



## **Portfolio Triodos Sustainable Equity Fund**

Through Triodos Sustainable Equity Fund, you can invest in listed companies that combine a strong financial position with solid social and environmental performance. In addition to the usual risk and return analysis, we make a thorough assessment of how sustainable these companies are.

Triodos Bank's research team is responsible for the sustainability research, which it uses to define our investment universe, based on social and environmental criteria. Delta Lloyd Asset Management, which handles the financial side of the fund's management, then selects the investment mix from this investment universe.

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Below you can see the listed companies that Triodos Sustainable Equity Fund currently invests in, as at December 2011. These are among the most sustainable listed companies in the world.

### **Adecco**

Best in class - Commercial and Professional Services, Switzerland

Adecco is the world's largest employment agency, providing temporary staffing services, permanent employee placement, project assistance, career services consulting, outplacement, outsourcing and other human resources-related services. Interestingly, for a services company, Adecco's performance on social issues falls behind industry peers. The company is signatory to the UN Global Compact but lacks its own policies. The company's low performance on social issues is compensated by a strong performance on governance issues and environmental performance. The company has strong ethical policies and programmes in place.

### **adidas**

Best in class - Consumer Durables and Apparel, Germany

Sportswear and sports equipment producer adidas continues to perform well on sustainability by setting itself challenging targets. Important topics for the company are labour and environmental issues in the supply chain. The company pays much attention to social issues in the supply chain, especially as the company is frequently targeted by NGOs who criticise labour standards in supplier factories. On the other hand, the company is praised for its efforts to sort these problems out, and goes further than its sector peers to improve labour standards. In 2010 adidas announced a partnership with the Grameen Group to make affordable shoes for the world's poor. The company has made a commitment to pay attention to the labour rights of those producing these very cheap shoes. The company has launched a green/eco apparel line.

### **Adobe**

Best in class - Software & Services, United States

Adobe Systems is a global desktop publishing software provider. Among its most famous brands are Acrobat Reader that deals with PDF files and Adobe Photoshop for photography and publishing purposes. Adobe Systems is best-in-class in the industry. The company refers to ILO through the framework of Electronic Industry Citizenship Coalition's code of conduct, which applies to its social supply chain standards. Its supply chain standards are the best in the industry. Some of its buildings are Leadership in Energy and Environmental Design (LEED) certified. Adobe has a Green Product Purchasing Policy, a strong environmental policy and an Environmental Management System in place.

### **Aegion**

Pioneer - Clean Planet, United States

Aegion (formerly Insituform Technologies) is an innovative pipeline rehabilitation company. It also develops technologies for corrosion protection of industrial pipelines. The rehabilitation of sewage, drinking water and energy sector pipe systems improves material efficiency and reduces environmental damage by spills and leakages. Aegion has elaborate safety procedures, including staff training on safety regulations and prevention of safety hazards. Aegion uses tubes made of 98% recycled plastic fibre, to minimise environmental damage while maintaining high quality standards. The company's products contribute to a cleaner planet.

### **Aetna**

Best in class - Health Care Equipment & Services, United States

Aetna is a diversified healthcare benefits company, headquartered in Hartford, Connecticut. Solely operating in the US, the Company offers a range of traditional and consumer-directed health insurance products and related services. Aetna commits itself to pursuing some environmental social and governance ideals. The company implemented a whistleblower program and diversity-enhancing policies. Through its philanthropic arm, 'Aetna Foundation', the company charitably contributes primarily to reducing racial and ethnic disparities in health care, and supporting diversity and volunteerism. Furthermore, Aetna is also participating in environmental projects.

### **AGL Energy**

Best in class - Utilities, Australia

AGL (Australian Gas Light) Energy purchases and redistributes gas and electricity. Core activities are development of new plants and networks for base, peaking, and intermediate generation that spread across thermal generation and renewable sources. For companies in the utility sector, the carbon intensity of the energy mix is an important indicator. AGL includes purchases of renewables in the energy mix and is committed to reducing greenhouse gas emissions and intensity across the supply chain. The company has a strong Code of Conduct that explicitly details acceptable corporate behaviour, and covers the entire supply chain. Extensive programmes geared towards health, safety and the environment are carried out by the company.

### **Ahold**

Best in class - Food and Staples Retailing, Netherlands

Royal Ahold is a food retailer with supermarkets and specialty stores in Europe and the US. With many own brand products, important issues for the company are deforestation, biodiversity, factory farming, genetic engineering, and basic labour rights. Ahold is committed to responsible sourcing of raw materials and is a member of international round tables on responsible palm oil and soy. The company retails a range of fair trade and organic

products and does not commission animal testing of its own label health and beauty care products. While it also offers food containing GMO-ingredients, it clearly labels products in Europe. Ahold is considered to be proactive regarding supplier chain management with relevant policies, evaluation and monitoring programmes.

### **ARM Holdings**

Best in class - Semiconductors and Semiconductor Equipment, United Kingdom

ARM Holdings develops and licenses microprocessors and in addition provides developers with intellectual property solutions. In the field of sustainability, relevant topics are quality of products, life cycle analysis of products, waste programmes, water use and energy efficiency. On quality certification the company is considered a leader in the industry. The company also has relevant environmental programmes in place but could improve on target setting. In addition, the company stands out for its performance on business ethics.

### **Asahi Holdings**

Pioneer - Clean Planet, Japan

Asahi Holdings operates precious and rare metal recycling and waste management businesses. Precious and rare metal recycling retrieves metals and other chemical materials from various industrial and office wastes. In recent years, its material recycling is particularly relevant to so-called e-waste issues as it retrieves various metals and materials from electronics and IT appliances. The group's waste management business offers treatment of industrial waste such as incineration and decontamination. For its own operational process, the group has solid environmental management in place with good disclosure and ISO14001 covering major operational sites. Through its products and services, the company contributes to a cleaner planet.

### **Atlantia**

Best in class- Transportation, Italy

Atlantia is active in toll motorway construction and management. The company also provides related transport services such as planning, road maintenance, billboard advertising and port services. The company is part of an industry that has a major impact on climate change. The most important sustainability topics for the company are therefore related to environmental performance. Atlantia discloses initiatives to reduce energy consumption and noise pollution, and to increase the use of renewable energy sources. It also shows awareness of this issue in a number of successful initiatives to help users of its infrastructure reduce their emissions. The company is also committed to customer safety on its roads.

### **Best Water Technology**

Pioneer - Clean Planet, Austria

Best Water Technology (BWT) is a commercial and facilities services company, headquartered in Mondsee, Austria. BWT develops environmentally friendly and economic water treatment products and services, contributing to a clean planet. The company's products include: filters, limescale protection technology, water softeners, disinfections (UV, ozone, chlorine dioxide), water metering technology, membrane technology, and hygiene management. BWT plays an important role in global water stewardship. It is the company's competence in water treatment which enables mankind to process 98.5% of the globally limited water reserves. At the same time, the company takes into account the very highest hygiene standards and keeps its ecological footprint to a minimum.

## **BG Group**

Best in class - Energy, United Kingdom

The main focus of BG Group is the extraction and distribution of gas. In view of the nature of its business, the environmental footprint of the company is an important topic. BG Group concentrates on efficient operations and measures and reports on its own carbon dioxide and methane emissions. Human rights are also an issue, which the company manages by adopting a human rights policy as well as a policy on the use of security forces for its activities in sensitive countries. BG Group also has in place consultation programmes with local communities. Programmes to improve health and safety of employees and communities are managed through third party assessments.

## **BMW**

Best in class - Automobiles and Components, Germany

BMW is a leading manufacturer and retailer of automobiles and motorcycles. Brands include BMW, MINI and Rolls Royce. The most important issues for the company are climate change and labour rights. BMW's average fleet CO2 emissions are relatively high but it has reduced its fleet emissions more than any other company and is the only automaker to actively avoid air freight whenever possible. Over the next few years, BMW will further reduce fuel consumption through electric, hydrogen and hybrid technology. With regard to labour rights, the company has strong policies and programmes in place.

## **British Land**

Best in class - Real Estate, United Kingdom

The British Land Company (BLC) is a large property development and investment company headquartered in London. Its portfolio is mainly invested in retail (department stores, supermarkets, shopping centres) and office property, most of which is in central London.

Within this industry, the issue of "green" buildings is considered most relevant.

Environmentally, the company delivers the best performance among its peers. BLC addresses comprehensively environmental issues like sustainable consumption and production, climate change and energy. The company has a procurement policy that focuses on prioritising suppliers according to their social and environmental impacts, and is committed to promoting a high standard of health and safety for contractor employees.

## **BT Group**

Best in class - Telecommunication Services, United Kingdom

BT Group (British Telecom) provides IT and telecommunication services, and broadband and internet products and services. Key issues for the company are customer satisfaction and human rights, due to the potential for collaboration with repressive regimes. The company is a leader in quality certification and discloses policies on customer satisfaction and responsible marketing practices. The company addresses social and labour standards based on the standards of the Universal Declaration of Human Rights and the Conventions of the International Labour Organisation. Like most companies in the industry, BT Group is involved in the distribution of gambling and pornography. However, the company has taken measures to prevent misuse of the internet and to fight the negative impact of these activities. Also noteworthy is that part of the variable pay received by board members is linked to sustainability matters.

## **Bunzl**

Best in class - Capital Goods, United Kingdom

Bunzl is a specialist distribution company, supplying a range of non-food consumable products to a variety of industries. Its products include packaging material, display and labelling supplies, and cleaning and safety products. For trading companies, relevant sustainability topics include the wellbeing of employees and selection of suppliers and supplier products. The company puts a lot of effort into improving the health and safety of staff members. The company's health and safety programme is decentralised, with each business area responsible for improving its performance. The company has programmes in place to reduce its own fuel consumption and that of its suppliers. It also has recycling programmes in place.

### **Bureau Veritas**

Best in class - Commercial and Professional Services, France

Bureau Veritas provides assessment and certification services in the fields of quality, health and safety, environment, and social responsibility. For a services company, quality of services is an important sustainability topic. All company activities are certified to ISO 9001, the ISO standard on quality. Also noteworthy is the company's performance on environmental issues. The company's Environmental, Health & Safety policy includes commitments to a precautionary approach and to the promotion of greater environmental responsibility among employees. The focus is on minimising resource use and waste generation. Furthermore, an Environmental Management System has been installed to supervise policy implementation and a CO<sub>2</sub> measurement tool has been implemented to reduce the company's carbon footprint.

### **Calgon Carbon**

Pioneer - Clean Planet, United States

Calgon Carbon Corporation is the world's largest manufacturer of activated carbon and a leading supplier of carbon technologies. Calgon Carbon's principal product is activated carbon, which is used in filtration and purification systems. These systems have many environmental benefits, including drinking water treatment, solvent recovery systems, wastewater and sewage treatment, groundwater remediation and air purification. Calgon Carbon measures and monitors its emissions of greenhouse gases and is developing a climate change policy. Its products contribute to a cleaner planet.

### **Carrefour**

Best in class - Food and Staples Retailing, France

Carrefour operates hypermarkets, supermarkets, convenience stores, discount stores, and cash-and-carry stores. With many own brand products, important issues for the company are deforestation, biodiversity, factory farming, genetic engineering, and basic labour rights. Carrefour has clear targets and deadlines for the use of sustainable palm oil and reports on progress annually. Carrefour's product range includes organic foods and it has a clear policy on the use of GMOs. Its labour standards and management programme for suppliers include targets, monitoring and corrective measures. Its carbon emission intensity is below the industry average and it has also implemented several programmes to reduce greenhouse gas emissions from logistics, transport and in-store energy use.

### **CME**

Best in class - Diversified Financials, United States

Chicago Mercantile Exchange Group (CME Group) engages in the derivatives market and offers a wide range of benchmark futures and options based on interest rates, equity indexes, foreign exchange, energy, agricultural commodities, metals, weather and real estate. The company has a strong policy on corruption, and maintains a comprehensive whistleblower

programme: both are applicable domestically as well as internationally. In addition, CME Group makes intensive efforts for the elimination of discrimination within the company. Regarding environment, CME Group hosts the new Green Exchange, on which sustainability related financial services such as carbon and emissions allowances can be traded.

### **Coca-Cola Hellenic**

Best in class - Food, Beverages and Tobacco, Greece

Coca-Cola Hellenic Bottling Company (CCHBC) is one of the largest bottlers of non-alcoholic beverages in Europe. The company not only bottles Coca-Cola, but also a range of beverages from other manufacturers. CCHBC uses the comprehensive Coca-Cola Quality System (TCCQS), which meets the social, hygienic and environmental standards ISO 9001, ISO 14001, HACCP and OSHAS 18001. In addition, the company has started to introduce the new ISO 22000 food safety standard. The company pays a lot of attention to the health aspects of its products and promotes its beverages in a responsible way.

### **Cree**

Pioneer - Clean Planet, United States

Cree focuses on development of alternative technologies aimed at more sustainable energy production and use. The company's activities include development of a new generation of light bulbs that are LED-based, improvements in the use of electrical power for transportation, and on generators of sustainable energy. In these ways, the company contributes to a cleaner planet.

### **Denso**

Best in class - Automobiles and Components, Japan

Denso Corporation produces automotive technology, systems and components for all major car makers in the world. The company has board committees in place responsible for ESG issues. As a manufacturing company, Denso places high priority on the health and safety of workers. The company has addressed these issues in its contracts with suppliers. The company also has a comprehensive environmental policy and management programme. The company pays attention to reduction of GHG emissions, addressing climate change, and sets clear targets for reduction.

### **Dentsply**

Pioneer - Healthy People, United States

Dentsply International manufactures products and materials used in dental laboratories and dental offices. In addition, Dentsply provides funds to support dental and community organisations. The company takes into account the minimisation of waste and chooses production processes with a limited effect on the environment. Dentsply is involved in animal testing, but uses alternatives when possible and has a policy that addresses the three Rs (Reduce, Refine, Replace). Through its products, the company contributes to healthier people.

### **Diageo**

Best in class - Food, Beverages and Tobacco, United Kingdom

Diageo is a major participant in the global beverage alcohol industry. Diageo produces and distributes a collection of branded premium spirits, beer and wine. These brands include Johnnie Walker, Smirnoff, Baileys, Captain Morgan, J&B, Tanqueray and Guinness. The company is involved in many programmes to promote a responsible way of drinking. Diageo also takes social standards in the supply chain seriously and is protecting employees of contractors and suppliers. Furthermore, the company endeavours not to use GMO materials

unless in those markets where no viable alternative is available. It labels products according to local requirements.

### **DnB Nor**

Best in class - Banks, Norway

DnB Nor is Norway's largest financial services group. The company offers a wide variety of financial services to private and commercial customers, including the shipping industry and the international energy industry. Important sustainability issues for this company are related to the nature of its investments. DnB Nor takes sustainability into account in the assessment of loans. It has a statement on access to economic opportunity and is involved in microfinance activities. In its own operations, DnB is aiming for increased energy efficiency and almost half of the energy it uses is from renewable sources.

### **Donaldson**

Pioneer - Clean Planet, United States

Donaldson is a manufacturer of filtration products for engines and industrial products. Intake and liquid filters keep engines cleaner and allow them to run more efficiently, while exhaust systems reduce overall engine emissions. The company also produces catalytic converters, which reduce harmful exhaust emissions, and dust-collection products, which capture dust, vapours, and other harmful emissions from industrial processes. The use of these products substantially reduces emission reduction from machinery and traffic, thereby contributing to a cleaner planet.

### **DSM**

Best in class - Materials, Netherlands

DSM has changed in recent decades from being a mining company and producer of base materials to a producer of fine chemicals, pharmaceutical products, food specialties, engineering plastics and industrial chemicals. DSM sets far-reaching environmental targets and performs well against them. Furthermore, the company has exceptionally strong and detailed social supply chain standards and has established a comprehensive monitoring system. DSM has a clear position on animal testing, which is only applied when legally required, and on genetic modification, which is restrictively applied on micro-organisms under contained circumstances.

### **eBay**

Best in class - Software and Services, United States

eBay is an e-commerce company, which operates as a global online marketplace, both in auction and fixed-price formats. The company also provides internet platforms for online payments and communications. The company stands out for its strong ethical practices. On account of the multitude of products and services that eBay offers, the company has potential involvement in a number of areas covered by Triodos Bank's minimum standards, such as the sale of products that contain fur or that have been tested on animals. Pesticides and military equipment are also sold through eBay, and its payment services can be used for online gambling or pornography. However, all of this applies to products that customers offer through eBay and the company takes sufficient measures to prevent trading of controversial or illegal products.

### **EDP Renováveis**

Pioneer - Climate Protection, Portugal

EDP Renováveis is a producer of renewable energy. It is the world's fourth largest supplier of wind power. It owns and operates wind power plants in Spain, Portugal, France and the United States. It also has wind projects under development in Belgium, Poland and Brazil. In addition, EDP Renováveis is involved in the production of energy from biomass and hydroelectric power plants. The company's products contribute to the fight against climate change.

### **Edwards Lifesciences**

Pioneer - Healthy People, United States

Edwards Lifesciences is the global leader in the science of heart valves and hemodynamic monitoring. Driven to help patients, the company partners with clinicians to develop innovative technologies in the areas of structural heart disease and critical care monitoring that enable them to save and enhance lives. Edwards Lifesciences partners with physicians to innovate products designed to help patients live longer, healthier and more productive lives. The company focuses on medical technologies that address large and growing patient populations in which there are significant unmet clinical needs, such as structural heart disease and critical care monitoring. The company's technologies are categorized into four business units - heart valve therapy, critical care, cardiac surgery systems and vascular. With these four business units Edwards Lifesciences helps people to maintain a good health.

### **EMC**

Best in class - Computer Storage and Peripherals, United States

EMC develops, delivers, and supports information infrastructure and virtual infrastructure technologies and solutions. EMC is a member of the Electronics Industry Citizenship Coalition (EICC) and its supplier code of conduct is based on the EICC code of conduct. The company has a strong environmental policy and 14001 certified environmental management system. It has strong programmes to reduce hazardous waste generation, water use, and greenhouse gas emissions, and is recognized as a Carbon Disclosure Leader by the Carbon Disclosure Project. EMC Corp has sound ethical policies and Board oversight of CSR and sustainability issues. It has a range of social policies that are based on internationally recognised standards, and has a progressive approach toward health and safety of its employees.

### **EnerNOC**

Pioneer - Clean Planet, United States

EnerNOC is a developer and provider of clean and intelligent energy solutions to commercial, institutional and industrial consumers and power grid operators and utilities. The company's core product provides energy management software to consumers to help them reduce their energy demand and consumption during peak usage periods. In addition, EnerNOC offers a diverse range of energy management services such as energy analyses, energy procurements and emissions tracking and trading. The company itself is carbon neutral. The company's products and services contribute to a cleaner planet.

### **Ericsson**

Best in class - Technology Hardware & Equipment, Sweden

Ericsson is a world-leading provider of telecommunications equipment and related services to mobile and fixed network operators. Ericsson has strong business ethics policies and a sustainability management committee that reports directly to the CEO. The company's labour standards, that also apply to suppliers, are strong and meet international best practice standards. Suppliers are monitored, and receive training on labour and environmental issues.

Ericsson's environmental policy focuses on environmental improvement, pollution prevention, the use of life-cycle design techniques and responsible end of life take back & recycling.

### **First Solar**

Pioneer - Climate Protection, United States

First Solar manufactures modules for use in large-scale grid-connected solar power plants. First Solar's products differ from other solar panel products because instead of silicon they consist of glass with a thin layer of semiconductor technology. This production method makes the company less vulnerable to the increasing price of silicon, resulting from growing demand. In its production processes, the company gives priority to the health and safety of its employees. Solar energy contributes to climate protection.

### **Fresenius Medical Care**

Pioneer - Healthy people, Germany

Fresenius Medical Care is the world's largest provider of products and services for individuals undergoing dialysis because of chronic kidney failure. In addition, it is developing activities for home therapies, which is considered innovative. As such, Fresenius Medical Care qualifies for the Pioneer fund in the theme Healthy people. The company is transparent on corporate governance practices and has an extended policy on corruption. In addition, the company puts effort in eliminating discrimination and has social supply chain standards. Fresenius Medical Care also expects its suppliers to fulfil environmental requirements and the company has an environmental programme that includes activities to improve energy efficiency, reduce raw material and water consumption, and reduce waste and emissions. The company does perform animal tests, but only when legally required and has an extended policy regarding the wellbeing of the animals.

### **Fuel Tech**

Pioneer - Clean Planet, United States

Fuel Tech's products help to control air emissions from combustion processes. The company's main product reduces the production of nitrogen oxide, a greenhouse gas, thereby helping companies to reduce pollution and to meet regulatory obligations imposed by governmental authorities. In addition, the company sells products that help to improve the performance of combustion units by reducing slag formation and corrosion. The company's products contribute to a cleaner planet.

### **Google**

Best in class - Software and Services, United States

Google is well known for its successful internet search engine that generates search results from billions of web pages. The company has well developed policies on business ethics, quality and customer satisfaction. Charitable activities are carried out via Google Foundation and focus on entrepreneurial solutions to poverty. To stimulate employee innovation, Google engineers can spend 20% of their working time on related projects that interest them. The company has taken steps to reduce water use and emissions at their data centres and made some investments in renewable energy technologies. Google is active in countries with non-democratic regimes and often has to protect the rights of people regarding freedom of speech. Compared to other companies in the industry, Google has by far the best practices in providing information and protecting freedom of speech and expression.

## **Great Portland**

Pioneer - CSR Pioneer, United Kingdom

Great Portland Estates is a London property investment and development company. The company deals mainly with investment in and development of commercial real estate, specifically in freehold and leasehold properties. The company is assessed as a leader in the sector because of its considerable and well-structured efforts in "greening" the buildings in its portfolio, improving occupier satisfaction and increasing community involvement. The company publishes its yearly Sustainability Objectives and Targets, which focus on social and environmental issues. It actively involves tenants in development and refurbishment, and also in the monitoring and reduction of energy consumption.

## **Hain Celestial**

Pioneer - Healthy People, United States

Hain Celestial manufactures and distributes natural and organic food, and specialty and personal care products. The company sells mainly organic products and its natural products do not contain artificial ingredients such as colours or flavours, hydrogenated oils, or trans-fat. With its focus on organic products, Hain Celestial contributes to healthier people, and fostering biodiversity. It also aims to reduce its impact on deforestation. Hain Celestial does not test its products on animals and has a strong policy against the use of genetically modified ingredients.

## **Hammerson**

Best in class - Real Estate, United Kingdom

Hammerson is a real estate company, operating principally in the UK and France. Its biggest sustainability issues relate to the environmental impact of its buildings portfolio. Hammerson has in place an environmental policy, as well as a policy on green procurement. The company strives to generate renewable energy at all new development properties, ensures that all new shopping centres have green travel plans and actively investigates the feasibility of incorporating rainwater harvesting, 'grey' water recycling and green roofs at new developments. The company also measures tenant satisfaction.

## **Henkel**

Best in class - Household & Personal Products, Germany

Henkel makes products in the categories laundry, cosmetics, home care, toiletries as well as adhesives and surface care preparation products. Well-known brands include Persil, Schwarzkopf, Diadermine, Fa, La Toja and Pritt. Over the last 20 years Henkel has built up a comprehensive sustainable framework and is determined to remain in the vanguard of sustainability. Henkel shows great policy transparency on many corporate governance themes. The company is open about the use of animal testing and genetic engineering practices. Within the household products industry Henkel is a leading company with ambitious environmental targets limiting its carbon footprint and decreasing its water and energy consumption.

## **Inditex**

Best in class - Retailing, Spain

Inditex is a retailer of own brand apparel, footwear and fashion accessories, with Zara as the largest and best-known brand. Inditex has outsourced the production and, like many of its competitors, has been involved in controversies regarding violations of basic labour rights. However, the company took measures to compensate workers or used its influence to improve

the situation. It has a strong "Tested to wear" programme to monitor its suppliers' compliance to its policy that includes reporting, targets, regular evaluation and corrective measures. Inditex also reports on several programmes to improve its environmental performance and provides data on its CO2 emissions.

## **ING**

Best in class - Diversified Financials, Netherlands

ING Group is one of the world's largest financial services companies, offering banking, insurance and asset management. For this company, it is particularly relevant to look at the sustainability of its products and services. ING has a statement on access to economic opportunity and supports the development of microfinance. The company offers a range of sustainable investment opportunities and considers environmental and social criteria in its credit business. ING is one of few companies in the sector to address sustainability with its contractors, and the company intends to become carbon neutral.

## **Interface**

Pioneer - CSR Pioneer, United States

Interface is world's largest producer of carpets. The company's overall emphasis on environmentally friendly production is extraordinary. Interface aims to increase the use of renewable and bio-based materials. It explores the use of materials such as fibres made from polylactic acid (PLA), flax, hemp and wool. Recycled materials are widely used in its products. As life-cycle assessments showed that 90% of the CO2 emissions associated with a carpet's life occur outside the production process, Interface introduced the Cool Carpet option, which offers customers a chance to off-set the life-cycle emissions of their carpet by purchasing emission reduction certificates. Interface aims to be carbon neutral in 2020. The company is considered a CSR pioneer in its sector.

## **Intertek**

Best in class - Commercial and Professional Service, United Kingdom

Intertek is a provider of testing and inspection services. It offers such services primarily to customers involved in the petroleum and petrochemical business, as well as outsourced analytical testing of consumer products, pharmaceuticals, and food. Intertek's other divisions provide compliance and product safety testing for consumer goods, performance testing of electronic devices, and import and pre-shipment inspections for government agencies. In view of the nature of these services, it is not surprising that the company puts a lot of effort into its own health and safety policies and programmes. In its environmental policy, Intertek takes a precautionary approach, aiming to reduce its own environmental footprint and to promote its environmental risk expertise to the public.

## **Intuit**

Best in class - Software and Services, United States

Intuit provides financial and business management software and related services for small and medium-sized businesses, consumers and accounting professionals. Important sustainability topics for this company relate to social standards. Intuit is committed to the concept of workforce diversity and inclusion, and has initiated the formation of seven employee networks for minorities. The company has a programme to reduce the worldwide "digital divide", and encourages financial literacy by donating its products. Intuit's philanthropic activities focus on education as a basic need and on economic empowerment. Intuit measures its carbon footprint and applies green procurement standards to its suppliers.

### **Johnson Matthey**

Best in class - Materials, United Kingdom

Johnson Matthey is a specialty chemicals company. It produces components for fuel cells, pharmaceutical compounds, process catalysts and fine chemicals and colours and coatings for the glass and ceramics industries. For a chemicals company, environmental issues are of particular relevance. Johnson Matthey has a comprehensive environmental policy with various quantified targets and programmes. The company makes some products that are beneficial to the environment such as catalysts for the automotive industry and heavy duty diesel motors. Johnson Matthey supports the principles set out within the United Nations Universal Declaration of Human rights and the International Labour Organisation Core Conventions.

### **Medtronic**

Pioneer - Healthy People, United States

Medtronic is a medical technology company providing products that help people live with chronic disease such as diabetes, heart disease, neurological disorders, and vascular illnesses. Its principal activities are to manufacture, develop and market medical technology and provide devicebased medical therapies such as defibrillators and pacemakers. The company's major products include pacemakers, defibrillators, coronary stents, insulin pumps, glucose monitoring systems and systems that oxygenate and circulate a patient's blood during heart surgery. Medtronic's products are considered to contribute to a healthy people.

### **Nike**

Best in class - Consumer Durables and Apparel, United States

Nike is the largest retailer of athletic footwear and athletic apparel in the world. Important topics for the company are labour and environmental issues in the supply chain. Despite several controversies regarding basic labour rights, we are of the opinion that Nike proactively tries to reduce the number of issues that arise and addresses them satisfactorily when they do occur. Nike has strong supply chain standards and management programmes in place that include targets, robust monitoring tools and corrective measures. The company publishes results of factory audits, reports on major issues per region and trains supplier employees on their rights. Nike also has strong environmental management requirements for its contractors and supply chain, and considers environmental aspects in its products and services.

### **Novo Nordisk**

Best in class - Pharmaceuticals, Biotechnology and Life Sciences, Denmark

Novo Nordisk is the sustainability leader among European pharmaceutical companies and induced Triodos to reconsider its strict approach on the supply of medicines to Myanmar. Novo Nordisk is a world leader in diabetes care with a very broad product portfolio. The company has strong ethical policies and adheres to international guidelines for clinical trials. Its standards for suppliers have a broad scope, including environmental and labour practices. The company has strong programmes to promote access to medicines. Environmental programmes include targets for the reduction of GHG emissions and the increase of renewable energy use. Novo Nordisk meets Triodos Bank best practice standards for animal testing and genetic engineering, which include specific policies, transparency and an ethical review of research activities.

### **Ormat Technologies**

Pioneer - Climate Protection, United States

Ormat Technologies is an independent power producer with a focus on renewable power production and equipment. The company offers a wide range of solutions in geothermal and recovered energy generation, but has most revenues from building and operating its own power plants. Ormat is a vertically-integrated company that designs, develops, builds and manufactures most of the equipment used in its plants. The integrated structure provides the company with in-depth knowledge about the technology which is a competitive edge enabling efficient maintenance, timely response to operational issues and a drive for innovation based on its own experience and overview of the complete process.

### **Pentair**

Pioneer - Clean Planet, United States

Pentair produces water treatment technology and enclosures for sensitive electrical equipment. Its water division generates the largest part of the company's revenue, through the development of innovative products and systems used worldwide in the movement, treatment and storage of water. Through its products and services, the company contributes to a cleaner planet.

### **Philips Electronics**

Best in class - Capital Goods, Netherlands

Dutch company Royal Philips Electronics has organised its activities into six operating product divisions: Consumer Electronics, Semiconductors, Lighting, Domestic Appliances and Personal Care, Medical Systems and Other Activities. Nowadays, a large part of the company's revenue comes from the sales of medical systems. Philips Electronics is doing a lot to contribute to the Millennium Development Goals. It develops sustainable solutions and products to help people in developing countries or remote areas, for example by using solar energy to provide light, but mostly with medical devices. The company also aims to develop products that contribute to the fight against climate change. It already generates a significant part of its revenue from "green products". The company's own carbon intensity is well below the sector average.

### **Pinault Printemps Redoute**

Best in class - Retailing, France

French company Pinault Printemps Redoute (PPR) is known for its retail and luxury goods business. In retail, the company focuses on electronic goods and household appliances, fashion accessories and beauty care, furniture and cultural products. Supply chain issues are very relevant for this company. The company has a Suppliers' Charter which addresses environmental principles and social concerns, such as health and safety, freedom of association, non-discrimination, child labour and forced labour. The company also has strong policies in place for its own employees. The majority of PPR's cosmetics and fragrances are not tested on animals and animal tests are only undertaken when legally required. Some designers within the subsidiary Gucci Group use fur and specialty leather, but another group of designers have made a commitment not to use such materials. Overall, the use of fur accounts for a negligible part of the revenue.

### **Portugal Telecom**

Best in class - Telecommunication Services, Portugal

Portugal Telecom SGPS offers fixed, mobile, multimedia and data communications, information systems, communication via satellite and directories. Key issues for the company are customer satisfaction and human rights, due to the potential for collaboration with repressive regimes. Portugal Telecom is involved in initiatives for responsible marketing

practices and addresses human rights through adherence to the Global Compact guidelines. The company shows awareness of the potential negative impact when positioning antennas. Whenever new antennas are planned, the company carefully analyses alternative locations, taking into account landscape, respect for safety restrictions, preservation of ecological areas and protection of archaeological and historical heritage. Furthermore, the company has programmes in place to safeguard the interest of minors on the internet.

### **Reed Elsevier**

Best in class - Media, United Kingdom

Reed Elsevier is a publisher of business news, as well as other magazines for medical, legal, tax and regulatory professionals. For a publishing company, the topic of deforestation has particular relevance. Through its paper purchase standards the company can make an important contribution to sustainable forestry. The company is a founding party in the PREPS system, a paper grading system designed to aid publishers in reviewing the sources of their paper. The company is committed to having 100% of its paper use tracked to the source, so that it can guarantee it has no involvement in illegal deforestation. In addition, most of the paper used by the company is certified.

### **Renault**

Best in class - Automobiles and Components, France

Renault manufactures automobiles, including commercial, light commercial and passenger vehicles, tractors, farm machinery and construction equipment, as well as spare parts and accessories. It also provides financial services. Renault discloses detailed performance data on air emissions, energy consumption, water use and waste, for the group and its production sites. The company is categorised as a Carbon Disclosure Leader. Ongoing development of electric and alternative fuel vehicles are central to Renault's strategy. The company has recently been involved in controversies regarding working conditions and its Technocentre engineering facility, but has taken credible measures to improve the situation.

### **Repsol**

Best in class - Energy, Spain

Repsol is a Spanish oil and gas company, and environmental, social and ethical issues are therefore considered relevant. It is selected for investment because of its impressive programmes for consultation with communities. The company selects community development projects which benefit the highest number of people and which can become self-sustainable programmes for the development of the community where they are carried out. Repsol has a zero accidents target. The company continuously works on improving the tools for reporting and investigating accidents, with the aim of learning from its mistakes. Regarding the environment, Repsol has made a public commitment on the issue of global warming. It is aware of its contribution in this area and acts upon it.

### **Schneider Electric**

Best in class - Capital Goods, France

Schneider Electric is one of the world's largest manufacturers of equipment for electrical power distribution and for industrial control and automation. As a manufacturing company, health and safety issues are important. The company outperforms its peers in terms of its accident rates, which are substantially lower than average in the sector. Also noteworthy are the company's strong performance on supply chain standards and supporting programmes and its detailed policy on human rights. Environmental considerations are taken into account both in the development of new products and the selection of suppliers.

## **Sharp**

Best in class - Consumer Durables and Apparel, Japan

Japanese company Sharp is well known for its consumer electronics and is a lead producer of electronic components, computer hardware and peripherals. Sharp has a particular strength in LCD products and is a major manufacturer of solar panels. For this company, environmental and labour issues in relation to suppliers are considered very relevant. The company outperforms its peers in both areas. The company has a "green" factory programme and its comprehensive environmental policy and programmes include targets which are monitored. However, its policies and programmes regarding its own employees could be improved.

## **Shimano**

Pioneer - Clean Planet, Japan

Shimano Inc. manufactures and sells bicycle products and fishing equipment. A majority of the group's revenue is derived from bicycle component products. By providing alternative means of transport that cause no Co2 emissions, the company contributes to a cleaner planet.

## **Simon Property**

Best in class - Real Estate, United States

Simon Property primarily develops and manages malls, community shopping centres and outlet centres in North America, Europe and Asia. For companies in this sector, topics that are considered particularly relevant are "green" buildings and tenant satisfaction; areas in which the Simon Property does not perform strongly. Its sustainability performance is based on strong business ethics practices and community involvement. Simon Property only just reaches the standard of the best performing companies in the sector.

## **SMA Solar Technology**

Pioneer - Climate Protection, Germany

SMA Solar Technology produces inverters and monitoring systems for the solar power industry. Its technology is used for grid-tied and off-grid applications, for building and commercial applications and in power plants. With its solar energy technology, the company contributes to the fight against climate change. The company further demonstrated its environmental awareness by building the largest CO2 neutral factory in the world, powered by solar and biomass energy.

## **Smith & Nephew**

Pioneer - Healthy People, United Kingdom

British company Smith & Nephew is a leader in developing and manufacturing medical devices to help people after illness or injury. The company is a specialist in the fields of orthopaedic reconstruction and orthopaedic trauma and clinical therapies, and also in endoscopy and advanced wound management. Smith & Nephew has a reputation for launching innovative and cost-efficient new products. Like most companies in the medical equipment industry, it is involved in animal testing, but its policy shows commitment to reducing, replacing and refining animal tests. Smith & Nephew also uses genetically modified micro-organisms in its research process for the safety assessment of new products, but takes sufficient safety measures. Through its products and services, the company contributes to curing people of illness and injury.

## **Standard Chartered**

Best in class - Banks, United Kingdom

Standard Chartered is a global holding company engaged in retail and commercial banking, and the provision of other financial services. The bank is a signatory to important sector initiatives and has many sector statements, which describe its policies for responsible investment. The bank also upholds ESG standards when providing loans. Standard Chartered has developed a comprehensive environmental policy and an environmental management system, with clear targets for reducing CO2 emissions. The bank invests in and provides financial and advisory services to carbon funds, renewable and low carbon technologies and infrastructure projects.

### **Starbucks**

Best in class - Consumer Services, United States

Starbucks is famous for its coffee products. In its coffee houses all over the world it serves coffees and other drinks, as well as food products. The company stands out in its sector for its detailed Community policy, which includes formal programmes for local engagement and consultation with communities. Starbucks has strong programmes to improve the sustainability of its main products, coffee and cocoa. The company also has a good environmental programme and looks after the wellbeing of its employees.

### **Stericycle**

Pioneer – Clean Planet - United States

Stericycle is a leading medical waste management company. The company's services include medical waste disposal and disposal management, product recalls and retrievals and healthcare water treatment programs. Stericycle's offers several services that help its clients to reduce their environmental impact. With its 'Carbon Footprint Estimator' tool it helps hospitals to determine the amount of plastic and cardboard used and the CO2 emissions-reduction they can realise when switching to reusable sharps containers. Its Sharps Management Service, featuring Bio Systems re-usable containers has prevented over 73 million plastic containers from ending up in landfills. Its Pharmaceutical Waste Compliance programs help hundreds of hospitals to properly dispose of drugs so that they don't end up in lakes and streams. With its waste management solutions, Stericycle contributes to a cleaner planet.

### **STR Holdings**

Pioneer - Climate Protection, United States

STR Holdings is a producer of solar power technology. It produces an encapsulant film that holds solar modules together and protects them from exposure in harsh environments. The company also has a quality assurance business division that provides inspection, testing, and audit services for retailers and manufacturers. Through its products, STR Holdings contributes to the generation of renewable energy and the fight against climate change.

### **Swisscom**

Best in class - Telecommunication Services, Switzerland

Swisscom provides services and products for mobile, fixed and IP-based voice and data communications. It also offers services for IT infrastructure outsourcing as well as management of communication infrastructures. The company does not operate in countries that are considered high risk for human rights violations. The issue of customer satisfaction is addressed in a policy. The company performs particularly well on environmental issues. This is due to its green procurement policy, based on environmental management and product ecology criteria, as well as a high level of environmental certification, both within the company and in the supply chain.

### **Symantec**

Best in class - Software & Services, United States

Symantec provides security, storage and systems management software for consumers and businesses. It is a UN Global Compact signatory with comprehensive ESG reporting, a high degree of transparency and a detailed business ethics policy. It has Diversity and Inclusion Councils and programmes to attract and retain women, as well as a robust Environmental Management System (EMS) with targets and deadlines for cutting CO2 emissions and using more energy from renewable sources. Symantec is in tune with industry best practice and governs its activities according to the Universal Declaration of Human Rights, the International Labor Organization's core conventions, the U.S. Environmental Protection Agency (EPA) Climate Leaders program and LEED green building standards, among others.

### **Taiwan Semiconductor**

Best in class - Semiconductors and Semiconductor Equipment, Taiwan

Taiwan Semiconductor Manufacturing Company (TSMC) is the largest dedicated semiconductor foundry (contract manufacturer) worldwide. It provides process technology, library and IP options and other foundry services, such as mask making and IC packaging and testing. For manufacturing businesses, topics of particular importance are awareness of the environment and the well-being of employees. With regard to the environment, the company places great emphasis on environmentally-friendly measures in its own manufacturing sites and encourages suppliers to establish a green supply chain. The company reports on many environmental programmes that cover all relevant issues. The company also addresses social programmes and the well-being of its staff.

### **Telefónica**

Best in class - Telecommunication Services, Spain

Telefónica Group is one of the leading fixed and mobile telecommunications companies, also providing internet services, data access and pay TV. One of its main brands is O2. Because of the countries in which the company operates, it is vulnerable to participating in the affairs of undemocratic regimes. This risk is addressed by sound human rights policies. The company also shows strong performance in business ethics and community involvement. Telefónica has programmes for engagement with local communities and has a position statement on providing access to economic opportunities. "Adult" TV is not advertised and there are controls to prevent children accessing such channels.

### **Unibail-Rodamco**

Best in class - Real Estate, France

French Unibail-Rodamco (U-R) operates shopping centres and office space in Europe. The company runs programmes to integrate green building criteria, and is taking measures to become more energy-efficient, to reduce waste and to incorporate biodiversity impact assessments. The company works together with stakeholders to reduce its environmental impact. Customer focus is one of its corporate values.

### **United Utilities**

Best in class - Utilities, United Kingdom

United Utilities operates and maintains utility assets, including water, wastewater, electricity and gas. The company has strong commitments to improving its environmental footprint. It actively addresses reduction of hazardous waste generation, water use and air emissions. The company also reports on programmes and targets to reduce CO2 emissions and for renewable energy generation. The company is targeting a gross reduction in carbon emissions of around 26% by 2012. The company's carbon emissions intensity is well below the industry average.

### **Vestas Wind Systems**

Pioneer - Climate Protection, Denmark

Vestas Wind Systems is among the largest producers of wind power systems. The company has installed wind turbines in all worldwide markets and regions that have wind energy potential. Through its products, Vestas contributes to meeting the challenges related to climate protection. The company's reporting on environmental performance is comprehensive.

### **VF Corp**

Best in class - Consumer Durables & Apparel, United States

Best known for its jeanswear and outdoor performance wear brands, U.S. Apparel company VF Corp is seeking to make significant improvements to its sustainability performance, especially with regard to environmental impacts such as carbon footprint, energy and waste. The company manufactures most of its products in high risk countries like China, Cambodia and Turkey, but has strong supply chain policies and monitoring programmes in place to protect labour rights, even if reporting could be further improved. Well known VF Corp brands include Lee Jeans and The North Face.

### **Vodafone**

Best in class - Telecommunication Services, United Kingdom

Vodafone is the world's leading mobile telecommunications company. Key issues for the company are its environmental footprint and human rights, because of the use of coltan in products and the potential for collaboration with repressive regimes. The company performs strongly on environmental issues and has in place a statement and active approach regarding coltan. Vodafone's Code of Ethical Purchasing is based on international standards, including the Universal Declaration of Human Rights and the ILO Conventions on Labour Standards. In addition, Vodafone has a public position statement on access to economic opportunity, recognising the issue of the "digital divide".

### **Walt Disney**

Best in class - Media, United States

The Walt Disney Company is the world's largest media conglomerate, and operations include television, radio, live and animated motion pictures, music, live stage plays, publishing and theme parks. Walt Disney has a strong anti-corruption policy and procedures and a small strategic team that reports sustainability issues directly to the Board. Its Code of Conduct for Manufacturers addresses core labour issues, and suppliers are monitored via the company's International Labour Standards programme. These efforts are concentrated in high-risk countries. The company also has a group wide Privacy Policy, and a special Children's Privacy Policy. Walt Disney has seven long-term environmental goals and a programme to reduce greenhouse gas emissions and increase use of renewable energy.

### **Waste Management**

Pioneer - Clean Planet, United States

Waste Management is a provider of integrated waste services in North America. Its services go beyond normal waste management like collection and transfer, and include recycling, waste-to-energy services and landfill gas projects. The company offers cost-effective and environmentally sound services and its efforts to operate disposal sites well beyond safety and environmental standards have earned recognition from various governmental and non-governmental organisations. Through its services, the company contributes to a cleaner planet.

## **Waters**

Best in class - Pharmaceuticals, Biotechnology & Life Science, United States

Waters makes instruments to separate and identify the chemical, physical, and biological composition of materials. Its clients are researchers, scientists and engineers. Its products are used to develop new drugs, identify the nutritional content of foods, and test air and water quality. Waters has a strong focus on minimizing its influence on the environment. Its Environmental, Health & Safety programme includes internal compliance auditing. The company could further improve by setting clear targets. Waters is committed to forming partnerships with suppliers, government agencies and the community to protect and improve both the workplace and the environment.

## **Wellpoint**

Best in class - Health Care Equipment & Services, United States

WellPoint is a health benefits company operating in the USA. The Company is an independent licensee of the Blue Cross and Blue Shield Association, an association of independent health benefit plans. Wellpoint does well on social responsibility. Wellpoint recognizes and respects the right of its employees to form or join trade unions of their own choosing and to bargain collectively. The company has an impressive performance regarding workforce diversity. Furthermore, Wellpoint has a number of initiatives that strive to reduce the number of the uninsured, for example supporting universal coverage for children together with low-income communities. It also promotes the Healthy Generations program, an initiative that targets specific disease states and medical conditions to improve public health.

## **Whole Foods Market**

Pioneer – Healthy People, United States

Whole Foods Market, Inc. is a natural and organic food products retailer. It is the world's number one natural foods chain. The company stands out for its strong focus on organic and natural products. The company states that animal testing is not used in its products, and it shows concern about animal welfare. It operates in a high risk sector and high risk countries for the violation of basic labour rights and is required to have a policy on labour rights. The company has social standards for its suppliers and has them audited on social issues.

## **William Demant**

Pioneer - Healthy People, Denmark

The William Demant Holding Group specialises in hearing and communications equipment. The company develops, manufactures and sells products and equipment designed to aid communication, primarily for people with hearing disabilities. The Oticon Foundation has a long history of sponsoring social and educational programmes, publications, conferences, cultural activities and campaigns for researchers, hearing-care professionals and the general public. Its products contribute to healthier people.

## **Yara**

Best in class - Materials, Norway

Yara from Norway is one of the world's largest suppliers of mineral fertilizers, and also manufactures a wide range of industrial chemical products. Yara meets our strict requirements for action on climate change, including targets for the reduction of greenhouse gas emissions. The company aims to be a leader in its industry and is involved in the development of catalyst technology to reduce N<sub>2</sub>O emissions and CO<sub>2</sub> sequestration. Executive compensation is tied to sustainability performance, with a focus on safety. Its strong health and safety programme aims to reduce incidents to zero. Its own policy for Health, Environment, Safety, Quality and

Product Stewardship applies also to contractors. Most of Yara's production plants are certified according to ISO 9001 (quality), ISO 14001 (environment) and OHSAS 18001 (safety). The company has a strong ethics programme.