

## Moving the needle on gender equality

The private equity industry has historically lacked diversity, and performance remains poor, especially within investment teams and in executive positions. At Ardian, we recognize the need to tackle this crucial issue, and we work with our GPs to improve gender diversity.

We closely monitor our GPs on how they implement policies in the companies they invest in, from due diligence to disposal, as part of our ESG engagement campaign. Although funds are still getting to grips with the issue, most GPs have, or are introducing, formal guidelines and starting to engage with sector-wide initiatives to move towards gender equality.

Our most recent campaign had an increased focus on diversity, with questions introduced on the number of women in investment teams and whether GPs are involved in diversity-related industry initiatives, with the aim of raising awareness of the issue.

The questionnaire shows that GPs are increasingly tackling this issue, with more than half of them now having a proactive diversity program or policies, up 13 points from last year.

53%

PROPORTION OF GPs  
THAT NOW HAVE A PROGRAM  
TO PROMOTE DIVERSITY

