



RESEARCHIP

Qualitative Fund Research

Harbour Income Fund

1 December 2022

 RESEARCHIP Rating



The views and opinions in this document are considered valid from one year from the date published.

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Research Factor Weighting

Research Process Category	Model Factor Weight	Analyst Average Score	Maximum Factor Score
Corporate & Investment Governance	15%	4.00	/ 5
Investment Philosophy & Process	20%	4.60	/ 5
People	25%	4.67	/ 5
Portfolio Construction & Implementation	15%	3.67	/ 5
Risk Management	15%	4.10	/ 5
Investment Fees	10%	4.00	/ 5
Overall Average Score		4.25	/ 5

What We Look At?

The qualitative rating of a fund is a function of the Research IP Research Factor Weighting process, which incorporates the following:



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Meet the Manager

Harbour Asset Management Limited (Harbour, the Manager) formed in December 2009 and commenced operations in January 2010. Harbour is principally owned by Jarden Ltd (Jarden), at 76.3% and the balance being owned by Harbour employees. Harbour states it is a well-resourced New Zealand based investment manager with extensive professional investment experience managing funds. Further information about the Manager can be found in its [online profile](#).

Harbour has a group wide [investment philosophy](#), based around consistency, processes and people. Harbour operates a [governance framework](#) that is overseen by an experienced Board which includes three independent directors. Harbour provides full transparency and independence around the investing and management of clients' money.

Harbour is a signatory to the United Nations Principles of [Responsible Investment](#) (UNPRI). They also believe that ESG (environmental, social and governance) considerations play a central role in Harbour's investment philosophy.



Harbour manages fifteen retail funds, including:

- Harbour Australasian Equity Fund
- [Harbour Income Fund](#)
- Harbour Australasian Equity Income Fund
- Harbour Australasian Equity Focus Fund
- Harbour NZ Index Shares Fund
- Harbour Sustainable NZ Shares Fund
- Harbour NZ Core Fixed Interest Fund
- Harbour Corporate Bond Fund
- Harbour T. Rowe Price Global Equity Growth Fund
- Harbour T. Rowe Price Global Equity Growth Fund (Hedged)
- Harbour Real Estate Investment Fund
- Harbour Long Short Fund
- Harbour Active Growth Fund
- Harbour Sustainable Impact Fund
- Harbour Enhanced Cash Fund

Access the full range of [investment options here](#).



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Key Takeouts

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Quantitative Tear Sheet - <https://platform.research-ip.com/funds/68345254>

Platform is FREE to access via registration – performance data updated monthly.

[Factsheet](#)

[Report](#)

[PDS](#)

[Articles / Views](#)

For important Fund Facts view the [RIPPL Effect](#)

The Fund

Fund Details	Harbour Income Fund
Investment Objectives	This Fund is designed for investors who want both capital growth and a steady and sustainable income. It aims to exceed the official cash rate plus 3.5% per annum (over rolling 3 year periods). The Income Fund is diversified, with holdings across different asset classes. There is flexibility for the team to change the allocation of assets to proactively mitigate risks and take advantage of opportunities across market cycles.
Benchmark	Official Cash Rate (OCR) Reference Benchmark – 68% S&P/NZX A Grade Corporate Bond Total Return Index 16% S&P/ASX200 Industrials Index (100% hedged to NZ dollars) 16% S&P/NZX Portfolio Index
Alpha Objective	+3.5% pa over rolling three-year periods
Management Fee	0.54% management fee (GST exclusive, no performance fee)
Performance Fee	No performance fee unless charged by either an underlying Harbour Fund or external manager. No performance fees have been accrued to date.
Estimate of Total Fund Charges	0.63% (ex GST) – 29 August 2022

The Harbour Income Fund (“the Fund”) is a diversified fund designed for investors who want to generate a steady and sustainable income across all market cycles, without sacrificing capital growth. The Fund is designed to give a favourable level of income. The Fund invests predominantly in New Zealand investment grade fixed interest securities and Australasian equities which pay a sustainable dividend yield. Other tools, such as active management and scope to invest in sub investment grade securities may also be used to enhance returns.

The Income Fund is diversified, with holdings across different asset classes. There is flexibility for the team to change the allocation of assets to proactively mitigate risks and take advantage of opportunities across market cycles.

The Fund is actively managed, harnessing the expertise of Harbour’s two award-winning investment teams, Equities and Fixed Income. It blends Harbour’s best research and ideas with robust operational processes, under the watchful eye of Portfolio Manager Mark Brown.

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Factor	Lower Limit	Upper Limit	Reference
Cash Allocation	5%	40%	8%
Single Stock Limit	0%	15%	
Sector Limits	n/a		
Fixed Interest Limits:			
Investment Grade	20%	90%	40%
Non-investment Grade	0%	20%	5%
Private market debt (Loans)	0%	30%	15%
International	0%	30%	10%
Duration (yrs)	-2	8	
<i>Total Loans and non-investment grade credit</i>		30%	
Equity Limits:			
Australasian Equity Income	0%	40%	27%
Australasian Equity Focus	0%	15%	5%
International Equity	0%	20%	0%
<i>Total Equities</i>		40%	

The Manager aims to deliver returns through a mix of beta and alpha. There are a number of alpha sources targeted including asset allocation, FX, security selection, duration, inflation-indexed bonds, as well as looking to add value in credit sectors.

The benchmark asset allocation is Harbour's intended long-term allocation to each asset class in the Fund. This may also be referred to as a target investment mix in this document (and in any PDS or fund update). Actual asset allocations will vary from the benchmark asset allocations as market conditions change and if Harbour pursue tactical investment opportunities.

Using this Fund

Harbour believes the Fund suits an investor who desires income with some capital growth but has limited appetite for capital loss. The Fund is diversified with holdings across different asset classes, it has relatively broad asset allocation ranges and so is reasonably unconstrained from an asset allocation perspective. Research IP believes the Fund is suitable as a core portfolio holding for investors seeking consistent income and some capital growth, while preserving capital.

The Fund is subject to fixed interest and equity market risk and movements (both positive and negative) in both the prices of fixed interest securities and share prices of the underlying securities in the portfolio. Accordingly, investors should therefore be aware that the Fund may experience periods of negative returns and that there is a risk of potential capital loss being incurred on their investment. Research IP believes an investor should have a minimum investment time horizon greater than three years, preferably longer.

The Fund has the flexibility to hold material positions ranging from 20% - 90% in New Zealand Fixed Interest, 0%-40% Australasian Equities and 5%-40% in cash. The Fund's asset allocation decisions can have a material impact on performance, as well as security selection.

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What the Manager Says?

Insight	Manager view	Research IP opinion
<p>Who is accountable for managing the fund?</p> <p>Is the investment teams work history relevant to the funds they manage?</p>	<p>As Portfolio Manager, 32 year industry veteran Mark Brown holds ultimate responsibility for the Fund. Prior to joining Harbour, Mark spent much of his career as a fixed interest Portfolio Manager at large global investment manager and has served on several asset allocation committees. In constructing the portfolio, Mark draws on the expertise embedded in a number of Harbour's asset-classes investment processes. In particular, income equity security selection is managed by Craig Stent (11 years at Harbour) while Shane Solly manages growth equities (7 years) and Simon Pannett (7 years) is responsible for credit analysis of investment grade and high yield credit.</p>	<p>The Portfolio Manager (Brown) has solid industry experience and has 12 years tenure with the Manager. Brown has been responsible for the Fund since June 2017.</p> <p>While Brown carries accountability for the Fund, the Fund leverages the experience of Harbour's equity, fixed income, foreign exchange and manager selection skills. This is complimented with macro, rates and asset allocation inputs.</p> <p>This Fund draws broadly from the Harbour investment team. The tenure of the Fund's investment team is strong, with Andrew Bascand, Craig Stent, Shane Solly, Susanna Lee, Simon Pannett and Chris Di Leva, all providing inputs.</p> <p>Brown assumed the role of Head of Fixed Income in 2019 post Christian Hawkesby's departure. While Hawkesby was considered a key person in the fixed income team and his departure was viewed as being material in nature at the time, Research IP believes Brown has demonstrated valuable leadership capabilities and has implemented a robust team structure which has been stable since 2019.</p> <p>Hamish Pepper (joined in 2019 from Barclays Investment Bank) and George Henderson (joined in 2018 from Royal London Asset Management) have been a key part of this team structure. Both of them returned to NZ after extended spells working overseas. Henderson has Portfolio Management responsibilities within Harbour's fixed income portfolios. Pepper is the Fixed Income and Currency Strategist and acts as the lead on macro inputs to the Fund, supported by Brown and Henderson.</p> <p>Since commencing operations in 2010, the Manager has consistently added resources, building out the team as required. Research IP highlights the role</p>

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		<p>of Jenny Yang in the Fixed Income team, adding valuable quantitative analysis skills.</p> <p>Research IP notes that the Manager has one of the larger investment teams and pleasingly continues to invest in the investment teams and importantly the business. Recent changes include Simon Momich, who has departed the equity team whilst Nicolas Simmons has joined the team, both Momich and Simmons have less than five years industry experience. Research IP commends the Manager for looking beyond today and investing for the future.</p>
<p>Has the CIO/ PM personally invested in the Fund? Are they paying the same fees as other investors?</p>	<p>The Portfolio Managers and several analysts in the team have a meaningful portion of their personal assets invested alongside clients on a full fee-paying basis. Each year a portion of the investment staff's discretionary pay is invested into Harbour Funds with a three-year vesting period.</p>	<p>Research IP believes that the interests of investment personnel are better aligned to those of the investors, when investment personnel are significantly invested and at the same fees, which is the case for this Fund.</p> <p>Research IP believes the vesting of discretionary remuneration of Harbour staff is a strong enhancement to the alignment with investors. Naturally Harbour staff want to maximise their outcomes, without excessive risk. Combined with meaningful portion of the investment team's wealth and paying the same fees, makes for very strong alignment with investors.</p>
<p>Why would you allocate to this fund?</p>	<p>The Fund has been designed for investors seeking a stable income, which is higher than bank deposit rates over time and also with a desire for some capital growth. The management style incorporates a desire to avoid downside risk and we are prepared to reduce exposure to asset classes when we judge that the risk/return outlook is not appealing. The Fund suits investors with a low to medium risk appetite.</p> <p>Harbour's principal competitive advantage is the quality and depth of our resources. Harbour has one of the largest and most experienced domestic investment teams in New Zealand. Our portfolio managers are supported by a team of analysts who produce proprietary qualitative company research, quantitative analysis and macroeconomic insights. This Funds combines the skills of all of Harbour's resources.</p>	<p>The Manager outlines its case as to why Harbour should be considered by an investor. The Manager also provides a series of links that outline their set of core values. Harbour believes these factors differentiate them from peers, across their product suite. Research IP believes that in conjunction with a disciplined approach to investing, the Manager, presents a clear rationale as to why a potential investor should consider investing in this Fund.</p> <p>Research IP believes this Fund provides investors with a well managed conservative strategy that provides income with the opportunity for some capital growth, while minimising the occurrence and magnitude of negative returns. The Fund also provides investors with a professionally managed solution that offers exposure to investments that are not easily</p>

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	<p>The Fund has a breadth of investments that are not available to retail investors. We look for investments that offer a superior risk/return profile. For instance, in fixed income markets, attractive pricing is available in sectors that banks have become less committed to, due to capital requirements imposed on them by the central banks and other regulators. These types of assets can improve returns and boost diversification.</p>	<p>accessible, which help diversify portfolio returns.</p>
<p>What are key factors in the buying and selling decisions of the Fund?</p>	<p>The Portfolio Manager employs a mindset of being invested in asset classes when we assess that the prospects of earning a positive return are sound and that we will reduce risk when we see reasons for concern. For example, the Fund would look to reduce equity exposure if the valuation/earnings outlook was challenging. At a security level, selection is made by the experts in each area and is made consistently across similarly-designed funds. For instance, if we analyse the creditworthiness and price of a new corporate bond issue and form a positive view, the security will be included in all eligible portfolios, subject to each portfolios' current strategy. Individual securities are assigned to sector specialists for continual monitoring to determine whether securities still justify their position in the portfolio. ESG is embedded in our process and is captured within the security selection process.</p> <p>Within asset classes, securities must be consistent with the investment philosophy supporting our style. For example, Income Equities must score well on our screens that aim to identify sustainably high dividends.</p>	<p>Research IP observes the Manager's process is one of the more methodical, well-structured and consistently implemented. The process builds from determining which income asset classes are likely to achieve the Fund's objective. The Manager then steps into security selection, where Harbour's specialists are utilised as well as external manager selection where necessary. Active risk management is then implemented through rates, FX and relative value trades to build the final portfolio. Research IP believes determining the choice of income asset classes is a critical first step, which dictates security selection, risk management and what the final portfolio is invested in. The mix of fixed interest and equities is key to how the portfolio will react to market and security pricing changes.</p> <p>The Manager's analyst teams undertake significant and detailed qualitative reviews of securities, security types and asset classes. This enables the Manager to understand the securities prior to investing in them. The qualitative input results in analysts scoring a series of factors, leading to a qualitative ranking.</p> <p>Brown takes some guidance around portfolio construction from the equity teams but is ultimately responsible.</p> <p>Macro inputs for fixed interest and asset allocation are led primarily by Hamish Pepper, with Henderson and Brown also contributing.</p> <p>Brown will also take input from the Asset Allocation Committee which is chaired by Chris Di Leva, who also manages the Active Growth (diversified) fund.</p> <p>The Manager's process across all asset classes is underpinned by fundamental,</p>

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		<p>bottom-up research. The Manager incorporates a mix of predominantly internal, with some external research. External sources include sell-side brokers, independent research houses, as well as other data sources, although the Manager relies heavily on in-house investment models.</p> <p>Simon Pannett leads the research initiative for the credit allocation. The neutral weight in the Fund would be 60% and is therefore an important consideration in this review. The key objectives are to find investments with a solid credit outlook, sectors offering value from regulatory regime or investor bias and to seek broad diversification. Similar to the equity team there is detailed analysis conducted including a shadow credit rating. Research IP notes having access to the equity team's view on companies, rather than operating independently, as being beneficial to the process. In addition to the "vanilla" credit exposure, the team seeks to add value through other themes, e.g. MBS, High Yield and Loans. Given the Fund size, it can also gain exposure to themes via other managed funds.</p>
<p>What are the key drivers of the Fund's performance?</p>	<p>The Fund's performance will be mainly driven by the market performance of the asset classes we invest in. These are Australasian Equities and fixed income. Within the Equity investments there is an emphasis on income generating companies, where steady earnings can provide consistent dividend streams. In Fixed Income, returns will be a function of the yield plus capital gains/losses. Fixed income investments are mainly investment grade, but we can also buy high yield securities.</p> <p>Beyond these core allocations, there are a range of other allocations we can make. We can invest in growth equities and global fixed income. We actively manage the Fund. Active positions include asset allocation, as well as other, more security specific positions that are eligible. Active positions can be quite varied. They include currency positioning and fixed income trades, such as inflation breakeven positions, cross-market spread trades, duration positioning etc. These investment activities are part and parcel of strategies</p>	<p>The Fund's performance reporting is available via the Research IP Quantitative Tear Sheet, on the Manager's website and the Disclose website.</p> <p>Research IP believes the Funds' performance is reflective of the fixed interest and equity team's success, combined with the ability to maintain an appropriate mix of assets to meet the Fund's stated income objective. This is achieved whilst minimising drawdown in capital value.</p> <p>Through diversification and use of the asset allocation ranges, the manager will aim to minimise downside risk. However, it is important to note that the Fund will generally be exposed to risk assets and should not be considered an absolute return fund. There will be times when this Fund will deliver negative returns.</p> <p>As an active manager, the Fund will use the full asset allocation ranges when conviction is high. At extremes, the Fund</p>

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	<p>used in our core fixed income and equity portfolios.</p> <p>The risk measures that capture these investments are bond duration, credit risk, equity market risk, currency risk, liquidity risk. All are captured within our risk management process.</p> <p>While the Fund has a lower neutral allocation to equity markets than most peer Income Funds, the fortunes of stock markets, and particularly the dividend paying segment of the market, will likely have the most impact in the short-term. Changes to interest rates, which also have an impact on the attractiveness of dividend paying stocks versus growth companies, also have a meaningful impact on the portfolio's performance. The portfolio manager enters interest rate swaps to manage the Fund's sensitivity to interest rates and has significant scope to do so within a range of -2 to +7 years duration. In investing in debt instruments the Fund also takes on credit risk, particularly in its allocation to high yield and loans (5% and 15% neutral allocation respectively). Here, detailed assessment of the creditworthiness of borrowers acts as a mitigant.</p>	<p>can exit the equity and international fixed interest markets.</p> <p>Harbour may have up to 30% of the Net Asset Value of this Fund invested in a Harbour managed fund or funds managed by an external manager. These holdings will be managed in accordance with the overall investment guidelines of the Fund. At the time of writing the Fund is exposed to the Harbour Real Estate Investment Fund, the Harbour T. Rowe Price Global Equity Growth Fund, the Harbour Australasian Equity Focus Fund, the Harbour Long Short Fund, the Harbour Australasian Equity Income Fund, the Realm Strategic Income Fund, the Revolution Private Debt Fund II, Private Capital Group, Merricks Capital, and Maia Financial.</p>
<p>What are the risks of investing in this Fund?</p>	<p>The Funds primary risks arise from the performance and volatility of the asset classes that we invest in. Equities are traditionally the most volatile asset class and typically make up about a third of all investments. Volatility will often be reduced as there is a benefit from diversification of investments across asset classes. However in some market conditions asset classes can move together, lifting overall volatility.</p> <p>The Fund does not leverage its exposure to markets, with regards to equity or credit exposure. The Fund may use derivatives. These are used either to hedge investments or increase exposure when derivatives can provide quicker implementation of strategy or lower transaction costs.</p> <p>Investors are able to redeem their investments in the Fund by submitting a redemption form and the cash proceeds will be provided the following business day provided the notice is received before 4pm. Redemptions are executed at the unit price established as at close of business on the day the notice is received, provided by 4pm.</p>	<p>The Manager is aware of the broad range of risks, as identified in the Product Disclosure Statement (PDS) and is mindful of them when constructing and managing the portfolio.</p> <p>The Manager endeavours to protect against downside risks by using asset allocation and diversification through uncorrelated exposures. Research IP believes the allocation between fixed income and equities and the types of securities used in each asset class (e.g. domestic or international and government versus corporate debt securities) is critical to the Fund achieving its forward projected income objective. As a result, the Manager is able to use several levers, including broad asset allocation and security types and ranges, to assist in meeting the Fund's objective. Research IP believes the asset allocation has the potential to be dynamic and change quickly. In saying that, Research IP observes the Fund has methodically and</p>

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	<p>In exceptional market circumstances, a buy/sell spread may apply to unit prices if market liquidity has deteriorated such that transaction costs have risen sharply.</p>	<p>incrementally implemented asset allocation changes to date.</p> <p>The methodical approach to risk management is reflective of the Manager's complete process to investing client money.</p> <p>The Fund's neutral foreign currency positioning is 100% hedged to NZD. The allowable range of currency exposure to the Australian dollar for the overall Fund is +/- 10%. The allowable range of currency exposure to the currencies in the New Zealand Trade Weighted Index (TWI) basket is +/- 10% in aggregate. Research IP does not expect the Fund will include significant currency views, rather hedging will be used to ensure income and or distributions received are not meaningfully impacted by movement in currencies.</p> <p>The Fund can use derivative contracts, where the underlying risk relates to interest rate, foreign currency, equity or credit risk. The Manager is mindful of any unintended consequences this may introduce. Accordingly, the Fund's effective exposure of equity and corporate credit must not result in the Fund being levered with regards to equity and credit risk.</p>
<p>On what basis are the fees charged justified?</p>	<p>Harbour's fees are transparent.</p> <p>There are no buy/sell spreads or entry/exit fees.</p> <p>The Income Fund has a total fee (excluding GST) of 0.63% p.a. including investment management, Supervisor, legal and audit fees as well as the costs of unit pricing, investment accounting and custody. In addition, the Fund often invests in third-party products to gain exposure to niche asset classes. It fully rebates associated management fees, even if they are greater than the Income Fund's fee.</p> <p>In an environment of declining fee levels, the Income Fund fee is at the low end of comparable fees in the New Zealand market even though it invests in resource intense asset classes such as specialised credit.</p>	<p>The Funds' basic fee is well below the sector peer average. As this is an actively managed fund, the Manager's ability to operate the Fund closer to passive fee levels is a strong positive.</p> <p>The Manager does not charge a performance fee on this Fund and notes that it is inappropriate given the absolute return focus of the Fund. The Manager has the ability to allocate to either another underlying Harbour Fund or an external manager which may charge a performance fee. No performance fees have been accrued to date.</p> <p>Although no buy/sell spread is typically charged on this Fund, Harbour says that "in some market conditions, Harbour may apply a buy-sell spread to investments, withdrawals or switches in some Funds". Harbour believes they can typically cross trades and therefore minimise transaction costs. Research IP</p>

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	<p>The Fund carries no performance fee because we do not believe this creates the right incentives for Funds that seek to protect investor's capital.</p>	<p>notes that that this may not always be the case and existing unit holders may incur the cost of transactions resulting from investors entering or exiting the funds.</p> <p>Research IP notes that sell spreads did increase in some managed funds, notably fixed income funds, due to the March 2020 COVID 19 crisis. This was not limited to any one country. While Research IP understands the costs to buy and sell units in a managed fund, typically fixed interest, can be very low to almost zero in typical markets; March 2020 is evidence that there are periods where markets are not normal and sell spreads can widen. Accordingly, Research IP believes some buy/sell spread should apply.</p>
<p>Describe the quality of the organisational and investment governance processes?</p>	<p>At the organisational level, Harbour's Board is led by an independent chair. Two other independent directors ensure clients' best interests are put first, including a former experienced Portfolio Manager who chairs the Audit & Risk Committee.</p> <p>We have rigorous daily compliance procedures that ensure the portfolio is invested in adherence with its guidelines.</p> <p>We engage KPMG to test the firm's operational and compliance processes. This assesses tasks such as the handling of client funds, investment management processes, trade execution, segregation of duties etc. This is an external and independent assessment of our processes.</p> <p>Lastly, an internal risk committee periodically scrutinises the Portfolio Manager's decision making and risk allocation. This involves the monitoring of active risk positions, and consistency of risk budgets across various products. Murray Brown (chair of Audit and Risk) sits in on the internal risk committee meetings.</p>	<p>The Manager has a strong governance structure which starts with the composition of the Board and leadership of key Board Committees. In addition to the out-sourced functions, there are sufficient internal personnel in operational roles, to ensure that the investment team members can concentrate on managing the portfolios, with appropriate oversight.</p> <p>The use of external directors for the Harbour Board is considered to be in line with industry best practice. Research IP notes the use of independent members extends to Board delegated committees and investment committees. The use of external non-executive directors is strong, this excludes those representing the major shareholder, Jarden.</p> <p>Research IP considers the Head of Compliance reporting directly to the Board and Audit Committee as being in line with global best practice, which is not always the case in New Zealand.</p> <p>Harbour has a formal investment committee, which meets on a monthly basis. Research IP believes the structured investment committee formalises a process and provides oversight to the investment decisions. Improvements were made to this formal process through the first half of 2021. This will result in the investment team having a clearer and more cohesive view</p>

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		<p>on the underlying assets across all strategies.</p> <p>The Manager uses Bloomberg AIMS for pre and post trade compliance. This is used across all funds.</p> <p>There is also a clear allocation of responsibilities in the Fixed Income team, with appropriate backups.</p>
<p>Describe the Manager's ESG, Corporate Sustainability policies and engagement.</p>	<p>Harbour's equity team integrates ESG analysis into its security selection processes. We conduct an annual corporate behaviour survey across our potential equity investments. The results of this survey directly impact the weight a company is held in the portfolio, with strong corporate citizens being held at a higher weight than poorly behaving corporates. This, along with our engagement with companies, helps to drive better outcomes.</p> <p>In fixed interest securities we share the company survey conducted by the equity team and compliment that with our assessment of unlisted bond issuers. We use a red, amber, green scoring system, which is applied at both an industry and company level. Issuers with a red score are excluded. We also engage with every issuer, advising them of our assessment and any areas of concern.</p> <p>At Harbour, sustainability is a specific KPI for the business and our people. Internally we have a Footprint committee made up of staff members whose mandate is to assess corporate sustainability for Harbour and come up with initiatives.</p>	<p>Research IP notes that Harbour have included responsible investing factors in their process since inception and is viewed positively. Notably Environmental ("E") and Social ("S") factors are treated differently to Governance ("G"). Governance is well established, the relationships between companies and the environmental and social aspects are less defined.</p> <p>The Manager's internally developed ESG process is considered to be very robust and can be applied to a company, regardless of its domicile. ESG analysis is based off over 12 years of annual company ratings in the Manager's corporate behaviour survey.</p> <p>Harbour is also a signatory to the UNPRI. Investors should be aware that ESG and the United Nations Principles for Responsible Investment (PRI) are relatively loose and that ESG integration has a broad range of interpretations.</p>
<p>Is there alignment with the interests of investors through ownership of the Manager and/or remuneration of the investment team?</p>	<p>Yes. The investment team invests alongside unit unitholders by personally owning units in the fund. In addition, the performance of the fund against its objectives influences the investment team's short- and long-term remuneration. A portion of the investment team's discretionary remuneration is vested into Harbour funds over a period of three years. This discretionary pay is in turn determined by the Fund's performance amongst other factors such as client satisfaction. Harbour is 24% owned by its employees. A long-term incentive scheme sees annual awards of further equity ownership for staff.</p>	<p>By being partially owned by its employees and directors, there is strong buy-in from the team to work hard for the firm's long-term success - this is good news for investors. The Manager's continual development of and commitment to its staff is viewed as market leading.</p> <p>There is alignment between the bonus component of staff remuneration and the performance of the funds/portfolios.</p> <p>Research IP highlights that Harbour's vesting of short-term incentives (cash bonuses) in the Manager's suite of funds is market leading from a New Zealand perspective. This brings enhanced staff</p>

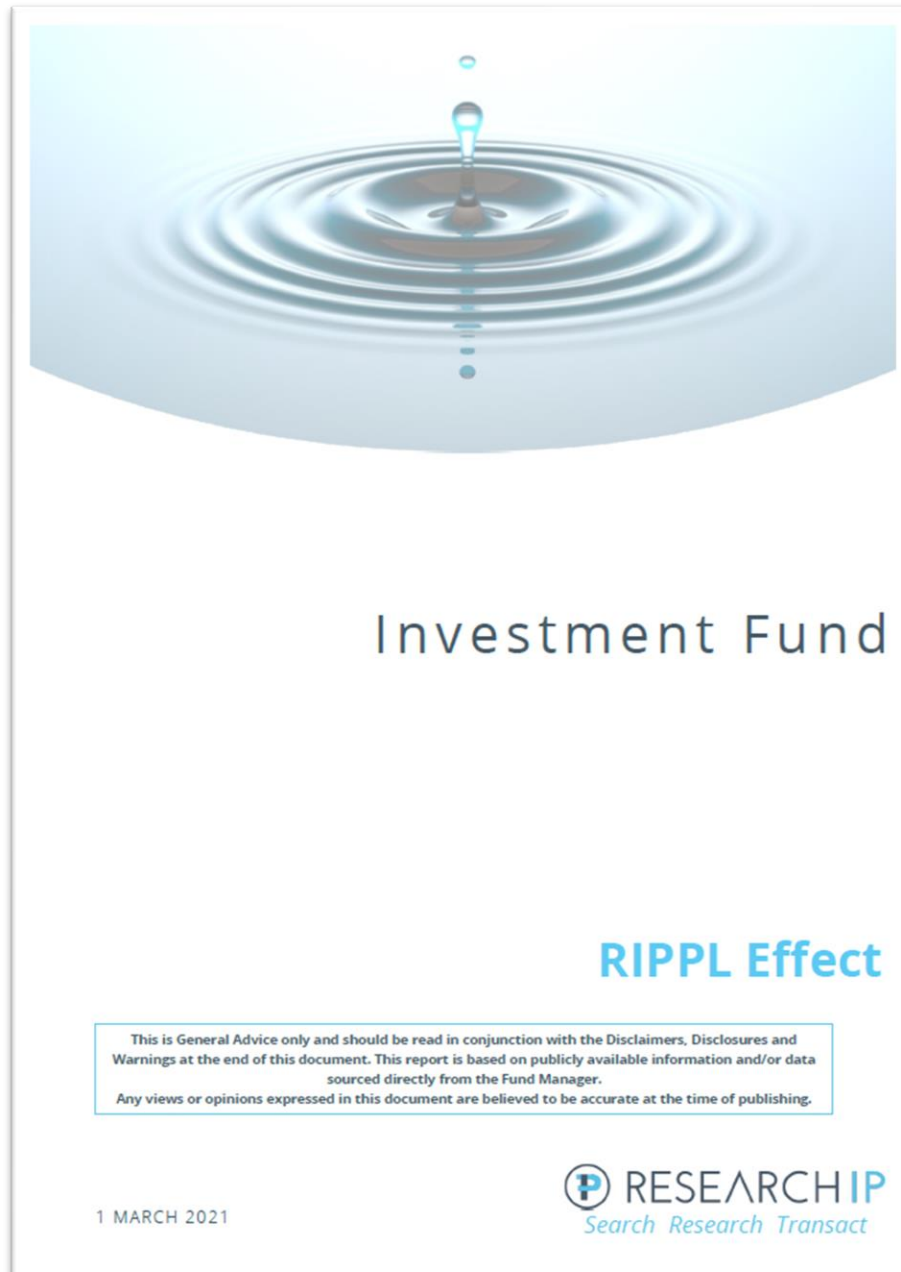
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		<p>tenure and alignment to the interests of investors.</p> <p>The support of largest shareholder, Jarden, is also significant, in both financial terms and operational support.</p>
<p>Comment on the assets under management, flow and capacity?</p>	<p>Harbour had \$5.9bln assets under management as at 31 May 2021, with \$186m in the Harbour Income Fund. Growth in the Income Fund has steadily accelerated over the last 18 months from \$136m at 31 December 2019. New investors come from a variety of sector including financial planner clients, wholesale clients and non-advised direct investors.</p> <p>We consider that the Income Fund has considerable additional capacity within the core asset classes that we invest in, such as equities and investment grade and fixed interest. We also see good capacity in less liquid sectors such as private credit, due to our strategy of small and diversified exposures.</p>	<p>Research IP believes this Fund has a significant way to go until the Manager encounters any capacity issues. The Fund is well diversified through asset allocation via both internal and external investment managers.</p> <p>Research IP believes Mark Brown is well-supported across the fixed interest and equity teams to manage the fund as it grows. Cash flows in and out of the Fund have been managed appropriately to date.</p>

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