

TAM DRIVE CHANGE POLICY

Our Purpose in Driving Change

At TAM, driving change means using our position as a discretionary fund manager to raise standards across the investment industry. Although we do not invest directly in companies or vote on shareholder resolutions, we influence change through the funds we select, the managers we partner with, and the conversations we lead.

We see ourselves as catalysts for progress, bringing clients, advisers, and fund managers together to share insight, challenge assumptions, and push for better outcomes across environmental, social, and governance issues. Through the Sustainable World portfolios, TAM seeks to invest in managers that demonstrate active stewardship, measurable engagement, and a genuine commitment to improving the way businesses operate.

Engagement and Stewardship

For TAM, engagement is more than a tick-box exercise; it is a philosophy. While we cannot engage directly with companies, we engage with the fund managers who can. We assess how they use their ownership rights, challenge boards, and collaborate with peers to push for change.

Stewardship is the process of selecting and monitoring managers who act as responsible owners on behalf of our clients. We expect to see clear engagement frameworks, transparent reporting, and tangible outcomes such as improved labour practices, stronger climate governance, and enhanced corporate accountability.

Engagement can also be an investment style in itself, as demonstrated by partners such as **CCLA**, whose Better World Fund focuses on using ownership and dialogue to influence change. CCLA's **Mental Health** and **Modern Slavery Benchmarks** are excellent examples of how investor coalitions can hold companies accountable and drive systemic improvement. Our role is to ensure these efforts are represented in the portfolios we manage and to share lessons learned across the wider investment community.

Collaboration and Collective Influence

TAM is proud to be the first Discretionary Fund Manager to join AdviserAction, a collaborative network that brings advisers into the engagement process. This initiative empowers advisers and clients to contribute their voice to company-level change, ensuring that engagement becomes a shared responsibility across the value chain.

The first focus area, mental health in the workplace, reflects a broader shift toward addressing social wellbeing as part of sustainable business. Through our involvement, TAM helps raise awareness of mental health as both a societal and financial issue, supporting efforts to encourage companies to create healthier, more supportive workplaces.

This aligns closely with our thought leadership on nutrition, health, and wellbeing, where we have initiated industry conversations around ultra-processed foods and public health. Our work on these themes led to direct fund manager engagement and, in one case, contributed to a global manager divesting from a major processed food company after evaluating its social impact.

Education and Industry Leadership

Education is central to our “drive change” approach. Through our Sustainability Hub and Sustainability Snapshots Blog, we share insights, case studies, and research on the evolving ESG landscape. With over 1,000 subscribers across all platforms, the blog has become a hub for clients and advisers seeking to understand how finance can deliver positive social and environmental outcomes.

Our belief is simple: sustainability is not just about the environment. It includes social justice, access to healthcare, mental wellbeing, equality, nutrition, and financial inclusion. By broadening this conversation, we help clients see sustainability as something human, relatable, and impactful.

We also contribute to panels, articles, and collaborative research designed to demystify ESG investing and improve standards of transparency and communication across the sector.

Culture and Governance

Driving change begins with culture. We believe sustainable investing is only credible when it is underpinned by inclusive, transparent, and accountable behaviour within the firms that manage capital.

TAM supports the City Hive ACT Standard, a framework that helps asset managers assess and improve their corporate culture around Action, Challenge, and Transparency. The standard promotes diversity, inclusion, and ethical governance, ensuring that companies not only talk about change but live it internally.

When assessing fund managers, we consider how sustainability is embedded culturally — whether it is owned across the organisation or siloed within an ESG team — and how leadership is held accountable for progress.

Charity and Community Impact

Our commitment to driving change extends beyond investments. Every year, TAM raises funds for a range of charities through our You Give We Give initiative and large-scale events like the TAM Charity Ride, which all together have raised over £600,000 to date.



TAM CHARITY RIDE



These initiatives show that finance can be a force for social good. We are proud to support causes that align with our values, from veterans' welfare and children's mental health to global humanitarian aid. Through these partnerships, we raise both funds and awareness, connecting the financial community to the human impact of its actions.



How TAM Drives Change in Practice

Our process for driving change operates at multiple levels:



Manager Assessment

Within the Sustainable World portfolios we evaluate each fund's stewardship and engagement record, including their alignment with initiatives such as the PRI, CCLA Benchmarks, and the UK Stewardship Code.



Collaboration

We partner with networks like AdviserAction and UKSIF to amplify investor voices on social and environmental issues.



Education

We use the TAM Sustainability Hub and blog to share knowledge and promote discussion across the adviser and client community.



Monitoring

We hold regular reviews with fund managers to track progress on engagement and ensure alignment with the values of our Sustainable World portfolios.



Industry Participation

We contribute to research, events, and collaborative working groups that advance responsible investment practices across the UK.

Our Responsibility in Driving Change

As intermediaries, TAM sits in a unique position between clients, advisers, fund managers, and industry bodies. We use that position to connect, challenge, and communicate, ensuring that sustainability remains practical, inclusive, and grounded in evidence.

We believe meaningful change happens when the industry works together, not just to allocate capital, but to align it with the wellbeing of people, communities, and the planet. Through collaboration, education, and advocacy, TAM strives to make sustainability not just a label, but a lived responsibility.

