



idiCo

ESG commitments

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idiCo is fully committed to a just transition as part of its response to climate change. A just transition “means greening the economy in a way that is as fair and inclusive as possible to everyone concerned, creating decent work opportunities and leaving no one behind.”¹ Indeed, sustainable development can only be achieved by finding a balance between economic, social and environmental factors. This should apply not only to our investments, but also within our management company itself, hence our commitment to environmental preservation, human capital and transparent and responsible governance.

Commitment to environmental preservation

At idiCo, we believe environmentally responsible behaviour is essential. The Management Company is committed to limiting its environmental impact, taking steps to reduce its energy and water consumption, recycle waste, cut down on its consumption of paper and other office supplies, control office heating and lighting and encourage its employees to use public transport.

In the course of its investment activities, idiCo assists portfolio companies in their efforts to advance their ESG performance, especially in terms of sustainability. As such, we pay close attention to the way our portfolio companies act and encourage behaviour that promotes sustainability. We encourage our portfolio companies to measure their carbon footprint, use energy consumption monitoring systems and take action to reduce water consumption, waste and other environmental impacts.

Commitment to human capital

At idiCo, we believe that our people are our greatest asset. We pay particular attention to their professional development by giving them access to responsibilities and offering them appropriate training programmes. We want to give everyone the opportunity to flourish, both professionally and at the personal level. We aim to build team spirit and a drive for excellence in order to get every member of staff onboard in realising our shared goals and delivering services to investors that are the best on the market. We also believe that the well-being of our employees depends on a good work-life balance.

At the investment level, we strive to impart our values to portfolio companies. We encourage the development of human resources policies, internal promotion and career management programmes that respect equality between individuals. We also support the building of management teams that promote sharing of ideas and collective decision-making to remove the distance between management and employees. We support actions that promote employee-management dialogue and focus on safety and working conditions.

¹ Source: International Labour Organization.
https://www.ilo.org/global/topics/green-jobs/WCMS_824705/lang--en/index.htm

Commitment to transparent and responsible governance

idiCo's management acts and communicates transparently with its employees. We have adopted an ethical, responsible approach to governance, with transparent remuneration and bonus policies in line with market standards, rigorous risk control systems, and a clear commitment to our anti-money laundering and anti-corruption obligations.

In our investments, we attach great importance to developing trusting relationships with our portfolio companies. This facilitates the implementation of constructive solutions and common strategies with existing management teams, thereby strengthening our existing partnerships. This approach has resulted in a solid track record of performance and the creation of long-term partnerships with the managers of portfolio companies, which endure after they have exited our funds. We also pay attention to the way our portfolio companies act and encourage behaviour towards counterparties that is respectful and supports them in meeting their obligations.