ESG Policy

Synergia's way to a sustainable future for our companies and society

Environmental, Social & Governance Policy

As an investor and owner, Synergia Capital Partners finds it important to take social responsibility to promote a sustainable future for our portfolio companies, society and the environment. Together with our portfolio companies, we are actively involved in the implementation of the ESG policy, because we believe that companies with improved ESG performance contribute to society and environment and are able to manage risk better, scale more effectively and ultimately achieve better economic returns. This means the company – even after our shareholding – has a sustainable future ahead.

Environmental

Synergia promotes sound environmental practices by reducing consumption of scarce natural resources; by limiting emission of harmful waste and preventing pollution and contamination of land, air and water

Social

Synergia stimulates collaboration, innovation, diversity & social inclusion; we demand safe and healthy work spaces. We comply with international conventions of human rights

Governance

Synergia demands the highest standards of conduct and ethical behaviour from its portfolio companies. Naturally, Synergia conforms to these standards as well

Integration of ESG in our Investment Process

Responsible investments involves supporting portfolio companies to recognize and manage the opportunities and risks that are associated with environmental, social and governance factors. We are well positioned to invest responsibly because of the thorough due diligence we perform during the deal sourcing and acquisition process and through our engagement and role as active shareholder. We see ESG factors as essential in our investment approach, as we focus on long term profitability and a sustainable future for our companies and society.

ESG is embedded in all our core processes:

1. Company selection

Synergia has a strict selection process in which we take ESG criteria into account. Sectors with high ESG risks are either excluded or will be under stricter ESG screening

2. Transaction

For all investments we analyse the ESG related risks and opportunities during our due diligence process. This analysis is part of our decision making and discussed with our member committee before investment approval and are incorporated in the company's strategic plans

3. Holding period

We engage and build a sustainable relationship with our portfolio companies in order to take a strategic view on ESG. We put an action plan in place to improve on and monitor the ESG risk & opportunities periodically

4. Exit

Our ambition is to have ESG thinking and decision making anchored in the company's culture by the time Synergia will part with the company. During the exit process, an ESG analysis will – in most cases – be part of the documentation

Principles for Responsible Investment

To emphasize the importance of ESG, Synergia has committed to the United Nations Principles for Responsible Investment (PRI) and we have embedded the six principles into our ESG policy.

- Principle 1: We will incorporate ESG issues into our investment analysis and decision-making processes
- Principle 2: We will be active owners and incorporate ESG issues into our ownership policies and practices
- Principle 3: We will seek appropriate disclosure on ESG issues by the entities in which we invest
- Principle 4: We will promote acceptance and implementation of the Principles within the investment industry
- Principle 5: We will work together to enhance our effectiveness in implementing the Principles
- Principle 6: We will each report on our activities and progress towards implementing the Principles

Sustainable Finance Disclosure Regulation (SFDR)

In accordance with the SFDR, Synergia makes the following disclosures:

Sustainability risks

In accordance with Article 3 of the SFDR, Synergia is obliged to provide information on how sustainability is integrated into the investment decision-making process. For Synergia a 'sustainability risk' means an event or circumstance in an environmental, social or governance area that, if it occurs, could cause an actual or potential material negative effect on the value of Synergia's investments. Synergia assesses sustainability risks in its decision-making process related to a potential investment opportunity. Identified sustainability risks are considered by the member committee when making investment decisions. It is the intention that throughout the entire process, relevant sustainability risks are identified and assessed using the same process as is applied to other relevant risks affecting investments made by Synergia Capital Partners.

Principal adverse impact statement

Synergia does not consider the adverse impacts of its investment decisions on sustainability factors in accordance with article 4 sub 1 (b) of Regulation (EU) 2019/2088 SFDR, and therefore does not make the disclosures as described in article 4 sub 1 (a) of the SFDR. Synergia has less than 500 employees, so given the size of Synergia Capital Partners, such disclosure as set forth in article 4 sub 1 (a) of the SFDR and the administrative burden in connection therewith would not be proportional.

Renumeration policy

Synergia adds great value to its team to achieve sustainable impact on companies and society. Synergia's remuneration policy is intended to promote sound and effective risk management and not to encourage risk-taking that conflicts with Synergia's risk appetite or the portfolios it manages. During the performance review of Synergia Capital Partners partners and employees, complying with (sustainability) risk policies are considered in respect of potential investments and portfolio companies.

Synergia