



APEX ESG RATINGS AND ADVISORY

ESG Rating Report
Sambro International Limited
24.11.2023

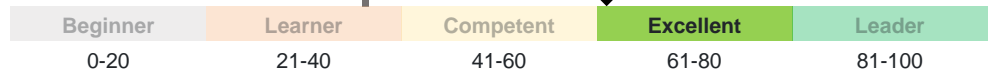
Company ESG Rating



Company ESG Rating

61/100

▼ Investment Rating
— Sector Benchmark



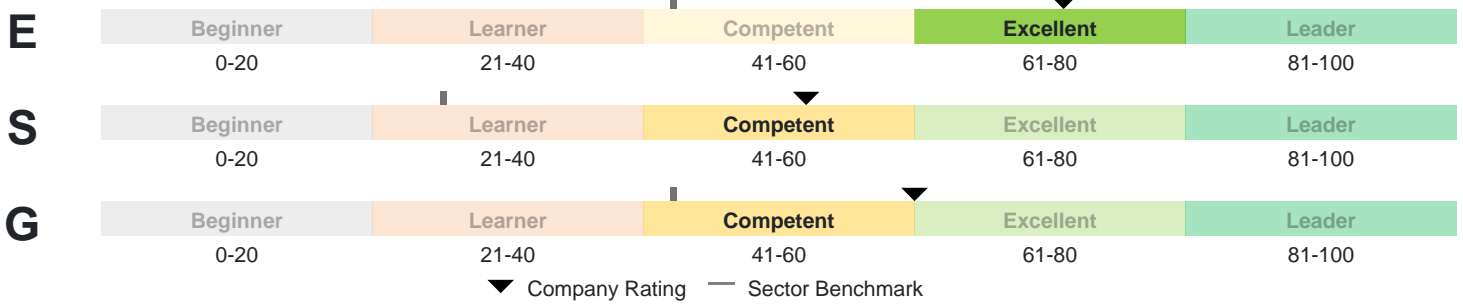
Mission Statement

"Sambro's mission is to deliver the best value, fun and innovative brands to ignite children's imaginations through the power of creative play."

Company: Sambro International Limited
Headquarters: United Kingdom
Sector: Consumer Discretionary
Full Time Employees: 104

Company Overview: Sambro is a designer and manufacturer of toys, principally aimed at the value sector.

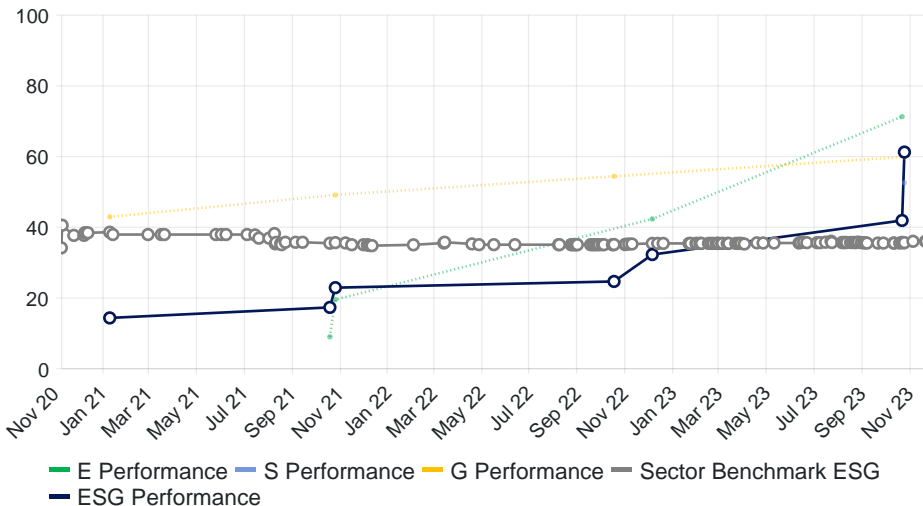
Sambro International Limited ESG Rating Breakdown



Sambro International Limited ESG Rating Overview

	Rating	+/- Sector Benchmark	Strengths	Weaknesses
E	71	+29	Environmental Footprint	Climate Change Strategy
S	52	+27	Health, Safety and Well-Being	Human and Labor Rights
G	60	+18	Business Conduct	Risk Management

E-Daption Curve: Sambro International Limited ESG Performance Over Time



Annual Rating Change			
	2021	2022	2023
Total	0	9	29
E	0	23	29
S	0	0	0
G	0	5	5

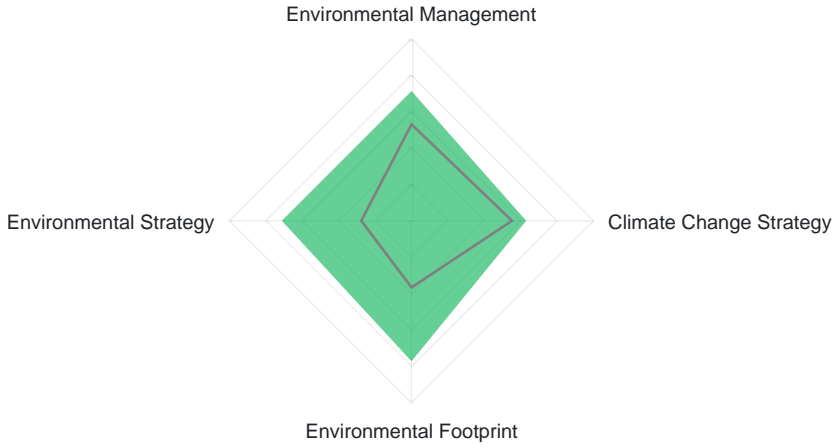
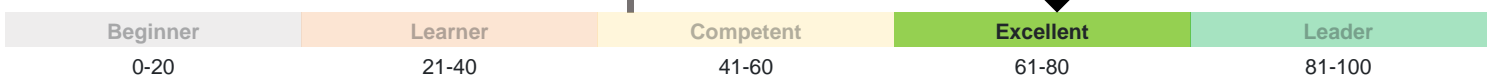
Rating +/- Sector Benchmark			
	2021	2022	2023
Total	-12	-3	25

Environmental Performance

Company E Rating

71/100

▼ Investment Rating
— Sector Benchmark



Sambro International Limited's current, overall Environmental Performance is summarized by its E Rating above. To the left the radar chart highlights in color how the company performs relatively against the sector benchmark, in grey, across the Themes that make up its overall E Rating. Below, the Environmental Scorecard disaggregates Sambro International Limited's performance across the Sections that constitute the Themes and, ultimately, its E Rating.

Environmental Scorecard

▼ Investment Rating — Sector Benchmark

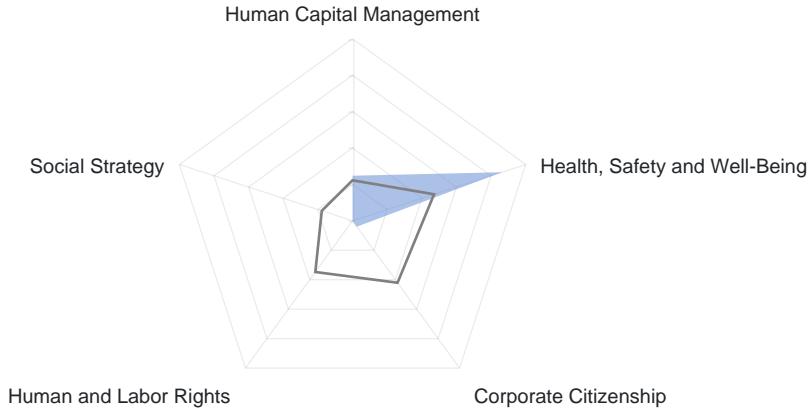
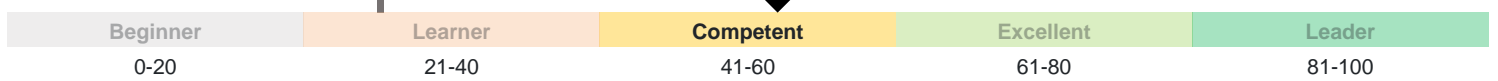
Theme	Section	Score	Beginner	Learner	Competent	Excellent	Leader
			0-20	21-40	41-60	61-80	81-100
Environmental Management	Environmental Policy	88					▼
	Environmental Risks	60				▼	
Climate Change Strategy	Climate Change Governance	33		▼			
	Climate Change Risks	53			▼		
	Climate Change Opportunities	100					▼
	Climate Change Metrics	67				▼	
Environmental Footprint	Scope 1 GHG Emissions	75				▼	
	Scope 2 GHG Emissions	60			▼		
	Scope 3 GHG Emissions	90					▼
	Energy Consumption	76				▼	
	Water Use	77				▼	
	Waste Generation	80				▼	
Environmental Strategy	Biodiversity	100					▼
	Environmental Benefits	87					▼
	Environmental R&D	0	▼				
	Environmental Impacts	75				▼	

Social Performance

Company S Rating

52/100

▼ Investment Rating
— Sector Benchmark



Sambro International Limited's current, overall Social Performance is summarized by its S Rating above. To the left the radar chart highlights in color how the company performs relatively against the sector benchmark, in grey, across the Themes that make up its overall S Rating. Below, the Social Scorecard disaggregates Sambro International Limited's performance across the Sections that constitute the Themes and, ultimately, its S Rating.

Social Scorecard

▼ Investment Rating — Sector Benchmark

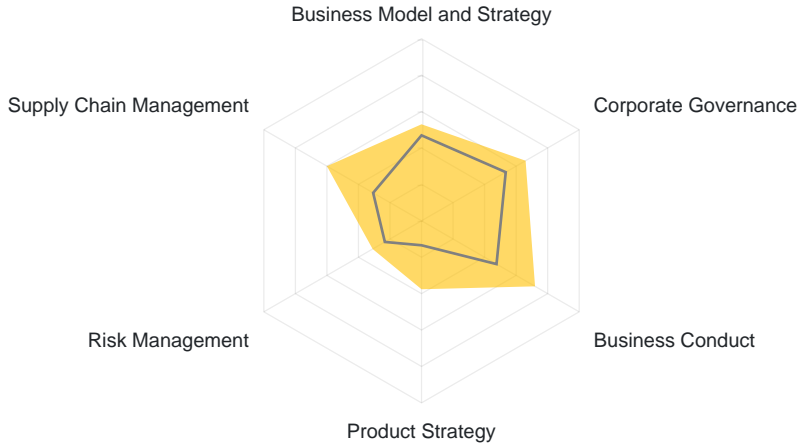
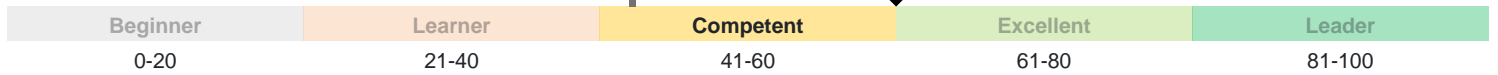
Theme	Section	Score	Beginner	Learner	Competent	Excellent	Leader
			0-20	21-40	41-60	61-80	81-100
Human Capital Management	Employee Development	45			▼		
	Employee Engagement	71				▼	
	Diversity Approach	39		▼			
	Gender Diversity	61				▼	
	Age Diversity	83					▼
	Compensation Disclosure	38		▼			
	Board Remuneration	14	▼				
	Workforce Remuneration	51			▼		
	Collective Bargaining	100					▼
	Employee Turnover	100					▼
	Recruitment	67				▼	
	Racial/Ethnic Diversity	0	▼				
Health, Safety and Well-Being	HSWB Policy	64				▼	
	Workforce HSWB	93					▼
	Contractor HSWB	100					▼
Corporate Citizenship	Philanthropy & Community	80				▼	
	Contributions	50			▼		
Human and Labor Rights	HLR Policy	48			▼		
	HLR Approach	78				▼	
Social Strategy	Social Benefits	13	▼				
	Social R&D	0	▼				
	Social Impacts	50			▼		

Governance Performance

Company G Rating

60/100

▼ Investment Rating
— Sector Benchmark



Sambro International Limited's current, overall Governance Performance is summarized by its G Rating above. To the left the radar chart highlights in color how the company performs relatively against the sector benchmark, in grey, across the Themes that make up its overall G Rating. Below, the Governance Scorecard disaggregates Sambro International Limited's performance across the Sections that constitute the Themes and, ultimately, its G Rating.

Governance Scorecard

▼ Investment Rating — Sector Benchmark

Theme	Section	Score	Beginner	Learner	Competent	Excellent	Leader
			0-20	21-40	41-60	61-80	81-100
Business Model and Strategy	Corporate Sustainability	32		▼			
	ESG Governance	88					▼
	Stakeholder Management	63				▼	
Corporate Governance	Corporate Governance Policy	50			▼		
	Ownership Structure	100					▼
	Board Structure	77				▼	
	Board Oversight	66				▼	
Business Conduct	Code of Conduct	81					▼
	Data Protection & Privacy	78				▼	
	Cybersecurity	58			▼		
	Tax Transparency	69				▼	
Product Strategy	Research & Development	40		▼			
	Responsible Marketing	23		▼			
	Product Incidents	70				▼	
Risk Management	Risk Identification	65				▼	
	Sensitivity & Scenario Analyses	8	▼				
	Risk Governance	26		▼			
Supply Chain Management	Supplier Code of Conduct	30		▼			
	Supplier ESG Risks	100					▼
	Tier 1 Suppliers	33		▼			
	Tier 2 Suppliers	33		▼			
	Human & Labor Rights	54			▼		
	Health, Safety & Well-Being	80				▼	
	Resource Sourcing	100					▼
	Environment	55			▼		

UN Sustainable Development Goals

This graphic indicates Sambro International Limited's strengths in terms of its positive impact in the world as aligned to the Sustainable Development Goals (SDGs) of the United Nations. These 17 SDGs were agreed by all Member States in 2015 with the objective of setting a roadmap to achieve social and environmental goals in line with economic development by 2030. The Apex ESG methodology links its data points to the relevant SDGs, enabling a company and its stakeholders to understand which SDGs it is well-placed to target through strategies, programs and key performance indicators.



Risk Register

This Risk Register is self-populated by the company. It enables cross-referencing with the ESG risks identified with performance in the Apex ESG Rating. Sambro International Limited's management and stakeholders can evaluate potential improvements its risk mitigation measures by targeting any underperformance in its Apex ESG Rating relevant to the risks identified.

Title	Details	Mitigation	Impact	Probability	Risk Rating
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KPIs

Quarterly KPIs

Quantitative KPIs

Standard / Regulation	Topic	Metric Code	Metric	Unit of Measure	Reporting Period	Q1 2023	Q2 2023	Q3 2023	Q4 2023
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Qualitative KPIs

Standard / Regulation	Topic	Metric Code	Metric	Unit of Measure	Reporting Period	Q1 2023	Q2 2023	Q3 2023	Q4 2023
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APEX ESG SERVICES

Apex ESG Ratings and Advisory was established to satisfy the urgent market need for a high quality, global, end-to-end ESG solution set for the private markets. We deliver meaningful, measurable change for LPs, GPs, and portfolio companies with best-in-class ESG analytics tools for data collection, benchmarking and improvement that positively impact business today for a sustainable tomorrow.

Our multi-award-winning services are delivering into over 50 countries for investment managers and companies, with an ecosystem of more than 1 million employees. We offer a unique combination of superb client service, tailored software, flexible product choices, and independently verified ESG data and reporting, which is cost effective and at scale.

ESG Health Check

- Streamlined ESG overview of investments.
- 30+ easy-to-answer data points, quick and efficient.
- Add unlimited custom KPIs.
- Aligned to SFDR, ILPA, TCFD and more.
- Benchmark against sector peers.
- Individual company support and independent data verification.

ESG Rating, Reporting & Benchmarking

- Comprehensive assessment of investments.
- Up to 300+ individual data points.
- Benchmark against 12+ best-in-class ESG standards, sector peers, UN SDGs and performance over time.
- Live incident reporting and reputational risk analysis.
- Individual company support and independent data verification.

Gap Analysis and Advisory

- Expert recommendations, frameworks and policies to make impactful ESG improvement.
- Tailored teach-ins and reports sensitive to size, sector and geography.

About Apex Group

- A global provider setting new industry benchmarks and redefining expectations.
- Providing the broadest, most progressive range of solutions from a single-source.
- 8,000+ people across 50+ offices delivering tailored solutions locally.

Carbon Footprint

- Assess climate impact based on internationally - recognized frameworks.
- Calculate Scope 1, Scope 2 and Scope 3 sources of emissions to understand complete carbon footprint.
- Strategic roadmap for improvement and carbon neutrality.

ESG Linked Debt

- Second party opinions on sustainability-linked loans.
- Collection and independent assessment of borrower data to track KPI performance.
- Performance reports for lender review and publication.

ESG Invest Check

- For investment managers to align to key ESG regulations and leading standards in the financial sector.
- 30+ questions focused on the investment cycle.
- Improve ESG investment policies and approaches based on best practice and raise more capital.

ESG Keystone

- Compliance with regulations and adherence to standards.
- Policy advice, regulatory guidance and drafting submissions.

For more information, please contact us: esgenquiries@apexfs.com apexgroup.com

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