

BEST PRACTICE HONOURS AWARD: 2016, 2014

PRI SIGNATORY: YES (2009)

ESG TEAM



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ASSETS UNDER MANAGEMENT

€55Bn

AREAS OF EXPERTISE

- Funds of Funds
- Private Debt
- Infrastructure
- Small & Mid Cap Buyout
- Co-Investment

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ESG DUE DILIGENCES DURING THE INVESTMENT PROCESS

- The investment teams systematically carry out an ESG analysis with respect to the fund's strategy and the characteristics of each opportunity, with the support of the CSR team and external ESG consultants when needed.

ESG SUPPORT TO PORTFOLIO COMPANIES

- Companies within the Mid Cap Buyout, Expansion and Infrastructure portfolios benefit from a yearly ESG review led by an external consultant. Since 2009, over 120 ESG reviews have been carried out in portfolio companies held by Ardian funds.

ESG VENDOR DUE DILIGENCES

- When exiting, Ardian may proceed to an ESG vendor due diligence.
- Example(s) of vendor due diligence(s) carried out by an external expert over the period considered (for 4 investments reported by CFNews): ● Diana (2014) ● Novacap (2016)

QUALITATIVE DESCRIPTION OF THE ESG STRATEGY

- Ardian's Responsible Investor Charter was completed in 2009 and addresses, in particular, profit-sharing with employees of companies in LBOs.
- Since 2009, Ardian carries out yearly in-depth ESG analyses of its main LBO funds' portfolio companies and, more recently, of its infrastructure funds. In addition, Ardian is a pioneer in "ESG vendor due diligences" and the financial measure of the impact of ESG initiatives.
- Ardian sets up a profit-sharing policy by redistributing a bonus to employees of companies sold.
- In 2014, Ardian transformed its endowment fund – founded in 2010 – into a foundation, which brings financial and human support to students coming from disadvantaged backgrounds to help them in their studies. Close to a quarter of Ardian's employees take part in the "mentoring" programme of the Ardian Foundation.
- Ardian is one of the founding members of the Initiative Carbone 2020 (IC20) launched in November 2015.

