



Omnes' Environmental, Social and Governance (ESG) commitments

Since inception, Omnes Capital connects institutional investors to SMEs through funds implementing sustainable value creation strategies. We believe that taking into account non-financial criteria in the partnerships we develop is key to create long-term value. As such, we pay particular attention to the preservation of environment, investment in human resources and the implementation of transparent and responsible governance structures.

By signing the United Nations Principles for Responsible Investment (UNPRI), Omnes attested its commitment to take into account these environmental, social and governance issues in its investment processes, shareholder practices and at the Management Company level. It also committed to promote the UNPRI values to all stakeholders involved in its activities, and undertook to:

- integrate ESG considerations into its investment analysis and decision-making processes;
- take ESG issues into consideration in its policies and practices as a shareholder;
- ask the companies in which Omnes Capital is a leading shareholder to publish appropriate information on ESG issues;
- promote acceptance and application of the principles by portfolio companies' management teams;
- work collectively to enhance our effectiveness in applying the Principles;
- report separately on its activities and its progress in applying the Principles.

Our commitments have been established in line with the UNPRI and Omnes' core values:

- excellence;
- entrepreneurship;
- integrity, mutual respect and trust;
- long-term commitment;
- creativity.

Commitment to preserve the Environment

At Omnes, endorsing a responsible environmental behavior is a priority. The Management Company aims at limiting its environmental impact, and implements measures to reduce its energy and water consumption, foster waste recycling, limit business trips, encourage employees to use public transportation, monitor the use of paper and other office supplies, and control heat and lighting in its offices.

At underlying investments' level, Omnes helps portfolio companies to achieve similar goals. We foster the implementation of environmental policy and environmental management systems, encourage controlling systems of energy consumption, and favor actions reducing water, inputs, waste and other environmental impacts. In the case of infrastructure projects, a strong focus is also put on the protection of local ecosystems.

Omnes' commitment towards the protection of the environment was particularly emphasized in 2006 with the launch of the first French private equity fund fully dedicated to renewable energy. Today, over 25% of Omnes' assets under management are dedicated to renewable energy and energy efficiency.

Commitment to invest in Human Resources

At Omnes, we believe that human resources are our key asset. We pay strong attention to our employees' career path by giving them responsibilities and offering tailored training programs. With our 60 employees, we strive to create a strong team-spirit in order to align everyone with the firms' common objectives and provide the highest standards of services to our investors. We support equal opportunities of all staff members, irrespective of their role, gender, race, age, religious belief or sexual orientation.

As we believe our company's team values should extend beyond the workplace, we have launched a philanthropy program oriented towards the support of associations active in children's' education, access to employment or healthcare. This program will be implemented through a foundation managed by Omnes' employees.

At underlying investments' level, we aim at spreading our values across portfolio companies. We encourage the development of human resources policies, internal promotion and career management. We also promote management teams instead of single managers in order to shorten the link between management and employees, and support actions favoring social dialogue. An emphasis is put on security and health conditions.

Commitment to transparency and responsible governance

Omnes has set-up a governance structure comprising a Management Committee overseeing the company's operational affairs, and a Consultative Committee regrouping external personalities chosen for their experience and independence. The Consultative Committee provides opinions and recommendations on Omnes' development prospects and compensation policy.

Omnes' management is transparent towards Omnes' employees. It adopted a responsible and ethical approach to governance which translates into transparent policies on remuneration and bonuses compliant with market standards, the implementation of rigorous risk-control systems throughout the firm's activities, and deep consideration for our ethical obligations in regards to anti-money laundering and anti-corruption controls.

At underlying investments' level, we promote a constructive approach with our portfolio companies, consisting in searching for shared solutions and strategies with the management teams, thereby reinforcing our existing partnerships. This approach has resulted in a strong investment track record as well as a very low occurrence of litigation with our portfolio companies. This portfolio management approach has created long-lasting partnerships even after our funds' exits.