

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 in this section are their strategic commitments and objectives in the ESG field.



adidas

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 2021 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 2021 that have a direct impact on the world of sport adidas operates in.

External recognition

Throughout 2020, and thanks to industry-leading product stewardship and supplier engagement practices, adidas remained a constituent of MSCI World ESG Leaders Index, MSCI Global Sustainability Indices and the MSCI Global SRI Indices as well as of the STOXX Global ESG Leaders indices.

Initiative	Commitment / assessment
SBTi	Committed ⁽¹⁾
CDP Climate Change	B
CDP Water	B
MSCI	AAA
Sustainalytics	13.9 (low risk)

(1) Committed companies have 24 months to submit targets to the SBTi for validation

Additional information

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



Sustainability is at the core of SGS' culture and its purpose of enabling a better, safer and more interconnected world for its employees, customers shareholders and for society. It is one of its business principles and is embedded in its strategic direction and management decision-making processes generating measurable Value to Society beyond traditional financial returns.

SGS' sustainability strategy is built on four pillars: Professional Excellence, People, Environment and Community. Each one is supported by group-wide policies, global programs and local initiatives. This includes helping its customers and their supply chains operate more sustainably, giving consumers confidence in their purchasing decisions, helping industries to innovate, protecting the environment, enabling governments to more effectively deliver services to their citizens and supporting more than 400 local communities.

SGS is the industry leader in sustainability. It positively contributes to the Sustainable Development Goals, has completed its Sustainability Ambitions 2020 and will launch its 2030 sustainability ambitions in Q2 2021.

Achievements

SGS is now a well-established global sustainability leader. In 2020, SGS has been named a leading company in the Dow Jones Sustainability Indices for the seventh year in a row, maintained their status in the FTSE4Good Index and received the Platinum medal recognition from EcoVadis.

SGS implemented a carbon neutral strategy, and is committed to reduce CO2 emissions at the source through its sustainability programs and offsetting any remaining or unavoidable emissions. The group releases its climate achievements under the Task Force on Climate-Related Financial Disclosures framework.

Initiative	Commitment / assessment
SBTi	Target set at 2°C
CDP Climate Change	A-
MSCI	AAA
Sustainalytics	18.1 (Low Risk)

Additional information

www.sgs.com/en/our-company/corporate-sustainability/sustainability-at-sgs



Pernod Ricard

Créateurs de convivialité

In line with the Pernod Ricard consumer-centric model, the group's Sustainability & Responsibility strategy is centered around a robust framework with four pillars: Nurturing Terroir, Valuing People, Circular Making and Responsible Hosting, all of which directly support the United Nations Sustainable Development Goals (SDGs) to help achieve prosperity for the planet and its people.

Each pillar includes ambitious targets for 2030 aimed at driving innovation, brand differentiation and employee attraction. All pillars are based on a 2030 timeline with 2020 and 2025 milestones, in line with the schedule set out by the SDGs.

Pernod Ricard's Sustainability & Responsibility strategy was built on the material risks of its business, consumer concerns and the world's agenda. The strategy is the result of a long process from qualitative interviews to the involvement of sustainability experts with over 300 colleagues globally and external experts. More than 20 workshops were held with representatives from Brand Companies, Market Companies, Regions, HQ and the Top Management team to build the strategy. From this data, ambitious goals were developed where Pernod Ricard's impact could be greatest.

External recognition

In recognition of Pernod Ricard's strong commitment to sustainable development and responsible consumption, it has received a gold rating from Ecovadis and is ranked number one in the beverage sector in Vigeo Eiris.

Pernod Ricard has also been recognized as a Global Compact LEAD company, demonstrating its ongoing commitment to the United Nations SDGs and its ten principles for responsible business.

In 2020, as a member of the RE100, a global initiative led by The Climate Group in partnership with CDP which brings together 280 international companies committed to 100% renewable electricity, the group has been reporting on its climate strategy and achievements under the Task Force on Climate-Related Financial Disclosures framework.

Initiative	Commitment / assessment
SBTi	Target set at "well-below 2°C"
CDP Climate Change	B
CDP Water	A-
MSCI	AA
Sustainalytics	15.9 (Low Risk)

Additional information

www.pernod-ricard.com/en/sr/



In 2020, LafargeHolcim continued to make excellent progress in executing its Strategy 2022 – “Building for Growth.” In the context of its growth strategy, the group believes that sustainability is a great opportunity. With the issuance of its EUR850m sustainability-linked bond, LafargeHolcim pioneered sustainable finance solutions to support its sustainability ambitions.

LafargeHolcim became the first global building materials company to sign the United Nations Global Compact’s “Business Ambition for 1.5°C” initiative with intermediate targets approved by the Science-Based Targets initiative (SBTi) in alignment with the net zero pathway. On its journey to net zero, LafargeHolcim has set the most ambitious 2030 climate goals in its industry and has partnered with the SBTi to define its net zero roadmap beyond 2030. Going one step further, the Group has set a target to reduce its transportation and fuel related scope 3 emissions by 20% by 2030 - showing its commitment to contribute its share along its entire value chain.

The group’s vision for the built environment rests on four strategic pillars: Climate and Energy, Circular Economy, Environment and Community. In the center of all the group’s activities to address the four drivers is Innovation. LafargeHolcim will continue to develop innovative products and solutions for the built environment, satisfying a continuously growing market demand for sustainable solutions. In 2020 the Group introduced ECOPact, the industry’s broadest range of green concrete, delivering high performing, sustainable and circular benefits. By year end ECOPact was available in ten markets across the globe. It also introduced its EcoLabel, which transparently brands all cement and concrete with at least 30% lower CO₂ footprint compared to local industry standard or 20% recycled content.

External commitments & recognition

With its integrated approach to sustainable development, LafargeHolcim aims to embrace the UNGC principles. The group was again included in the FTSE4Good index in 2020 and has been rated “Prime status” by ISS Oekom.

Initiative	Commitment / assessment
SBTi	Target set at well below 2°C
CDP Climate Change	A (Included in the A List)
CDP Water	A-
MSCI	BBB
Sustainalytics	20.6 (Medium Risk)

Additional information

www.lafargeholcim.com/sustainable-development



Imerys’ Corporate Social Responsibility Charter supports the group’s long-term strategy. Commitments on safety & health, environmental impact reduction, human resources, diversity and inclusion, relations with communities, supply chain partners and corporate governance and ethics play a vital role in safeguarding the group’s future. To achieve these commitments, every employee in the group must support them through their actions.

Since 2017, the group CSR program has been overseen by a CSR Steering Committee, chaired by the CEO, which meets quarterly. The responsibilities of the CSR Steering Committee are to establish group CSR ambitions, validate the group CSR strategy and guide and monitor implementation on progress towards the group objectives.

In 2018, the group announced the launch of its new CSR program referred to as SustainAgility. Mid-term objectives and performance results of the SustainAgility program are reported on annually within the group’s Universal Registration Document and available on the group’s website.

Since 2019, the group is committed to reduce its emissions to achieve 2°C target under the Science Based Targets initiative (SBTi) and since 2003, Imerys discloses its progress in the CDP Climate Change questionnaire.

Memberships, commitments and assessments

Imerys became a signatory member of the United Nations Global Compact in 2016, supports the ambitions of the United Nations Sustainable Development Goals and has duly identified within the SustainAgility program the policies and practices within its operations that directly or indirectly contribute to these sustainable development objectives.

The group also participates in the annual EcoVadis ESG assessment and received a platinum rating (74) ranking it in the 99th percentile.

Initiative	Commitment / assessment
SBTi	Target set at 2°C
CDP Climate Change	B
MSCI	AA
Sustainalytics	31.4 (High Risk)

Additional information

www.imerys.com/group/our-group/our-commitments



Umicore is a leader in metal-related materials that answer the call for clean air, clean mobility and resource efficiency.

Umicore is technology leader in emission control catalysts for light-duty and heavy-duty vehicles and for all fuel types, and in rechargeable battery materials for electromobility. The group is also a leader in the recycling of increasingly complex metal-containing materials, able to close the metals loop with its customers and to recover over twenty precious and non-ferrous metals across its activities from industrial residues, electronic scrap, rechargeable batteries, automotive and industrial catalysts and more. Umicore transforms the recovered materials into pure metals for new sustainable products.

Sustainable sourcing is core of Umicore's practices, where consistently over half of input materials are from secondary sources, with an unwavering pursuit of ethical raw materials supply. The group remains the first cathode material producer to offer certified materials from a clean and ethical origin to its customers.

In 2020, Umicore achieved a Platinum EcoVadis rating, placing the group among the top 1% of their industry peers. Thanks to commitment to continuous improvement across operations and despite continued growth of activities, Umicore successfully minimized the impact of its operations over the course of its Horizon 2020 strategy.

Building on the success of Horizon 2020, Umicore is now preparing to move into a new strategic phase as of 2021, and will communicate on its ESG strategy and ambitions towards the end of the first half of 2021.

Initiative	Commitment / assessment
CDP Climate Change	D
CDP Water	C
MSCI	AAA
Sustainalytics	29.1 (Low Risk)

Additional information
www.umicore.com/sustainability
annualreport.umicore.com



For Webhelp, economic performance and societal commitments, far from conflicting, actually feed into each other and will enable Webhelp to achieve its vision of "making business more human". Making business better, more efficient and more respectful is what makes company last because a healthier, sounder and more dynamic world is, after all, good for business.

Webhelp operates with a high level of social responsibility, and the determination to conduct business in an ethical, fair and enlightened way challenges the group to be better for its people, its communities and the planet. In 2020, the group has announced its ESG strategy, structured around four pillars:

- **People:** striving to create a future and a career path for individuals traditionally remote from the labor market (impact sourcing), creating the best inclusive working environment for all (D&I roadmap) and committing to health and well-being through its WebHEALTH program
- **Planet:** implementing and updating yearly its policy to reduce its carbon footprint in line with the 1.5/2°C COP21 target through purchasing & consuming more responsibly, reusing, recycling & limiting waste and commuting in a smarter way
- **Progress:** committing to high ethical standards through controls & governance such as its Code of Conduct and its worldwide, internal/external whistleblowing platform and developing sustainable partnerships
- **Think Human Foundation:** supporting local associations to create equal opportunity for access to education, fighting social barriers through professional integration and transmitting digital skills in all Webhelp Countries.

Accreditations

Since 2012, Webhelp is committed to the UN Global Compact, which supports responsible social practices.

In 2020, Webhelp has been reporting information under the Sustainability Accounting Standard Board (SASB) framework.

Examples of local accreditations: Label RSE Engagé 3 stars (in France), Exemplary (AFNOR), Silver 58 (Ecovadis).

Initiative	Commitment / assessment
CDP Climate Change	D

Additional information
www.webhelp.com/en-gb/about-us/social-responsibility/



Sustainability is an integral part of Mowi overall growth strategy and ambitions to increasing the world's access to healthy and sustainable food from the ocean, while having a positive long-term economic and social impact.

Mowi's Sustainability Strategy is centered around Mowi's guiding principles Planet and People and underpins commitments across the group social and environmental performance through the value chain. Mowi's commitments are set to make our business futureproof and are aligned with the UN Sustainable Development Goals and they allow the group to unlock the potential of the ocean as a food source for present and future generations.

Mowi has been at the forefront of technological advances transforming aquaculture industry practices and Mowi is engaged with multiple stakeholders to promote open and honest dialogue and ensure the constant improvement of regulations and environmentally and socially responsible practices.

Frameworks and performance

In 2020, for the 2nd year in a row, Mowi has been ranked as the world's most sustainable protein producer by the FAIRR Initiative, the leading sustainability initiative supporting investor decision-making on the protein sector. Mowi's practices in terms of antibiotics use were recognized as best practices globally while Mowi has been achieving high scores in climate, biodiversity and food safety areas.

Since 2019, the group is committed to reduce its emissions to achieve well-below 2°C target under the Science Based Targets initiative (SBTi) and it discloses, from 2020, its progresses under the Task Force on Climate-Related Financial Disclosures framework.

Initiative	Commitment / assessment
SBTi	Well-below 2°C
CDP Climate	A, Climate Leader
Coller FAIRR Index	#1 Most Sustainable Protein Producer
MSCI	AA
Sustainalytics	25.9 (Medium Risk)

Additional information
www.mowi.com/sustainability



At GEA, sustainability and value creation are inextricably intertwined. They serve as its guideline for entrepreneurial decisions and the further advancement of the group. GEA's understanding of sustainability implies that the group assumes responsibility for the way it handles its business and its economic, ecological and social impacts while ensuring transparency of reporting in this field in accordance with the GRI Standards. GEA monitors and communicates its contribution to the Sustainable Development Goals.

GEA allocates Corporate Responsibility within the company's organizational structure with direct reporting line to the Executive Board and is optimizing the organizational integration of its responsibility for sustainability. In 2020, GEA implemented new management systems to further strengthen its high standards of Compliance and Corporate Responsibility associated with new and updated policies. These documents apply to all employees worldwide and ensure a common understanding of corporate behavior. With reference to the Covid-19 pandemic, GEA set up a crisis management team to keep its workforce safe and maintain production in the extraordinary circumstances of the pandemic.

GEA sets and strives to achieve concrete short- and long-term goals related to quality, occupational health and safety and environmental protection based on targets and actions. They are monitored continuously and communicated annually. In addition, the management systems and respective actions and results are audited by external certifiers and auditors. GEA's corporate claim encapsulates its key value proposition "engineering for a better world". In this way, GEA sets itself the goal of designing value-added processes in a responsible manner and contributing to the sustainable management and protection of natural resources with increasingly efficient products and process solutions for customers. GEA continues its efforts to become even more sustainable by further strengthen its commitment to sustainability and increase the visibility.

Frameworks and performance

The policies and guidelines are all based on international standards and herewith follow the "Guidance on Social Responsibility" (ISO 26000) and the UN Global Compact initiative. The group also pledged to respect human rights and generally accepted core labor standards of the ILO and it fully abides by the OECD Guidelines for Multinational Enterprises.

GEA participates in the annual EcoVadis CSR performance monitoring scheme (2020: "Silver") and is "A list" scored in CDP's water security rating and A- scored for the climate change rating.

Initiative	Commitment / assessment
CDP Climate Change	A-
CDP Water	A, Water leader
MSCI	A
Sustainalytics	25.8 (Medium Risk)

Additional information
www.gea.com/en/company/corporate-responsibility/index.jsp



As a leading supplier of affordable personal hygiene products, Ontex believes that sustainable business practices contribute to genuine business success. The group has an opportunity - and an obligation - to drive positive change.

Ontex is committed to achieving climate neutral operations by 2030 and moving towards a circular business model. The group wants to create a positive impact in our supply chain and regenerate natural resources. Ontex aims to enhance transparency and lead the way to a fair society.

By mobilizing its people, its suppliers, its customers and its consumers, Ontex aims to actively contribute to the achievement of the UN's Sustainable Development Goals.

Ontex's sustainability approach is based on 4 pillars:

- Climate action
- Circular solutions
- Building trust
- Sustainable supply chain

These four areas form the basis of the group's strategy, and are all interconnected. For example, working to implement circular solutions will have an impact on climate change. Creating transparency throughout the supply chain will increase trust across all identified stakeholders, in Ontex and its products.

2020 achievements

- 100% renewable electricity for the group's European plants
- Inauguration of solar rooftop in Segovia, providing more than 20% of the plant's electricity needs
- Carbon neutral production in 2 of the European plants
- Completion of an innovation project to add recycled content in the group's plastic bags
- Maintained 100% certified or controlled wood-based raw materials
- 96% organic cotton
- CDP Climate: increased to B score
- CDP Forest: increased to B score
- MSCI: maintained AA score

Initiative	Commitment / assessment
CDP Climate Change	B
MSCI	AA

Additional information
www.ontex.com/sustainability



Parques Reunidos engage in its business with the aim of creating sustainable value, taking into consideration the interests of its employees, customers, shareholders, investors, and in general all the entities or individuals that can reasonably be expected to be significantly affected by the group or the group's products and services, or whose actions can reasonably be expected to affect the ability of the organization to successfully implement its strategies and achieve its objectives

Through its 2020-2025 sustainability strategy and the participation in the UN Global Compact, Parques Reunidos is working to achieve the Sustainable Development Goals, integrating into the day-to-day operations, the growth of the business, the development and protection of people, and the minimization of environmental impacts and protection of the environment.

The strategy is organized around three pillars, each of which has specific associated initiatives to guarantee its success, with the goal of creating shared value by following environmental, social and governance principles. Within that strategy, the health and safety of its guests and team members, the climate change mitigation actions, and the animal welfare of the animals in its zoos and marine life parks are the main focus areas.

In 2020, Parques Reunidos has been disclosing information under the Global Reporting Initiative (GRI) Standards, option Core, and will continue issuing Annual Sustainability Reports under the same framework to ensure transparency and foster continuous improvement.

Parques Reunidos Foundation

The Parques Reunidos Foundation goal is to contribute to creating a more sustainable society, enabling vulnerable communities who have special needs to easily access educational and entertaining experiences at Parques Reunidos, as well as preserving biodiversity by supporting research and raising awareness about sustainability.

The Parque Reunidos Spirit framework includes all the social and biodiversity protection actions under Children and Health, Social Inclusion, Education and Awareness and Biodiversity and Research areas of actions, carried out by the parks and by the Parques Reunidos Foundation itself.

Additional information
www.parquesreunidos.com/en/commitment/