

Socially and Environmentally Responsible Practices Survey Philadelphia Trust Company

Please note: As part of our commitment to an open and transparent government, your completed survey will be posted in its entirety in electronic format on Treasury's Web site at <http://www.patreasury.org>.

A. Women and Ethnic Minority Query

Firm Practices

1. Please detail the employee diversification of your firm, emphasizing executive and management positions that have decision-making responsibilities. Count each employee only once, except owners may be counted both as owners and employees if the owner has significant operational responsibilities. If s/he has multiple roles, count the employee in the category where s/he spends the most time.

Position	Ethnic Minority	Women	Female Minority	Other	Total
Owners (and % ownership)	NA*	NA*	NA*	NA*	NA*
Executive Management (e.g. CEO, COO, VP, Directors)	0	2	0	5	7
Investment Decision makers (portfolio managers, traders, etc.)	0	0	0	3	3
Investment Professionals (analysts, compliance officers, etc.)	0	1	0	2	3
All other FTE	1	4	1	1	7
TOTAL	1	7	1	11	20

*Organized under the Pennsylvania Banking Code as a subchapter C banking corporation.

2. Please describe relevant initiatives and/or policies that assist in recruiting women and minorities to your firm and retaining and promoting those employees in your firm.

Ans: The Philadelphia Trust Company is an equal opportunity employer. It is the policy of The Philadelphia Trust Company to employ the best qualified person for the job regardless of sex, race, color, age, disability, national origin, or religion.

Vendors and Subcontractors

3. What percentage of your trades utilizes minority/women-owned brokerage firms?

Ans: PTC uses Pa Treasury designated brokers to execute trades.

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4. Do you consider women and minority ownership or makeup when hiring vendors/sub-contractors, consultants, advisors or other professional services? If so, how? If not, please explain why you do not.

Ans: The Philadelphia Trust Company treats all vendors equally and makes hiring decisions based on suitability, background and industry experience.

5. Please provide any other information you feel may be relevant or may help Treasury understand your approach to employee and vendor/subcontractor diversification.

Ans: None

B. Environmental/Sustainability Query

Firm Practices

1. Please provide information related to your firm's policy/initiatives/efforts with respect to environmentally responsible and sustainable practices.

Ans: The Philadelphia Trust Company makes very effort to operate in an environmentally responsible manner. Every possible attempt is made to limit paper and energy usage.

Vendors and Subcontractors

2. Do you consider the environmental or sustainable practices of vendors and subcontractors in hiring decisions? If so, how? If not, please explain why you do not.

Ans: The Philadelphia Trust Company expects every vendor to operate in an environmentally responsible manner. Every possible attempt is made to limit paper and energy usage.

Investment Decisions

3. Do you consider environmental / sustainability issues when making investment decisions? If so, how? If not, please explain why you do not.

Ans: Yes, PTC reviews all pending litigation in the form 10k to determine the suitability of an investment.

4. Are there specific sectors or industries that you are likely to over or underweight due to climate risk or opportunity? If so, which ones?

Ans: Yes, PTC reviews all risks and opportunities to determine the suitability of an investment.

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5. How do you obtain information about climate risk and environmental factors?
Ans: PTC reviews all risks to determine the suitability of an investment. The Information is obtained through various sources including regulatory white papers, industry group reports and a number of different periodicals.

6. Have you adopted the United Nations Principles for Responsible Investing? (<http://www.unpri.org/>). If not, are you in the process of evaluating, or would you consider evaluating adoption of the United Nations Principles for Responsible Investing?
Ans: PTC would consider evaluating the United Nations Principles of Responsible Investing

Please detail any other information you feel may be relevant or helpful for Treasury to understand your approach to evaluating the significance of environmental and sustainability issues in making investment decisions.

Ans: None

C. Pennsylvania Commitment Query

Please provide numbers detailing the firm and client presence in Pennsylvania.

	PA	Total
Headquarters	1	1
Offices	1	1
Employees	20	20
Clients HQ in PA	576	741

Please detail any other information you think relevant regarding the extent of your business contacts or activities in Pennsylvania.

Ans: None

D. Geopolitical Risk

1. How do you take geopolitical risk into account when making investment decisions? If so, how? If not, please explain why you do not.

Ans: PTC reviews all risks including geopolitical to determine the suitability of an investment.

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2. Do you currently have in place policies that prohibit or limit investment in companies doing business with countries identified as state sponsors of terrorism by the U.S. State Department? If so, please provide those policies.

Ans: PTC invests in large/mid cap, domestically domiciled companies some of whom do a portion of their business internationally. We monitor their business activity and at this time we are not aware of any of them doing business with countries identified as state sponsors of terrorism by the U.S. State Department.