

Corporate responsibility

At Cinven, we take a responsible approach to 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; and we support our portfolio companies' corporate responsibility programmes and initiatives (see case studies on pages 71 to 72). 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

Each year, we make donations to a limited number of charities through The Cinven Foundation, mainly supporting education-related programmes. The charities that currently receive financial support from the Foundation are: Barnardo's, Eastside Young Leaders' Academy, Jeely Piece Club, The Prince's Trust, Right Track Scotland, School-Home Support, Springboard for Children and Tomorrow's People.

Barnardo's is the UK's largest children's charity and runs more than 400 projects across the country. Whatever the issue – including drug misuse, disability, youth crime, mental health, sexual abuse, domestic violence, child poverty and homelessness – Barnardo's believes it can bring out the best in every child.

Further information:
www.barnardos.org.uk

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. (See case study on page 69).

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

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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.

Further information:
www.schoolhomesupport.org.uk

Springboard for Children provides a 'literacy lifeline' for children with learning difficulties in inner city primary schools.

Further information:
www.springboard.org.uk

The Private Equity Foundation raises large sums from the private equity industry and its business partners to support charities that help young people to succeed. The Cinven Foundation makes an annual contribution to the Private Equity Foundation.

Further information:
www.privateequityfoundation.org

Tomorrow's People helps unemployed people to get and keep jobs. Since 1984, Tomorrow's People has helped transform the lives of 440,000 people by putting them on the road to employment. (See case study on page 70).

Further information:
www.tomorrows-people.org.uk

Matching policy: individual Cinven employees make significant financial contributions and donate their time and expertise to a number of charities. The Cinven Foundation recognises this, and made donations to over 27 charities in 2010 as part of its matching donation policy.

The UN Principles for Responsible Investment

Cinven is a signatory of the United Nations' Principles for Responsible Investment (www.unpri.org). The Principles are a voluntary code 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.

As a signatory, Cinven has 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; and
- report on our activities and progress towards implementing the Principles.

We are incorporating the Principles into our business processes and practices.

Corporate responsibility continued

The Prince's Trust: helping to change young lives.



Around one in five young people in the UK are not in work, education or training. Youth unemployment costs the UK economy £10 million a day in lost productivity, youth crime £1 billion every year and educational underachievement £18 billion a year.

The Prince's Trust seeks to tackle this by giving practical and financial support to disadvantaged 14-30 year olds to help them to develop important attributes such as confidence and motivation. Through working with young people who have struggled at school, been in care, are long-term unemployed or have been in trouble with the law, The Prince's Trust helps them to realise their true potential.

At whatever stage of their lives young people reach out for help, The Prince's Trust has a programme specifically designed to give them the support they need to gain the skills and confidence to get into employment, education, training or work-ready volunteering.

The Cinven Foundation and The Prince's Trust

One of the Prince's Trust's programmes, the xl programme, focuses on the personal development of students in their last two years of compulsory schooling. Thanks to support from The Cinven Foundation, a number of schools with a very real need are able to reach out to those at risk of educational exclusion.

The Prince's Trust xl programme is a network of over 1,000 in-school clubs for 14-16 year olds who are at risk of truancy, exclusion or underachievement. In 2009/10 The Prince's Trust helped over 12,000 young people through the xl programme. By focusing on developing skills outside the national curriculum such as entrepreneurialism, 'failing' pupils discover a new sense of motivation and as a consequence improve their social skills and attendance.

There are many reasons why a young person can under-achieve in school: an unstable family home, disengagement from academic learning, behavioural problems or falling in with 'the wrong crowd'. Regardless of the issues facing the young person, the xl programme seeks to ensure their continued engagement in school and their studies.

Andrew's story

Andrew's mother died shortly after he was born. His sister contracted meningitis at four, which left her with severe disabilities. Andrew helps his father to care for her, which leaves him with little time to himself, his social life and his studies.

As a result of the pressures and responsibilities at home, Andrew's school life was very difficult. He found it hard to make friends because of his low self-esteem and lack of confidence. Even though he was supported by staff, he still felt isolated.

Andrew joined the xl club as a quiet, self-conscious boy. During the course, he took part in every activity and significant developments in his interpersonal and social skills were obvious. He became more confident and engaged in school life and went on to achieve several GCSEs.

Further information:
www.princes-trust.org.uk

Corporate responsibility continued

Tomorrow's People: helping disadvantaged young people.



Tomorrow's People is a national charity which improves the lives of unemployed men, women and young people by helping them into lasting work. Since it was founded in 1984, Tomorrow's People has helped over 440,000 people on their journey back to work.

Working It Out is a highly successful Tomorrow's People programme which works with disadvantaged young people, supporting them into jobs or training or further education. Working It Out is entirely funded by donations from supporters such as Cinven.

The young people who join Working It Out tend to have few qualifications and poor life and social skills; some are offenders, some are homeless, many have been in care and many come from workless families. These are the young people who other agencies find hardest to help. Working It Out helps young people improve their confidence and self-esteem; it encourages a sense of responsibility and gives them the skills and experience to set goals and make sound decisions. Working It Out shows a different side to disengaged young people and restores others' faith in what they are capable of, given the chance and the right guidance.

The achievements of Working It Out are impressive:

- 80% of participants see the programme through;
- 79% of those who complete the course move into employment, further education, or training (45% into work; 32% into training; 23% into education); and
- 77% are still in employment, further education or training six months after finishing the programme.

Working It Out is a very positive experience for young people as they have the opportunity to demonstrate to themselves, their families, members of the community and employers that they can succeed and make a real difference. But, most importantly, young people say that getting a job turns their lives around.

Millie's story

When Millie joined Working It Out she had one goal – to turn her life around by getting into work. She was held back by a lack of confidence, a lack of family support and a history of drug taking and petty criminality. Despite these barriers, she wanted to make something of herself, so she signed up for Working It Out.

The Tomorrow's People team focused on building Millie's trust and worked with specialists to help her deal with her behaviour so that she could move forward. Millie responded very well and worked hard, building her self-confidence and inspiring others on the course.

While on Working It Out, she decided she wanted to become a psychologist and encouraged by the staff, she passed a life skills ASDAN course, before completing her GCSEs. Tomorrow's People then arranged for Millie to be interviewed for a college place and she has not looked back since – completing A Levels in Psychology, Sociology and Critical Thinking. Millie also volunteers for young people in care, participates in conferences on the subject and sits on a panel for potential foster carers. In 2009, she won a Tomorrow's People award for her achievements and in 2010 she won an award from the Private Equity Foundation – a key funder of Working It Out.

How The Cinven Foundation supports Working It Out

Working It Out has expanded rapidly over the past six years. Cinven's contribution means that Working It Out can help more young people like Millie, giving them a chance to do things differently and changing the course of their lives. Cinven's support is also assisting the organisation strategically to determine its future, building on the recent evaluation of Working It Out.

Further information:
www.tomorrows-people.co.uk

Corporate responsibility
continued

Corporate responsibility at Amadeus: Travel Further.



amadeus

Your technology partner

www.amadeus.com

Through its 'Travel Further' corporate responsibility programme, Amadeus, the travel distribution services business, optimises its environmental performance. The company uses its know-how to help industry stakeholders manage environmental impacts.

Environmental management at Amadeus

Amadeus is an IT provider, so its direct environmental impact is relatively low. Amadeus' environmental efforts focus both on optimising resource consumption from its own operations, and helping the industry increase sustainability in the long run.

Amadeus' Environmental Management Programme (EMP) enables the business to evaluate, report on and improve its environmental performance. EMP includes local environmental initiatives and compiles and measures overall resource consumption, making it possible for the company to evaluate its performance, and to create and follow up on environmental targets.

Amadeus' operations are global and in 2010 the company initiated a resource consumption inventory exercise which looked at its top 10 sites worldwide, measuring resource consumption (electricity, gas, water, paper, and waste) and identifying best practices.

The results will be used to monitor the optimisation of the use of resources and to help establish targets.

The Amadeus Data Centre in Erding, Germany, one of the largest private data centres in Europe, received certification from TÜV SÜD in 2010, which designated it as an energy-efficient data centre. This certification was the result of a one year process, during which the Amadeus data processing centre conducted a full review and focused heavily on optimising its energy efficiency by working with independent experts from TÜV SÜD. Of particular interest were the power supply, the cooling and climate control processes and the IT equipment used, as well as the facility's procurement, installation and de-installation processes and procedures.

Amadeus' facility in Sophia-Antipolis, France, which has a work-force of more than 3,000 people, has joined a local commuting scheme that seeks to minimise environmental impact and traffic congestion through car-pooling, cycling, walking, public transportation and alternative means of transportation.

Helping the travel industry to manage environmental impacts

Amadeus' continuous R&D investments permit development of state-of-the-art technologies to help airlines and other industry players reduce emissions. Its Altéa Departure Control System (DCS)

flight management module can help airlines save significant amounts of fuel and reduce greenhouse gas emissions by accurately estimating data related to the calculation of fuel consumption needs. Airlines using the Amadeus Altéa DCS have already reported significant fuel savings.

Calculating carbon dioxide (CO₂) emissions per airline passenger is a complex task as different calculators can produce significantly different results for the same itinerary. Amadeus has agreed to use the International Civil Aviation Organisation's (ICAO) CO₂ calculator, aiming at reaching an industry standard calculation methodology. A common industry calculator would provide travellers with coherent emissions reports, regardless of the distribution channel used.

Amadeus has also entered into a Memorandum of Understanding with the International Air Transport Association (IATA) for participation in its Carbon Offsets Services Program. The programme intends to use a common industry standard for the offsetting of carbon emissions. Amadeus looks forward to continuing its cooperation with IATA and other partners in order to make offsetting available through its information systems.

Corporate responsibility continued

Coor Green Services: a first in environmental labelling.



Coor, the Nordic integrated facilities management business, has launched a new labelling system for sustainable facilities management services – Coor Green Services. In the past, environmental initiatives in the service management sector have been limited to individual services or products. With this labelling scheme, Coor is the first facilities management provider to take a holistic view of the environmental issues that concern its customers.

Coor Green Services covers the company's entire service provision process – including all facilities management services – across all of the workplaces, real estate locations and production facilities in which it serves its customers.

Coor Green Services has created a service mark to ensure recognition for the scheme: an outstretched hand and a leaf. The hand represents service provision, while the leaf is a symbol of the environment. This logo will be displayed wherever environmental standards have been satisfied and will be an important guarantee of high environmental standards.

There are two levels of the Coor Green Services environmental label: gold and silver. To qualify for either, the services provided by Coor are evaluated according to relevant environmental criteria, some of which are mandatory. To achieve the gold standard, an operation must satisfy all criteria; to qualify as silver, the mandatory criteria and over half of the others must be satisfied. The gold standard represents a real challenge: the criteria are stringent and will be adjusted upwards over time. By adjusting the criteria yearly, Coor's environmental labelling scheme guarantees a high standard of environmental care.

