

ESG Charter – Momentum Invest

Momentum Invest is committed to incorporating environmental, social and governance (“ESG”) criteria throughout the investment cycle, to better align our interests with those of our investors and the general interest.

1. Public commitments

Momentum Invest has made a public commitment to adopt an ESG approach by joining initiatives we consider being the best to promote ESG best practices in French Private Equity market:

1.1. Signatory of PRI

Momentum Invest has formalised its consideration of its various stakeholders’ interests and of responsible investment by signing the United Nations Principle for Responsible Investment (UNPRI) and by promoting the 6 principles through their application.

1.2. Signatory of the France Invest Commitment Charter

Momentum Invest has signed the France Invest Commitment Charter, which is based on 4 pillars (economic, social and human, environment and governance), as well as the Code of Ethics, in order to be involved in the consideration of ESG by French Private Equity players.

We also attend meetings of the ESG commission of France Invest and contribute to the discussions and the evolution of market practices in terms of ESG criteria compliance.

1.3. Initiative Climat International signatory

Momentum Invest is a signatory of Initiative Climat International, which is a collective commitment to reduce carbon emissions by companies backed by Private Equity funds and guarantees a sustainable investment performance by recognizing and integrating the materiality of climate risk.

We are also an active member of materiality workshop of Initiative Climat France, whose objective is to produce documents for Private Equity players to assess the materiality of global warming on companies.

1.4. Signatory of the France Invest Parity Charter

In order to promote parity, Momentum Invest has signed the France Invest Parity Charter, which promotes gender equality and diversity in management companies and in companies backed by Private Equity funds.

2. ESG integration in our investment process

Momentum Invest applies its ESG policy at each stage of its investment process and in its relationship with its investors and its portfolio companies.

2.1. Commitment before each investment

Momentum Invest systematically analyses ESG criteria and extra-financial performances prior any investment. Due diligences are systematically performed before each investment. For each portfolio company, we define realistic objectives.

Extra-financial performance analysis covers every ESG criteria and is based in the following template:



Environment	Social	Governance	Relevant stakeholders
Energy	Employment & jobs creation	Operational governance	Clients
Water	Absenteeism, work accidents	Shareholders governance	Local authorities
Waste	Training, work/life balance	Corruption et ethics	Supply chain
Biodiversity	Discrimination	Certifications	
Climate change	Social conflicts, strikes		
Impact on environment			

2.2. Commitment on follow-ups of ESG criteria of our portfolio companies

Momentum Invest is committed to monitoring ESG performance, and more generally extra-financial performance, throughout the period of its investment through the following processes:

- Implementation of regular assessment programs to measure progress made by our portfolio companies, using an ESG survey developed with the consulting firm Sirsa;
- The ESG action plan and related objectives will be discussed once a year during annual board meeting;
- When it is possible, the portfolio companies will provide Momentum Invest an annual report on ESG performance.

2.3. Commitment within the management company

Momentum Invest applies an ESG policy within the Fund and to its collaborators:

- ESG and sustainable development training program given for our team members;
- Monitoring of our ESG performance with the United Nations and France Invest (through its annual ESG survey);
- Annual ESG committee to discuss ESG action plan, ESG performances and the potential issues of our portfolio companies;
- Commitment to devote part of our financial resources to support concrete initiatives of general interest such as “urban vegetable gardens”, “e-enfance” and the sponsorship of a student with a modest background within la Maison des Jeunes Talents (charity of the Foundation of la Financière de l’Echiquier);
- Retrocession of part of the team’s capital gain to the INSEAD Foundation.

3. Our exclusions

Finally, we exclude all activities in opposition to the Universal Declaration of Human Rights or related to the production and the trade of weapons and ammunitions, distilled alcoholic beverages, landmines and/or cluster bombs, tobacco, gambling, pornography, human cloning, GMO’s, wildlife trade ...

Paris, March 5th 2021.