



Our sustainable practices

ESG: at the core of the management company's practices

The importance of the human factor

MBO & Co strives to protect and develop the human capital within its management company. We ensure that our employees have a pleasant working environment (weekly sports classes, expertly developed ergonomic office lighting, etc.) and personal training plans (assertive communication, coaching, etc.).

Our recruitment and promotion policy is non-discriminatory. Convinced that gender diversity is a key performance factor that promotes better decision making, MBO & Co has set up an internal program promoting women, including dedicated workshops ("Potenti'Elles") and participation in the LEVEL20 mentoring program.

In addition, as part of their internal training, new hires take part in various committees and decision-making processes the moment they arrive, so that they can immediately acquire the knowledge they need. Pay, meanwhile, is based on a structured medium-term approach and supplemented by a popular profit-sharing scheme to which the company contributes and which is regularly opened up to new members.

Finally, carried interest is shared widely within the team.

Limiting environmental impact

Aware of the importance of changing behavior to adapt to environmental challenges, MBO & Co has implemented various initiatives, including sorting and recycling waste. In 2020, we decided to digitalize both pay slips and expense accounts.

In addition, we have completely eradicated the use of single-use plastics.

Finally, since 2020 MBO & Co measures its carbon impact (scope 1,2, and 3) annually and do all we can to reduce those emissions by opting for train journeys or video conferencing wherever possible.

Our commitment to responsible governance

Since 2015, MBO & Co has adopted a dual governance system in the form of a Supervisory Board and a Management Board. This organization ensures compliance with best management practices and a strict separation between operational and monitoring roles.

Furthermore, MBO & Co sets up suitable procedures and organizations to mitigate the risk of conflict of interest and an ethical approach to its relationships with its stakeholders and suppliers.

Societal action

As a player in companies' transformation, MBO & Co is aware of its action's global impact as well as those of the companies in which it invests. Consequently, it has developed a 360-degree approach to its environmental and societal footprint over the past few years. This is demonstrated by our association with Article 1 [to be completed] and the GOELANDS Foundation to support talented people unable to develop and enhance their skills because of social constraints. MBO & Co provides the two Foundations with financial support and skills-based sponsorship.