violations and concerns.
G4-58	Report the internal and external mechanisms for reporting unethical or unlawful behavior.	<a href="#">Invesco Whistleblower Hotline website</a>



**SPECIFIC STANDARD DISCLOSURES**  
**CATEGORY: ECONOMIC**

**ASPECT: ECONOMIC PERFORMANCE**

G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Not applicable
G4-EC4	Financial assistance received from government	None
G4-EC7	Development and impact of infrastructure investments and services supported	Not applicable
G4-EC8	Significant indirect economic impacts, including the extent of impacts	Not applicable

**ASPECT: PROCUREMENT PRACTICES**

Disclosure on management approach	Invesco's Global Procurement Department is responsible for promoting fair and ethical business practices in selecting vendors, mitigating risk, negotiating commercial transactions and delivering value to Invesco and its clients. This is accomplished by partnering with Invesco business units in executing their respective strategies in accordance with the Global Procurement Policy. In addition to the Code of Conduct expected of all Invesco employees, Procurement personnel abide by the Procurement Code of Ethics and conduct themselves in a manner which avoids the appearance of impropriety, conflicts of interest or issues of influence when interacting with vendors.
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**SPECIFIC STANDARD DISCLOSURES**  
**CATEGORY: ENVIRONMENTAL**

**ENVIRONMENTAL: Overarching Disclosure on Management Approach (DMA)**

As a global investment management organization, Invesco is committed to adopting and implementing responsible investment principles in a manner that is consistent with our fiduciary responsibilities to clients. Invesco recognizes the importance of considering environmental, social and governance ("ESG") issues as part of a robust investment process. Additionally, Invesco's corporate stewardship programs focus on human capital development and our responsibility to help sustain a healthy, clean environment for future generations. We are committed to fostering greater transparency and continuous improvement with regard to responsible investment and corporate stewardship within our business.

**ASPECT: WATER**

G4-EN1	Materials used by weight or volume	Not applicable
G4-EN2	Percentage of materials used that are recycled input materials	Not applicable
G4-EN3	Energy consumption within the organization	25,808,435 kWh (2017)
G4-EN4	Energy consumption outside of the organization	Not applicable
G4-EN6	Reduction of energy consumption	-2.73% (2016-2017)
G4-EN7	Reductions in energy requirements of products and services	Not applicable
G4-EN8	Total water withdrawal by source	Total water withdrawal in 2017: 63,357m3 100% of water withdrawal came from municipal supply
G4-EN9	Water sources significantly affected by withdrawal of water	Not applicable
G4-EN10	Percentage and total volume of water recycled and reused	Not applicable
G4- EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable
G4- EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Not applicable
G4- EN13	Habitats protected or restored	Not applicable
G4- EN14	Total number of iucn red list species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	Not applicable



Disclosure on Management Approach		<p>See overarching Environmental DMA above. Reducing CO<sub>2</sub>e is a main focus for Invesco. The Company has set a goal to reduce the corporate Co<sub>2</sub> footprint by 3% globally, based on headcount by 2019.</p> <p>The Company participates in the Carbon Disclosure Project, reporting on carbon emissions and reduction management processes. Our commitment to sound environmental practices is summarized in our Global Corporate Carbon Emissions and Environmental Policy Statement found on the Invesco corporate website.</p> <p>Through effective carbon emissions and environmental management across our operations, Invesco is committed to protecting the environment, preventing pollution and reducing emissions from energy and transport use.</p>
G4-EN15	Direct greenhouse gas (ghg) emissions (scope 1)	499 tCO <sub>2</sub> e (2017 ISO 14001 certified buildings)
G4-EN16	Energy indirect greenhouse gas (ghg) emissions (scope 2)	10272 tCO <sub>2</sub> e (2017 ISO 14001 certified buildings)
G4-EN17	Other indirect greenhouse gas (ghg) emissions (scope 3)	255 tCO <sub>2</sub> e (2017 ISO 14001 certified buildings)
G4-EN18	Greenhouse gas (ghg) emissions intensity	5.74 tCO <sub>2</sub> e (2017 ISO 14001 certified buildings) based on headcount, Scope 1- 3
G4-EN19	Reduction of greenhouse gas (ghg) emissions	5.74 tCO <sub>2</sub> e (2017 ISO 14001 certified buildings) based on headcount, Scope 1- 3
G4-EN20	Emissions of ozone-depleting substances (ods)	Not applicable
G4-EN21	Nox, sox, and other significant air emissions	Not applicable
<b>ASPECT: EFFLUENTS AND WASTE</b>		
G4-EN22	Total water discharge by quality and destination	Total water discharge in 2017: 63,357m <sup>3</sup> with 100% discharged to off-site water treatment
G4-EN23	Total weight of waste by type and disposal method	<ul style="list-style-type: none"> <li>■ Composting: 230 tonnes</li> <li>■ Energy (combustion): 213 tonnes</li> <li>■ Landfill: 610 tonnes</li> <li>■ Recycling (closed loop): 354 tonnes</li> <li>■ Recycling (open loop): 642 tonnes</li> <li>■ Unknown: 18.2 tonnes</li> </ul>
G4-EN24	Total number and volume of significant spills	Zero
<b>ASPECT: TRANSPORT</b>		
Disclosure on Management Approach		<p>With a growing number of employees, Invesco's environmental impact of transporting members of the workforce increased in 2017. Air business and travel emissions represented 57.3% of tco<sub>2</sub>e in 2017 compared to 42.6% in 2016. Nonetheless, Invesco remains dedicated to reducing emissions arising from energy and transport use.</p>



**CATEGORY: SOCIAL**  
**Sub-Category: LABOR PRACTICES AND DECENT WORK**

**ASPECT: EMPLOYMENT**

Disclosure on Management Approach		<p>At Invesco, people are the foundation of our success. Our talent is recognized and rewarded for their individual achievements as well as team contributions. They are also compensated by a meaningful mix of total rewards to help plan for retirement, stay healthy and maintain a work-life balance.</p> <p>These rewards include:</p> <ul style="list-style-type: none"> <li>■ Comprehensive health and wellness programs.</li> <li>■ Retirement savings plans.</li> <li>■ Life insurance plans and income-protection benefits.</li> <li>■ Holiday and time-off benefits.</li> <li>■ Flexibility to help balance work and family responsibilities.</li> <li>■ Rich opportunities to develop professional skills and knowledge.</li> <li>■ Opportunities to contribute to the community.</li> <li>■ Opportunities to become an Invesco shareholder.</li> </ul>															
G4-LA1	Total number of and rate of new employee hires and turnover	<p>Invesco has more than 7,000 employees located in our global offices in over 20 countries (as of December 31, 2017)</p> <table> <tr> <td>Turnover*:</td> <td colspan="2">New employee Hires</td> </tr> <tr> <td>Dec. 31, 2014:</td> <td>8.26%</td> <td>1,009</td> </tr> <tr> <td>Dec. 31, 2015:</td> <td>7.90%</td> <td>941</td> </tr> <tr> <td>Dec. 31, 2016:</td> <td>8.38%</td> <td>909</td> </tr> <tr> <td>Dec. 31, 2017:</td> <td>7.65%</td> <td>933</td> </tr> </table> <p>*Turnover is well below the industry average of approximately 15%.</p>	Turnover*:	New employee Hires		Dec. 31, 2014:	8.26%	1,009	Dec. 31, 2015:	7.90%	941	Dec. 31, 2016:	8.38%	909	Dec. 31, 2017:	7.65%	933
Turnover*:	New employee Hires																
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Dec. 31, 2017:	7.65%	933															
G4-LA2	Benefits provided to full-time employees; in many countries benefits are also offered to part-time employees	<p>Full-time employees are provided benefits. These benefits are customized to the programs in each of our regional and country-specific locations. In many countries, part-time employees are offered all or a portion of the benefits offered to full-time employees.</p>															

**ASPECT: LABOR/MANAGEMENT RELATIONS**

Disclosure on Management Approach		<p>At Invesco, we are committed to investing in the professional development of our people. Through our internal development programs, employees can search hundreds of educational online training materials on a variety of management and general development topics, such as communication, leadership, team building and decision-making. Additionally, instructor-led sessions are delivered to meet the varied development needs of managers and individual contributors, and are offered to employees across Invesco.</p>
G4-LA10	Programs for skills management and lifelong learning.	<p>Our global People Development function offers soft skills, management and leadership training in online and classroom formats for all levels. We offered close to 70 such courses in 2017 on a wide variety of topics. Additionally, there are many training resources that focus on local job-specific training, such as sales skills in a specific region.</p>
G4-LA11	Percentage of employees receiving regular performance and career development reviews	<p>In 2017, 96% of Invesco employees had a formal performance review completed in our global system (Note: Additional reviews may have been completed outside of the system).</p>

**ASPECT: DIVERSITY AND EQUAL OPPORTUNITY**

Disclosure on Management Approach		<p>Our aspiration is for our workforce to continually reflect the diversity of people and perspectives in today's evolving society, which is critical to our efforts to help our clients and employees get more out of life. Diversity to us means having a tolerant, respectful and inclusive culture, one that optimizes our collective expertise, knowledge and experience.</p> <p>Our business success relies on engaging a highly diverse team of people across the globe who are client-focused, think differently and draw on a range of backgrounds and experiences to contribute a unique perspective. Ensuring a broad range of different experiences and backgrounds helps us create the diversity of thought needed to deliver a superior investment experience for clients and ensure an engaging work environment for our people.</p> <p>Invesco values the diverse perspectives of our employees and strives to provide equal opportunities in its employment and promotion practices. Invesco actively encourages employees to also play an active role in the growth and development of the communities in which they live and work. For more information visit <a href="http://www.invesco.com/corporate/careers/diversity-inclusion">http://www.invesco.com/corporate/careers/diversity-inclusion</a></p>
G4-LA12	Composition of governance bodies and employees - diversity indicators.	<p>28% of our senior managing directors represent ethnically or racially diverse individuals.</p> <p>22% of our board members are female.</p>



**CATEGORY: SOCIAL**  
**Sub-Category: HUMAN RIGHTS**

**HUMAN RIGHTS:Overarching Disclosure on Management Approach (DMA)**

Invesco does not tolerate modern slavery, forced labor or human trafficking in any form. We are committed to acting ethically and with integrity in all our business dealings and relationships. We expect the same high standards from all of our employees, contractors, suppliers and other business partners.

**ASPECT: NON-DISCRIMINATION**

G4-HR3	Total number of incidents of discrimination and corrective actions taken	We provide multiple avenues for employees to voice concerns: through their manager, Legal, HR, Compliance, Internal Audit and the whistleblower hotline. All matters are investigated and taken very seriously.
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**CATEGORY: SOCIAL**  
**Sub-Category: SOCIETY**

**ASPECT: LOCAL COMMUNITIES**

Disclosure on Management Approach	Invesco is committed to responsible corporate citizenship, and encourages employees to play active roles in the growth and development of the communities in which they live and work through Invesco Cares. These volunteer groups are located in most offices around the globe, and their primary pillars of focus are education, the environment, children's welfare, and healthcare.
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**CATEGORY: SOCIAL**  
**Sub-Category: PRODUCT RESPONSIBILITY**

**ASPECT: CUSTOMER PRIVACY**

Disclosure on Management Approach

Invesco is committed to protecting the rights and freedoms of our customers with regard to the privacy of their personal data, and acting in accordance with applicable legislation. Invesco needs to process customer personal data to carry out business and administrative activities and to provide products and services to its clients. Our objective is to process such data lawfully, securely fairly and transparently.

Invesco's Global Privacy Office, led by our Chief Privacy Officer (CPO), is a cross functional team with focus on matters relating to privacy/data protection, such as governance, privacy by design, individual's data right, third party oversight and training/awareness. A formal privacy policy is applicable to all Invesco employees with privacy principles to apply to all processing activities involving personal data.

A privacy oversight and governance framework is in place to oversee privacy related strategy and policy, compliance with privacy obligations, and to manage privacy related risks.

From a broader information security perspective, Invesco's Global Security Department brings together Information Security, Physical Security, Intelligence, Global Privacy Office, Business Security and Recovery, and Strategy & Reporting under a single umbrella. This structure has supported a more comprehensive, holistic approach to keeping Invesco clients, employees and critical assets safe, while enabling a secure and resilient business.

Invesco has also established Security Operations Fusion Centers (SOFC) located in multiple locations globally to provide 7x24x365 monitoring services. All Invesco employees must undertake mandatory Privacy and Information Security training.

Assurance over our privacy and information security is provided by our internal and external audit programs, and other third-party assessments.

G4-PR8

Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.

Not applicable





This report is a summary of 2017 data. It is for informational purposes only and is not an offer of any investment. Invesco. Ltd.

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