

Responsible investment

We are committed to building long term, sustainable businesses which will grow, provide employment and generate economic benefit in an environmentally and socially responsible manner, both during and after Cinven's ownership.

Cinven has been a signatory to the internationally recognised Principles of Responsible Investment (PRI) since 2009. Over the last 10 years, we have institutionalised and significantly enhanced our management of ESG risk, and worked more closely with Cinven's portfolio companies to explore and realise ESG opportunities.

Our approach to managing Cinven's own ESG performance also continues to develop and, consistent with the approach applied to Cinven's portfolio companies, we monitor our own ESG performance closely.

We believe that strong corporate governance is fundamental for the effective management of ESG. ESG should be fully embedded within a company's operations to support strong and sustainable growth. Cinven representatives are appointed to each portfolio company board and play a key role in reinforcing high standards of corporate governance from the outset.

As part of Cinven's broader Inclusion & Diversity initiative, during 2018, Cinven's mandatory ESG KPIs were broadened across all of Cinven's portfolio companies. New KPIs were introduced to track gender diversity (company-wide, C-level management and Board level) and workplace grievances, including harassment and anti-social behaviour.

In recognition of their paramount importance, these additional KPIs supplement the three mandatory ESG KPIs that Cinven already monitors, which relate to anti-bribery and corruption, health and safety and carbon emissions. Cinven's ESG Steering Group closely tracks and monitors ESG KPIs and reporting.

At Cinven we believe that responsible investment goes hand in hand with business success. We aim to invest in companies that take a responsible approach towards environmental, social and corporate governance (ESG) factors. We continue to refine and develop our approach towards ESG through all stages of the investment life cycle.