



OUR COMMITMENT FOR A SUSTAINABLE SOCIETY

MANAGEMENT APPROACH¹

Introduction

As part of its sustainability strategy, the Edmond de Rothschild group wants to support the transition to a sustainable low-carbon economy and an inclusive society through engagement with its stakeholders, especially with regard to responsible investment, and through philanthropic activities involving its employees.

GRI 103-1 / 103-2 / 103-3

As signatory to the United Nations Global Compact², the Group recognises the importance of the UN Sustainable Development Goals, and particularly in this context, Goal 17 «Partnerships for the goals». Various departments and entities across the Group contribute to **this engagement with stakeholders** on different sustainability issues. Examples include the following:

- the Group's investment teams (particularly those focused on investment strategies in the Responsible Investment category) fully integrate engagement with stakeholders in their activities, through their dialogue with investee companies as well as other players;
- the Group's buyers and General Services teams interact with its suppliers and can influence their behaviour in terms of sustainability by applying the Group's Responsible Purchasing Policy.

Regarding its **philanthropic activities**, the Group has developed a Community Engagement Charter, which serves as a single framework for the activities of local entities in this area. The Group's ambition is to allow all employees, irrespective of their geographical location, to get involved, if they wish, in a community engagement programme in line with the Group's values and the causes it supports.

Stakeholder engagement was identified as one of our material issues as a result of the materiality exercise undertaken in 2014. We have addressed this topic in a cross-cutting manner in all our sustainability reports because we are convinced that taking into account the expectations and interests of our stakeholders is an essential condition for achieving our objectives.

Sustainability Context GRI 103-1

In an interconnected world faced with major societal and environmental challenges, effective solutions require individual and collective efforts. Economic tensions, social needs and environmental challenges are gaining in momentum: job insecurity, overindebtedness, poverty, social exclusion, unemployment, global population growth, climate change, deforestation, pollution, water scarcity, etc.

At the same time, economic performance and societal impact are increasingly converging. On the one hand, social innovation players agree on the importance of using private sector methods to boost the efficiency and impact of their projects. On the other, a growing number of companies include practices relating to social and environmental responsibility in their business strategies, in response to the expectations of consumers, legislators and the market.

As Ariane de Rothschild regularly points out, it is through partnerships between stakeholders whose activities are complementary that we will be able to rise to the current challenges facing our society (climate change, dialogue between peoples, etc.).

¹ The information provided here is in line with the recommendations of the GRI standards (Global Reporting Initiative)

² See, UN Global Compact <https://www.unglobalcompact.org>



Company values and commitments **GRI 103-1**

The Rothschild family has always been driven by the passion for entrepreneurship, innovation and serving progress. This passion is reflected in the way it conducts its activities, as well as in its commitment to society as a whole. In both the financial sector and in the area of philanthropy, the Rothschild family and the Group have the strong intention to be changemakers.

The Edmond de Rothschild group is involved in several initiatives to promote sustainability and responsible investment. The Group's commitments in the field of sustainability involving strong interaction with various stakeholders include its role as board director of the Swiss network of the United Nations Global Compact . The Group's Sustainability Director took on this role in May 2016. **GRI 103-2**

The Group also wishes to perpetuate the philanthropic legacy and the humanist values of the Rothschild family by offering its employees the possibility of contributing to projects with a highly positive impact, particularly those supported by the Edmond de Rothschild Foundations.

Group entities have the option of joining a programme supported or developed by the Edmond de Rothschild Foundations, where this is possible, or proposing a programme of their own choice in one of the following areas, which the Group holds dear:

1. Diversity, intercultural dialogue and support for underprivileged populations;
2. Entrepreneurship with a positive social and environmental impact;
3. Actions in favour of the environment;
4. Education;
5. Professional integration, which may be combined with other themes in a cross-functional way.

These commitments may take a variety of forms, such as providing skills, sponsorship or financial/human support. The Group strongly encourages the creation of long-standing partnerships with the local associations identified in order to support them in the fulfilment of their missions. It also promotes the selection of programmes which allow personal involvement on the part of employees.

MATERIAL ISSUES **GRI 103-1**

Stakeholder engagement

The Edmond de Rothschild group wishes to support the transition towards a sustainable economy and society by fostering partnerships between the various players in the financial sector and its other stakeholders, particularly by contributing to the following:

- the financial sector's long-term stability through ethical behaviour, as well as solid, transparent financial reports and products;
- helping to solve social and environmental issues by developing innovative financial solutions which create economic value;
- looking ahead to the future and creating a society which upholds the values of respect for people and the environment, in particular through our collaboration with the Edmond de Rothschild Foundations.

GRI 102-43 / 102-44

³See, UN Global Compact Swiss Network <https://globalcompact.ch/about-us/board>



Collaboration with Responsible Investment players

In the context of sustainability, the Group's main focus of attention in its engagement with stakeholders is responsible investment. The Group is involved in different organisations, either as a member or a participant. See the appendix of the section on «[Our strategic approach to sustainability](#)».

Working with suppliers

Suppliers are an important category of stakeholders for all companies. Maintaining good relations with them has implications on the quality of products and services provided to clients. The way in which suppliers are treated can also have an impact on the reputation of the company. For all these reasons, a working group was set up in 2016 to roll out the Group's Responsible Purchasing Policy at Edmond de Rothschild (France), as a pilot entity. The policy is deployed through a "Responsible Purchasing Charter" signed by Ariane de Rothschild. The Charter is intended to be co-signed by the Group's suppliers to demonstrate their commitment to issues relating to human rights, the environment and ethics.

The Group started sending the charter to its suppliers in June 2017. A practical guide has also been drawn up to help those involved in the purchasing process to implement the Responsible Purchasing Policy. The staff restaurants in Geneva, Luxembourg and Paris have also adopted a dedicated "Restaurant Chart" which not only aims to promote healthy, seasonal produce, grown in an environmentally-sustainable way, but also to support a local community economy. **GRI 102-43**

Philanthropic activities

The Edmond de Rothschild Foundations⁴ are family foundations managed completely independently from the Edmond de Rothschild group. However, synergies are sometimes developed between the two so that their respective skills and experience can benefit specific projects and programmes. This is the case for the SCALE UP and CRECE programmes, which enable certain Group employees to support the scale-up of companies with positive social and environmental impact in France and in Spain, respectively. In 2018, the SCALE UP program was not renewed but two new programs were created for skills sponsorship, SINGA Acceleration and TEKHNE.

Other philanthropic programmes are directly coordinated by the Group. They include PasserElles, the professional integration programme run by the non-profit recruiting firm Mozaïk RH. This programme is aimed at female graduates from diverse backgrounds who are looking for employment. It enables Group employees, particularly in France, to become the mentors of the young women selected every year. The Group also provides its support to the OPEJ Foundation, which welcomes children and adolescents from 27 different cultures in their homes. Employees lend a hand during a solidarity day or organize the collection of toys as part of the Christmas Tree operation.

Responsibilities **GRI 103-2**

Regarding stakeholder engagement, each entity or department which interacts with stakeholders is responsible for defining the required processes and their implementation.

The local teams of Human Resources, Communications and General Services are usually responsible for coordinating the philanthropic programmes in which employees participate, with the support of the Sustainability Department in some cases. The CRECE, SINGA Acceleration and TEKHNE programmes are directly managed by the Edmond de Rothschild Foundations, with the support of some Group's departments/entities for the involvement of Group employees as mentors.

⁴See <http://www.edmondderothschildfoundations.org/default-fr.aspx>