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At Cinven, we take a responsible approach towards our portfolio companies, their employees, suppliers and local communities, the environment and society as a whole. We aim to act with integrity at all times. We value long-term relationships built on trust. Cinven complies with the UK's Guidelines for Disclosure and Transparency in Private Equity published by the Walker Working Group, and with comparable codes throughout Europe.

The Cinven Foundation

Cinven makes substantial donations to a limited number of charities each year through The Cinven Foundation. We mainly support education-related programmes. The charities currently receiving financial support from the Foundation are: Eastside Young Leaders' Academy, Jeely Piece Club, The Prince's Trust, Right Track Scotland, School-Home Support and Springboard for Children.

Eastside Young Leaders' Academy nurtures and develops the leadership potential of boys aged 8-18, particularly those who are at risk of social exclusion. EYLA works alongside schools to motivate and encourage students, focusing on respect and self-worth, promoting a culture of hard work, academic excellence and civic responsibility. Further information: www.eyla.org.uk

Jeely Piece Club was set up by parents in a deprived South Glasgow neighbourhood to improve opportunities for their children. It provides a range of innovative, high quality services for children and families while retaining maximum community involvement. Further information: www.jeelypiececlub.org.uk

The Prince's Trust is the UK's leading youth charity. The Trust's XL programme works with schools to identify 14-16 year olds who are at high risk of exclusion. It provides them with an alternative curriculum that develops self-esteem, skills and confidence and leads to a nationally recognised qualification. Further information: www.princes-trust.org.uk

Right Track Scotland provides intensive support to 13-16 year olds to reintegrate them into mainstream education or prepare them for employment or further education opportunities. It works in partnership with schools, families and other agencies. Further information: www.right-track-scotland.co.uk

School-Home Support helps vulnerable and disaffected children who are at significant risk of truancy or being excluded from school by providing a link between school and home (see the full profile of School-Home Support on page 50).

Springboard for Children provides a 'literacy lifeline' for children with learning difficulties in inner city primary schools (see the full profile of Springboard for Children on page 51).

The Cinven Foundation makes an annual contribution to the Private Equity Foundation, of which Cinven is a member. The Private Equity Foundation raises significant sums from the private equity industry and its business partners to support charities that help young people to succeed. Further information: www.privateequityfoundation.org

Individual Cinven employees make significant financial contributions and time commitments to a number of charities. The Cinven Foundation recognises this, and made donations to over 37 charities in 2009 as part of its matching donation policy.

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School-Home Support



Often recruited from the local community, SHS practitioners understand the challenges that families sometimes face.

Early intervention boosts children's life chances

Almost one million young people in the UK are classed as NEET (Not in Education, Employment or Training), and the total continues to rise. School-Home Support (SHS) is a national charity that works with children who might otherwise become part of this group in the future. SHS places trained practitioners in schools to support children who are at risk of truancy or being excluded from school, by providing a link between school and home. SHS deals with problems early – before they grow into bigger issues. Often recruited from the local community, SHS practitioners understand the challenges that families sometimes face and know other local support agencies that can help.

'Cinven's contribution to our work means that we can continue to reach out to children, young people and families and prevent today's children becoming tomorrow's problems,' said Jan Tallis, CEO of SHS. 'With the generous support of funders like Cinven we're confident that, together, we can truly make a difference in society.'

Cameron's story

Cameron* was 11 years old when he was referred to Angela, the SHS practitioner in his school. Cameron refused to engage in class or make friends. His behaviour in and out of class was becoming uncontrollable: he disobeyed his teachers and persistently ignored rules. Cameron had been excluded from school for short periods and the head teacher was considering permanent exclusion.

Angela began by devising a new timetable for Cameron, with the help of teaching staff who had experience in dealing with disruptive behaviour. After a few months he was back in school three mornings a week, and was getting on better with the other children and his teachers.

After many hours of one-to-one sessions with Angela, Cameron started to talk about his thoughts and feelings. After he told her about self-harming and about hating the colour of his skin, Angela referred Cameron to a psychotherapist for counselling and play therapy. She provided self-esteem work, ensured that Cameron had access to curriculum-based learning and visited his mother at home. She also referred Cameron to a Youth Offending Team that would target his behaviour out of school in the longer term.

When Cameron came to the end of his time at primary school, his work with Angela and the external agencies meant that he had not had any exclusions or serious complaints about his behaviour for nearly five months. Cameron sat his year six SATS and made a fresh start at secondary school. He still works with the Youth Offending Team, but his experience is much more positive and his future looks a lot brighter.

www.shs.org.uk

* All individuals in SHS case studies are guaranteed complete confidentiality. To protect that trust, names and details of people/children featured have been changed and pictures are posed by models. The essential details, however, are true.

Springboard for Children



Springboard works in deprived inner city areas where there is high unemployment, crime, inadequate housing and little support for children.

Springboard's literacy lifeline for disadvantaged children

Government statistics show that in England every year, 6-7% of 11-year olds – around 35,000 children – leave primary school with very poor literacy levels. There are many reasons why children fall behind at school: some are dyslexic; some do not have educational support at home; others are emotionally disturbed and cannot concentrate in class; many do not have English as their first language. Without basic literacy skills, these children risk ending up in young offenders' centres.

Springboard for Children offers primary school children a 'literacy lifeline' – the special care of a committed adult who will give them consistent, high-quality support to improve their literacy skills.

Springboard works in deprived inner city areas where there is high unemployment, crime, inadequate housing and little support for children.

How the Cinven Foundation helps Springboard

The Cinven Foundation's contribution to Springboard for Children funds a multi-year literacy programme at Heathbrook Primary School in south London. The school serves a diverse community, reflected in the varied background of its pupils, whose ages range from three to 11. Many have English as an additional language and a high proportion have special educational needs.

The programme is run by a qualified literacy tutor who supports four trained volunteers. They help

children like Jessy*, a seven-year old with literacy problems. When Jessy was referred to Springboard, her teachers were concerned about her poor writing skills, lack of self-confidence, low levels of interaction with other children, and inaudible, unclear speech. Jessy needed constant support from tutors, did not start conversations, showed little facial expression or enthusiasm and lacked motivation. She would usually respond to questions with a simple 'yes' or 'no'.

After just seven months with Springboard for Children, Jessy's abilities have improved significantly. She has gained 'phonic' reading skills. She starts conversations, makes eye contact and is inquisitive. In the classroom, she is more self-confident and interacts with other children. Jessy is making steady progress and is catching up with her peers, although she still needs specialised support.

'We value each and every person who donates time, money or energy to Springboard and every donation makes a significant contribution to the children we teach,' said Janet Law, Fundraising Manager. 'We are grateful to the Cinven Foundation for continuing to support our work. Its grant has made a real difference to the lives of needy children and we are confident it will continue to do so.'

www.springboard.org.uk

* the child's name has been changed to protect her identity

We are implementing these Principles into Cinven's business and investment processes.

Our commitment to the UN Principles for Responsible Investment

In 2009, Cinven became a signatory of the United Nations' Principles for Responsible Investment (www.unpri.org). The Principles provide a voluntary framework that helps investment managers to incorporate environmental, social and corporate governance (ESG) issues into their investment decision-making and ownership practices, with the aim of positively affecting investment performance.

During our first year as a signatory of the Principles, we seconded two members of staff to the private equity's steering committee. We are implementing these Principles into Cinven's business and investment processes.

As a signatory, we have agreed to:

- **incorporate ESG issues into our investment analysis and decision-making processes**

- **be active owners and incorporate ESG issues into our ownership policies and practices**

- **seek appropriate disclosure on ESG issues by the entities in which we invest**

- **promote acceptance and implementation of the Principles within the investment industry**

- **work together to enhance our effectiveness in implementing the Principles**

- **report on our activities and progress towards implementing the Principles**
