



# RESPONSIBLE INVESTMENT

## **Preamble**

Keensight Capital is a European growth buyout investor with deep expertise in IT and Healthcare. We partner with the management teams of fast-growing and profitable companies providing capital, strategic guidance and operational support.

Since its inception, the team at Keensight Capital has been delivering value to investors by backing management teams to build stronger and more valuable businesses. Long-term sustainability is at the core of what we do. We believe that having a responsible and proactive approach to sustainability will positively impact our performance, the success of our portfolio companies and society at large.

As such, we expect both our management company and portfolio companies to be committed to our environmental and social engagements.

# OUR ESG PILLARS

Our ESG policy has been formalized in the 6 pillars described hereafter:

## Pillar 1

**ESG criteria will be taken into account in the analysis and decision processes of all investments, including:**

- Consideration of non-financial performance of target companies (governance, social and environmental performance)
- Consideration of whether the investment is ethical

## Pillar 2

**Disseminate the UN PRI and ensure the application of these principles throughout the entities in which we invest, including:**

- Incorporation of a voting policy in accordance with France Invest code of ethics
- Request all entities in which we invest to communicate and promote ESG values within their businesses
- Support senior management in the sustainable development of their activities in partnership

## Pillar 3

**Inform our investors of our ESG policy and provide them with information on our approach on these issues on a regular basis through:**

- Adequate information in our annual report
- Provision of transparent and objective information
- Information traceability

## Pillar 4

**Adopt a responsible and ethical approach to governance including:**

- Remuneration of senior management and a policy on bonuses that is compliant with international standards
- Implementation of compliance policies and procedures and ongoing monitoring of the group's systems and controls
- Implementation of rigorous risk controls throughout the business
- Consideration of our ethical obligations in conducting business (anti-money laundering, anti-corruption, reputational due diligence)

## Pillar 5

**Encourage a human resources policy which values and respects all employees, including:**

- Using objective criteria to measure performance and competencies
- Support of programmes requiring senior management involvement in employees' career progression
- Promote equality across all staff irrespective of role, gender, race, age, religious belief or sexual orientation

## Pillar 6

**Reduce the environmental impact of our activities:**

- Reduction of energy and water consumption
- Use of TCF and eco-labelled paper coming from forests certified for sustainable development and 100% recyclable
- Encouragement to reduce paper use
- Waste recycling
- Preferential use of reusable objects
- Limitation of business trips
- Development of a responsible purchasing policy that encourages our suppliers to respect sustainable development criteria