

Key ESG commitments of portfolio companies

As highlighted before, the portfolio companies identify and address their ESG impact and associated risks within the framework of their own internal control. Summarised below are their strategic commitments and objectives in the ESG field.



adidas' commitment to sustainable practices rests on the company's mission: To be the best sports company in the world. Best means that adidas designs, builds and sells the best sports products in the world, with the best service and experience in a sustainable way. adidas has a clear roadmap for 2020 and beyond, which is a direct outcome of its business strategy "Creating the New". The company believes that, through sport, it has the power to change lives. But sports needs a space to exist. These spaces are increasingly endangered due to man-made issues, including human rights violations, pollution, growing energy consumption and waste. Its holistic approach to sustainability responds to the challenges that endanger the spaces of sport and simultaneously the planet and people. Building on existing programs, it tackles these subjects that are most material to its business and its stakeholders, and translates its overall sustainability efforts into tangible goals for 2020 that have a direct impact on the world of sport adidas operates in.

External recognition

For the 19th consecutive time, adidas was selected to join the Dow Jones Sustainability Indices, the world's first global sustainability index family tracking the performance of the leading sustainability-driven companies worldwide. Adidas was assessed for

its corporate economic, environmental and social performance and rated as overall leader in the Textiles, Apparel and Luxury Goods Industry.

As a result of its response to the Carbon Disclosure Project in 2018, adidas was awarded with a B score in the Climate Change submission and with a B- score in the Water submission.

The company continued to be positioned among the top ten in the leather and textiles industry in the annual Green Supply Chain Corporate Information Transparency Index. adidas also improved its score to top the Corporate Human Rights Benchmark (CHRB) evaluation in 2018, coming in first overall, with more than 100 companies across various industries assessed against the CHRB's criteria of human rights performance.

Additional information

www.adidas-group.com/en/sustainability/managing-sustainability/general-approach/



Sustainability & Responsibility is an integral part of what Pernod Ricard does every day, it is at the heart of its "créateur de convivialité" tagline, its consumer-centric focus and oitsur decentralised organization. It is one of its business priorities and its 18,900 employees bring it to life. Pernod Ricard supports the Sustainable Development Goals (SDGs) adopted by the United Nations for 2030. The group is committed and takes actions to contribute to these goals and everyone in the groups plays an active role.

The group is a signatory of the United Nations Global Compact since 2003 and respects the ten Global Compact Principles. Pernod Ricard also firmly supports the UN SDGs defined in 2015, with a commitment to reach 12 of the 17 objectives by 2030.

Its Sustainability & Responsibility model is based on 4 pillars: Empower our employees, Promote responsible drinking, Protect our planet and Develop our communities and engage our partners.

Its Sustainability & Responsibility model is based first and foremost on one principle: the commitment of its 18,900 employees, all of them citizens acting in their own communities. Their sincere personal commitment is the principal mark of our credibility. This strategy is

implemented in accordance with the decentralisation model: initiatives that are primarily local but still connected with the group's global priorities.

External recognition

In 2018, Pernod Ricard's Sustainability & Responsibility strategy was again recognised at the highest level by non-financial rating agencies in the beverage sector in terms of Corporate Social Responsibility (CSR) by Vigeo Eiris in May. According to EcoVadis, Pernod Ricard ranks among the top 3% of global companies with the most advanced CSR commitments.

Additional information

www.pernod-ricard.com/en/our-commitments/