

## Socially and Environmentally Responsible Practices Survey

### Cameron Capital Management, LLC

**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.

Cameron Capital values the diversity and multi cultural community in which we live. Cameron is a certified MWBE (minority and/or women owned business enterprise) and promotes one of the few MWBE and registered investment advisory firms in Pennsylvania. We take pride in the diversification of our ownership and employee base.

Position	Ethnic Minority	Women	Female Minority	Other	Total
Owners (and % ownership)	2 (75%)	0	0	0 (25%)	2
Executive Management (e.g. CEO, COO, VP, Directors)	1	0	0	1	2
Investment Decision makers (portfolio managers, traders, etc.)	1	0	0	1	2
Investment Professionals (analysts, compliance officers, etc.)	0	1	0	0	1
All other FTE	0	0	0	0	0
<b>TOTAL</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>7</b>

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.

Cameron selects new employees and members one-by-one to maintain a valued culture, placing an emphasis on innovation, unbiased thought and diversity. Cameron is a proud sponsor of the Greater Philadelphia Urban Coalition where diversity candidates are provided to the firm.

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*Vendors and Subcontractors*

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

Approximately 40% of Cameron trades utilize minority/women owned brokers.

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.

Diversity is a part of Cameron's culture.

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

**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.

The firm does not maintain an active policy on environmental issues, but does take environmental issues into considerations where appropriate.

*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.

The firm does consider environmentally responsible practices. This is primarily related to the office vendors such as beverage suppliers, paper suppliers, and office products. The firm will certainly place value on environmentally responsible practices when other applicable vendor relationships are contracted.

*Investment Decisions*

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

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The firm does not have any explicit decision process considering environmentally responsible practices, but does take environmental issues into considerations if appropriate.

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?

No.

5. How do you obtain information about climate risk and environmental factors?

Investment information is obtained from a variety of in-house and third party research sources. Any environmental factors would be obtained from a third party vendor such as Bloomberg, Factset, or various street research accounts.

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?

The firm does not employ the United Nations Principles for Responsible Investing. Based on appropriate research, quantitative and qualitative evaluation, the firm would consider adoption of these principles.

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.

### **C. Pennsylvania Commitment Query**

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

Example:	PA	Total
Headquarters	1	1
Offices	1	1
Employees	7	7
Clients HQ in PA	8	7

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

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**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.

Cameron Capital is process-driven, with a bottom up research approach driving investment decisions. The risk is mitigated primarily by holding a large number of securities, avoiding any security concentration, and performing idiosyncratic research on each position. The firm does not have an explicit decision process considering geopolitical risk, but does maintain awareness on a critically high level.

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.

Yes, the firm does prohibit investment in countries identified as state sponsors of terrorism by the U.S. State Department. This is a firm policy and is implemented into the firms' in-house trading system, Advent.