

LA FRANÇAISE COMMITTS



*“Our strategic focus
is to be a responsible actor”*

*Pascale Auclair,
Corporate Secretary of
La Française Group and the Research and
Socially Responsible Investment Manager*



LA FRANÇAISE
INVESTING TOGETHER

OUR CSR AMBITIONS

- **Governance and resources adapted** to the challenges of integrating ESG factors
 - A sustainable investment MD, member of the Group's Executive Committee responsible for implementing sustainable investment throughout the La Française Group (Laurent Jacquier Laforge)
 - A Sustainability Executive Committee defining the CSR and sustainable investment strategy (overseeing all aspects of sustainability issues)
 - A proprietary research centre in charge of data quality & ESG-climate methodologies
- **A sustainable investment policy** setting out our practices for integrating Environmental, Social and Governance (ESG) factors
- **A code of conduct** reflecting our values, our ethics and our transparency
- A **Sustainable Investment and Climate report** (Article 173), demonstrating our active engagement to fight or combat climate change
- **A commitment to professional bodies** as a signatory and an active stakeholder:
 - 2010: signatory of the PRI (Principles for Responsible Investment)
 - La Française is a member of the UNEP FI (United Nations Environment Programme Finance Initiative) and is a member of the bureau of the UNEP FI Investment Committee.
 - La Française is a member of the French SIF (FIR)
 - La Française has been a signatory of the CDP (ex Carbon Disclosure Project) since February 2015
 - Laurent Jacquier Laforge, Global Head of Sustainable Investing at La Française Group Vice-Chairman of the Responsible Investment Committee of AFG
- A structured sponsorship policy shared among all employees
- A long-standing involvement in sustainability

- **The engagement policy**: a key element of La Française Group's approach to sustainable investment
- **Exclusion policy**: a positive vision of the business coupled with the application of exacting standards when required (controversial weapons, climate change, public health)
- **Voting policy LF AM & LF AM GMBH**: "To manage properly is also to vote properly"

2 A RESPONSIBLE EMPLOYER

● A clear commitment to non-discriminatory policies

- Equal opportunities: a recruitment charter that is used internally and with our partners, training of the "recruitment" team in relation to good practices and non-discrimination, and a "disability" referent within the company
- 24 nationalities represented in the Group
- A gender equality ranking of 91/100
- An active student community – work/study students and interns – "Blue Buds"
→ **The French winner of the Happy Trainees Label 2020!**
[Look up our ChooseMyCompany rankings](#)

● Concerned about the Quality of Work-Life (QWL)

- An innovative work structure with adaptable and flexible teleworking methods
- A professional gender equality and QWL agreement: 41 measures
- An awareness and prevention policy in relation to psychosocial risks (employees and managers)

● Transparent and constructive labor relations:

- An actively supported company/workforce agreement policy
- A permanent dialogue with the SCE (Social & Economic Committee)
- Regular two-way (question/answer) communication between General Management and employees regarding the Group's strategy

● Continuous development of employee skills

- A target of at least 70% of employees receiving training
- Training on sustainable investment (Real Estate and Securities) for all our employees
- Tailor-made training adapted to the needs of employees and the company
- Training in the development of practical managerial skills

● All employees treated equally and fairly, and an attractive remuneration policy

3 AIMING TO BUILD LASTING RELATIONSHIPS WITH OUR CUSTOMERS

● Customer satisfaction and customer protection

- In-depth knowledge of our customers, in particular through the use of appropriate questionnaires (Know Your Customer - KYC)
- Products that are appropriate to the expectations of all investors
- Transparent communication regarding the CSR policy and products regardless of their classification

● Continuity of service

- Business continuity plans coordinated by a CISO which ensure the maintenance of critical activities
- Speedy handling of requests for information and of complaints
- A rigorous code of conduct:
 - 1/ combating money laundering and terrorist financing (ML/TF)
 - 2/ combating fraud (fraud and corruption)
 - 3/ an appropriate framework for the personal investments of our employees

● Rigorous security

- The aim of providing protection and permanent security
 - A cyber security system coordinated by a CISO
- Protection and safeguarding of personal data
 - Appointment of a Data Protection Officer
 - A confidentiality policy which is available to our customers

4 THE FIGHT AGAINST CLIMATE CHANGE

- **La Française Group considers that committing to fight climate change is a key element of its investment processes, and has itself several targets:**
 - The target of systematically embedding the fight against climate change in all stages of the investment process across all asset classes
 - A target of a 12.5% cut in greenhouse gas emissions by 2025 (securities portfolios)
 - Contribution of the La Française Sustainable Investment Research centre to climate analysis (data quality and definition of methods)
- **A commitment to gradually extend the exclusion of investments in fossil fuels (coal)**
- **A commitment to improve the environmental performance of buildings and to increase the use of renewable energy**
- **A broad range of low-carbon products: research into investments which have positive impacts**
- **The Sustainable Investment and Climate report (article 173)**
- **An HQE building supplied by a green energy for La Française head office**

5 SUSTAINABILITY RISKS

La Française Group believes that funds may be exposed to several sustainability risks. All of them are actively managed in order to limit their occurrence and the financial impact if these risks should arise.

- Sustainability risk policy for securities
- Sustainability risk policy for real estate

ASSETS INCLUDING ESG CRITERIA (all funds combined)

Assets including ESG criteria (all funds combined)

Company	Categories	Assets (€ M)	% of company assets	% of LFG assets
La Française Asset Management	Equity	1 264	6.5%	3.1%
	Fixed income	163	0.8%	0.4%
	Money market	5 067	26%	12.3%
	Total LF AM	6 495	33.3%	15.8%
La Française REM	Offices	1 405	6%	3.4%
	Housing	1 000	5%	2.4%
	Total LF REM	2 406	11%	5.8%
LFG	Total	8 900		21.6%

Source: La Française Group at 31/12/2020 - Mazars audited data



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