



# Setting the diversity agenda

At Ardian, we are convinced that diverse and inclusive teams are stronger and more effective. So, we strongly encourage our portfolio companies to transform their operations to reflect this belief.

**This is how we seek to leverage the power of Ardian’s multiplier effect,** turning our ambition to be a comprehensive driver of positive impact into a reality by making our portfolio companies more sustainable.

Our determination to help create a more diverse workplace was the driving force behind our decision to take part in the **Investor Leadership Network (ILN), which we joined in August 2019.** The network is backed by the G7 and brings together 14 major institutions and investment managers from Europe and North America to address issues of sustainability and long-term growth.

The ILN allows us to share best practices with our peers on how to improve gender balance within our own firm, along with our portfolio companies and our funds. We are also a signatory to the French private equity association France Invest’s gender diversity charter, which commits us to achieving gender balance within Ardian and our portfolio companies.

As a leading private equity investment house, we can create positive change at scale. This effect is magnified by being able to learn from others who have implemented best practices.

# 15

**MEMBERS OF ARDIAN’S MILLENNIAL EXECUTIVE COMMITTEE, ALL AGED UNDER 35**

The Millennial Executive Committee brings together a group of employees under the age of 35 across the company to develop ideas in collaboration with Ardian’s departments.



**Laura Andremont**

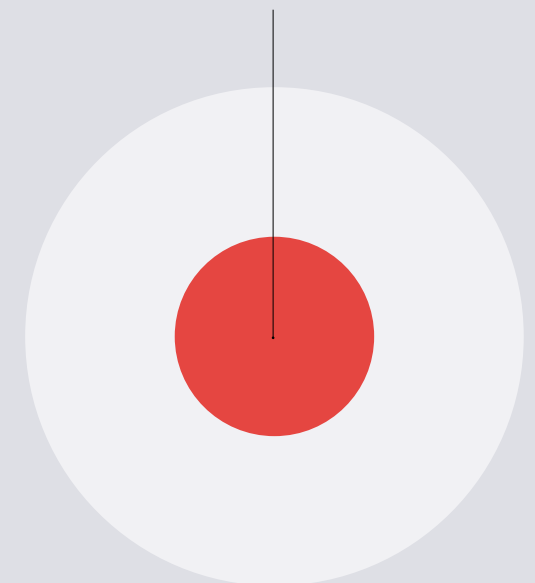
Analyst,  
Ardian Sustainability Team

“Through the commitments we make, our aim is to improve Diversity and Equal Opportunities, which are a key pillar of our sustainability program.

We actively monitor and seek to improve several diversity KPIs, such as promotions, employee retention and salary gaps. This data collection, coupled with interviews with portfolio companies, allows us to better understand the dynamics behind inclusion and diversity initiatives. Going forward, we aim to share best practices and tools within the portfolio, supported by dedicated workshops.”

# 40%

ARDIAN TARGET FOR PROPORTION OF WOMEN IN INVESTMENT TEAMS BY 2035 AS A SIGNATORY TO FRANCE INVEST’S GENDER EQUALITY CHARTER



INVESTOR LEADERSHIP NETWORK’S PARTNERS



INVESTOR LEADERSHIP NETWORK

