

RESPONSIBLE INVESTMENT

Approach

- Vitruvian believes a well-designed and well-implemented ESG approach to be of positive societal value and of positive economic value to any business, through the enhancement of revenues and reputation and the reduction of risks and costs.
- Our portfolio companies are typically established, profitable businesses with experienced senior managers; they are predominantly headquartered in Northern European countries with stable governments and well-enforced laws; and they typically provide services not physical products.
- Vitruvian takes an active role in supporting its portfolio companies in their management of ESG (Environment, Social and Governance) opportunities and risks.
- A copy of our detailed responsible investment policy is published in our investor portal.

Environment

- Vitruvian is committed to reducing its overall impact and that of its portfolio companies on the environment.
- We aim to be carbon neutral by the end of 2021.
- We are assessing our portfolio against climate risk scenarios within the recommendations of the Task Force on Climate Risk Disclosure (TCFD).

Governance

- Vitruvian is authorised and regulated by the UK Financial Conduct Authority.
- Vitruvian is a signatory to the United Nations Principles of Responsible Investment.
- In our ESG practice we reference international standards such as the IFC Performance Standards or the OECD Principles of Corporate Governance.

Social

- Vitruvian has an actively managed culture where partners, employees and service providers/contractors alike are treated with fairness and respect for their personal dignity and physical well-being.
- Diversity and inclusion are important to us. We actively recruit to improve our diversity.
- Our portfolio companies operate within their country specific legal frameworks but additionally within policies such as codes of conduct, whistleblowing policies and employee wellbeing programmes.

Stewardship

- Stewardship is integral to our business model.
- We back successful entrepreneurs and work with them in partnership to deliver rapid growth.
- Our extensive Value Add capability provides operational support across all functions.
- Our presence on the company boards ensures a high quality of governance.
- Each portfolio company where Vitruvian has control appoints an ESG champion to deliver on the company's ESG objectives and KPI's.

Engagement

- Vitruvian hosts a well attended annual ESG conference for its portfolio companies and interested LP's. In 2020 the themes were Climate Risk and Diversity and Inclusion.
- Our investment team engage with policy makers, activists and the wider community to better understand the ESG trends driving business.