



Charter for Sustainable Development

March 2020

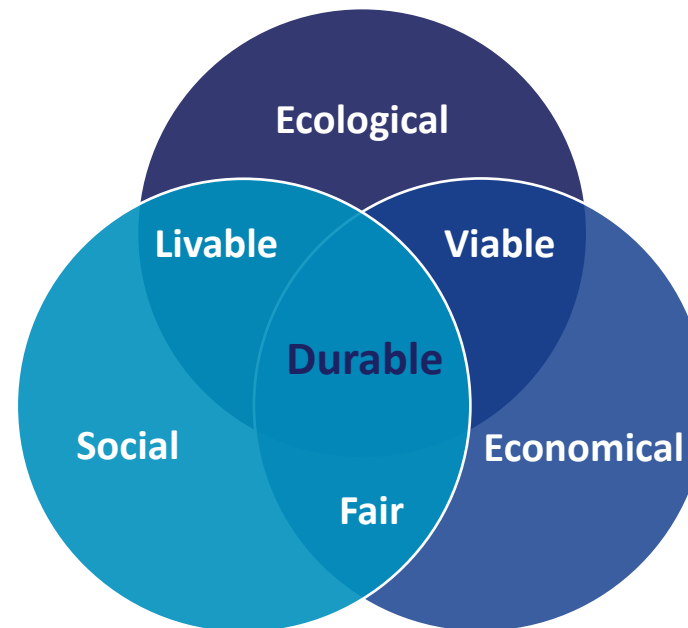
INTRODUCTION

In 1987, the Bruntland Commission defined sustainable development as a *“development that meets the needs of today's generations without compromising the ability of future generations to meet their own needs”*.



Introduction

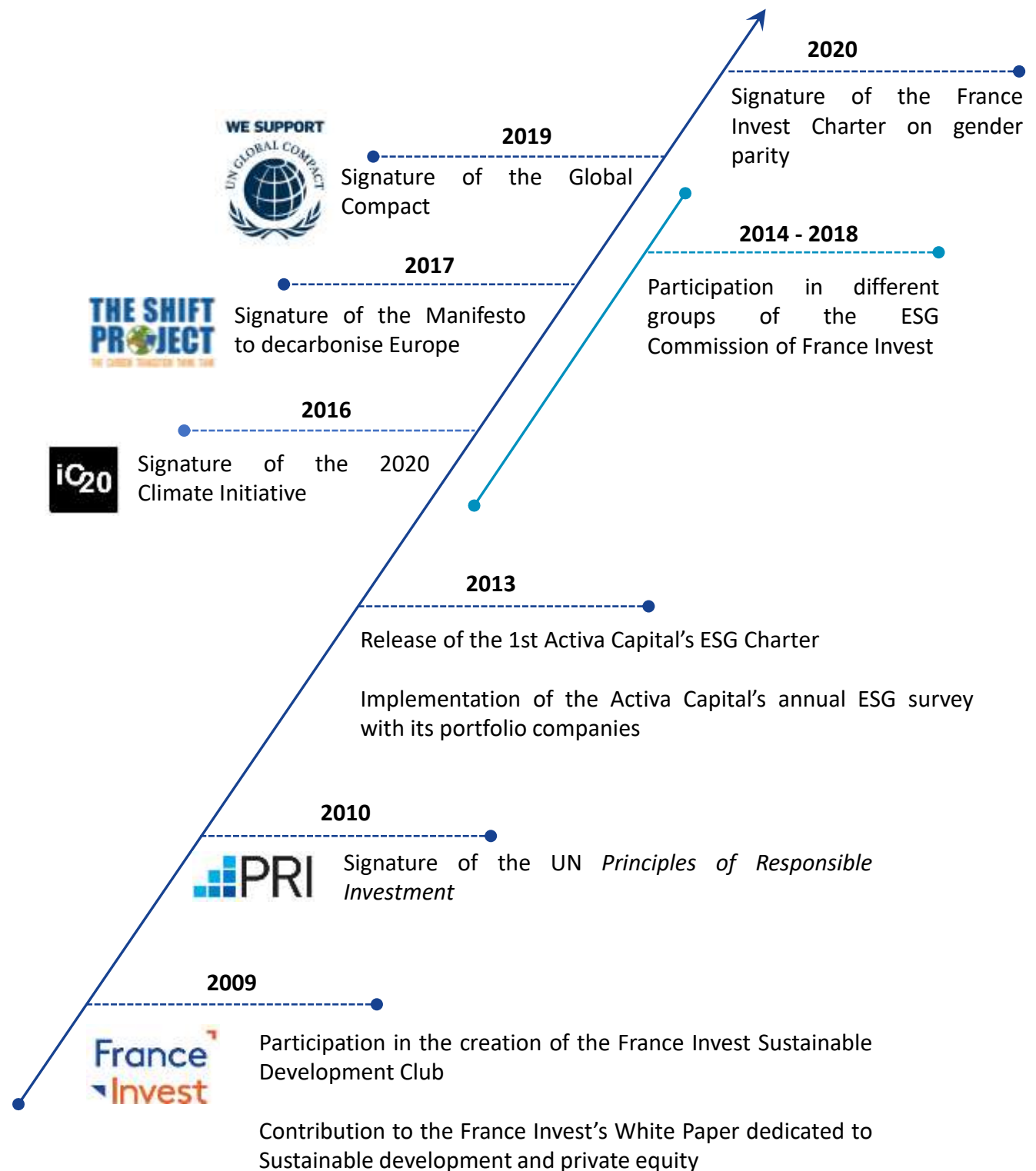
Activa Capital, an independent private equity firm, has historically advocated a global vision of business development in which Environmental, Social issues and the principles of good Governance have their place. These three pillars are also known by the acronym ESG and are the foundation of Corporate Social Responsibility (CSR). This is how corporate commitments towards sustainable development are defined.



This Charter aims to explain the objectives of our team to live these principles in our strategy and our actions in order to move towards an ideal of global performance.

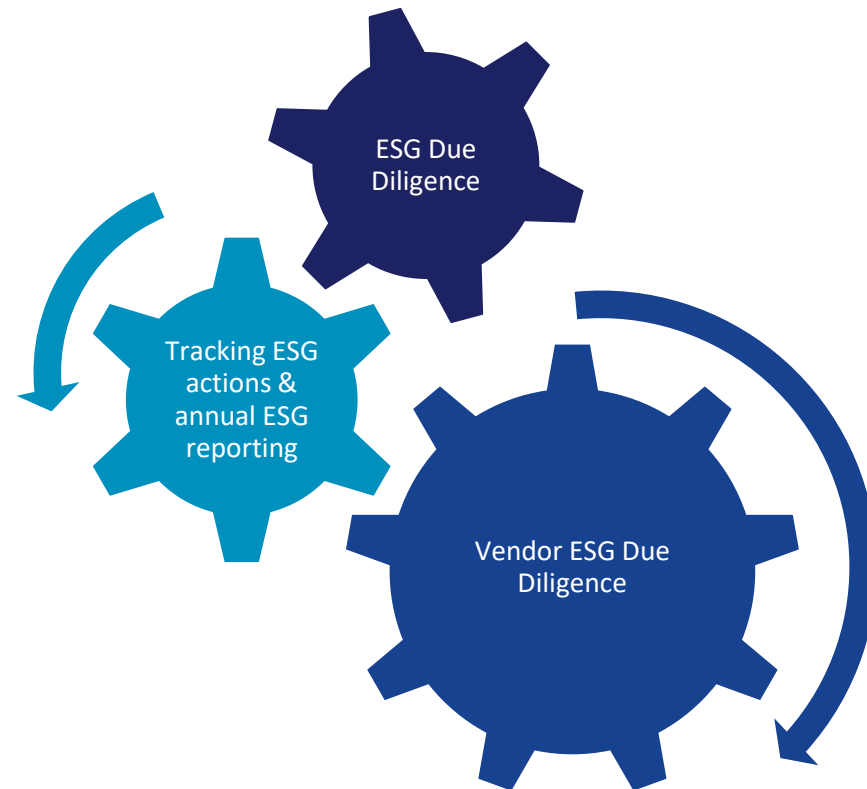
HIGHLIGHTS

Our sustainable development strategies evolve and adapt according to regulatory texts, national and global initiatives and when transformational opportunities arise, particularly digital. Our approach seeks to be important for our portfolio companies, consistent with our profession, in solidarity with the actors of the civil society and the private sector.



EXTRA- FINANCIAL PERFORMANCE

Activa Capital is convinced that extra-financial performance, as much as financial performance, confers greater sustainability on its investments and creates value. Activa Capital endeavours to develop this at all stages of its investment process by undertaking to carry out ESG due diligence at the time of the acquisition as well as the sale of its investments when relevant.



OUR COMMITMENTS

Our team is committed to improve and advance its portfolio companies in 4 areas



4 commitments

1

Optimise the
environmental impact

2

Promote responsible
management of human
resources

3

Ensure exemplary
governance

4

Develop responsible
and societal
commitment

COMMITMENT #1

We are aware of current and future challenges for the planet that materialize through global warming and its consequences. Our commitments, as a management company for ourselves, but also for the companies in which we invest, should reflect these issues.



Optimise the environmental impact

Since greenhouse gas emissions are the main driver of global warming, we are committed to putting in place improvement measures whenever possible.

The main principles

- Reduce pollutant emissions through investment and / or better use of polluting emitters
- Use natural resources responsibly: reduce avoidable consumption such as paper, plastic or anything that is replaceable by durable objects or a change in behavior
- Preserve biodiversity
- Properly manage waste, re-use and/or exploit it
- Promote environmental labeling and certification
- Promote energy efficiency
- Develop new products and services that respect the environment
- Set up ecological training courses (eco-driving training)

COMMITMENT #2

For Activa Capital, the men and women who make up a company are the key success factor. We place employees at the heart of corporate strategy and invest in the management of the social aspects of our portfolio companies, an essential basis for ensuring sustainable and efficient day-to-day activity.

A social policy that takes into account the needs of each individual and contributes to their well-being at work enhances company's performance.

A social policy becomes a place for the expression of talent, professional development through the recognition of work and a framework for the development of employees.



Promote responsible human resources management

In a context where companies have an evolving role, we want to support and promote this change whenever possible.

The main principles

- Gender equality
- Implementation structures dedicated to human resources
- Respect for the diversity of employees and cultures
- Access to workers with reduced mobility
- Safety and well-being at work
- Management of personal development plans
- Ensure that personal development is promoted
- The promotion of continuous training in careers

COMMITMENT #3

For Activa Capital, corporate governance is at the heart of the development and sustainability of companies.

Without it, the commitment of its team would be threatened.



Ensure exemplary governance

We strive to establish and maintain best governance practices, including those of independence, transparency, conflict of interest and ethics control within our structure and in the companies in our portfolio.

ESG criteria are taken into consideration at each stage of the investment process.

The main principles

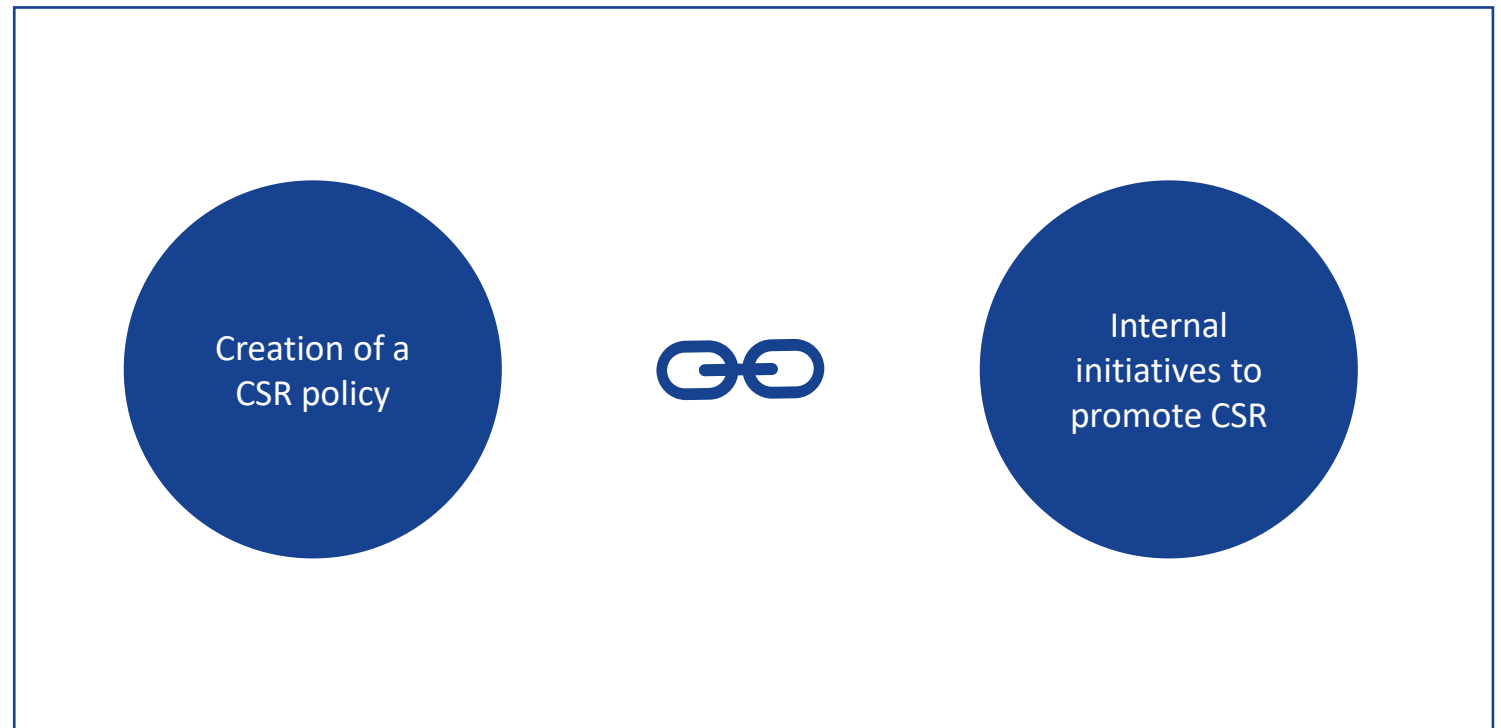
- Comply with the law and ensure its evolution
- Apply business ethics principles by including these principles in company charters
- Ensure that conflicts of interest are anticipated through regular exchanges with legal counsel
- Have regular Supervisory Boards

Develop Corporate and Social Responsibility

Activa Capital supports and encourages its investments to support CSR:

COMMITMENT #4

Activa Capital is committed and promotes the social commitment of the companies it supports so that they can have a positive influence and be an inspiring example. CSR is a tool that every company must integrate and personalize with its values and teams.



THE CORPORATE SOCIAL RESPONSIBILITY OF ACTIVA CAPITAL

As a shareholder, we, the management company, must set an example in our actions and ambitions as a company concerned and committed to sustainable development.



16 commitments

Environment

- Reduce the consumption of paper, ink & consumables
- Reduce energy consumption by turning off lights and computer equipment
- Reduce the amount of waste & better sort it
- Use the most environmentally friendly transport possible

Social

- Ensure that the diversity of profiles & categories is promoted
- Support employee training
- Ensure the health and safety of employees
- Create and maintain a framework for professional development
- Provide the necessary tools to carry out the work
- Provide fair compensation and recognition for work done personally and collectively

Digital

- Take care of your computer equipment & make useful use of it
- Empty your mailbox twice a year
- Clean your computer equipment (and with a software) twice a year
- Ensure the end of used equipment's life either through reconditioning and donation, or at least recycling

Stakeholders

- Support charitable associations with a financial or personal commitment
- Ensure that our third parties also have responsible approaches

Our signatures

By respecting this Charter for its employees and the companies in its portfolio, Activa Capital demonstrates the importance of ESG criteria in its role as a responsible investor.





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