



SUSTAINABILITY REPORT

■ ANNUAL REPORT ON YEAR 2022

2023

« Embracing Sustainability: A Paradigm Shift in Investment Practices »

In recent years, the global investment landscape has witnessed a remarkable transformation with a growing recognition of the role played by environmental, social and governance (ESG) factors in long-term value creation.

As responsible investor, we, at Sparring Capital, are committed to systematically implement ESG criteria throughout our investment processes. Moreover, our involvement extends beyond mere investment decisions: we stand committed to actively supporting our portfolio companies in their transformative journeys towards sustainability.

We have adopted a robust framework that ensures the systematic consideration of material ESG factors in our decision-making processes. Our investment team is equipped with expertise and resources to analyze ESG risks and opportunities associated with each potential investment. By meticulously assessing these factors, we aim to identify companies that not only generate sustainable financial returns but also align with our approach of responsible investment.

We believe that responsible investment goes beyond capital allocation: it goes through an active engagement with portfolio companies to drive meaningful change. Our dedicated ESG team collaborates with management, encouraging the adoption of best practices, fostering transparency and aligning business strategies with the principles of sustainability. By doing so, we aim to unlock long-term value for both our investors and society, and to help them benefit from the ESG transformation underway in our civilization.

As supporters of responsible investment, we embrace transparency and accountability as core principles. In line

with this commitment, we are dedicated to disclosing our ESG practices and performance to our stakeholders. Through regular reporting, we provide comprehensive insights into our ESG integration efforts, assessing the progress made by our portfolio companies in their sustainability journeys and promoting trust among our investors, regulators and our community.

The transformation towards a sustainable future requires a collective effort from all stakeholders in the investment ecosystem. As a responsible and forward-thinking PE management company, Sparring Capital is dedicated to leading the way in the integration of ESG factors, both in our investment decision-making and our support of portfolio companies. Our systematic implementation of ESG criteria within our investment processes, coupled with our active partnership approach, enables us to support portfolio companies on their transformative journeys. By integrating financial success with sustainability, we believe we can create enduring value for our investors, our portfolio companies, and society as a whole. Together, we can build a future that harmonizes return, planet and people.

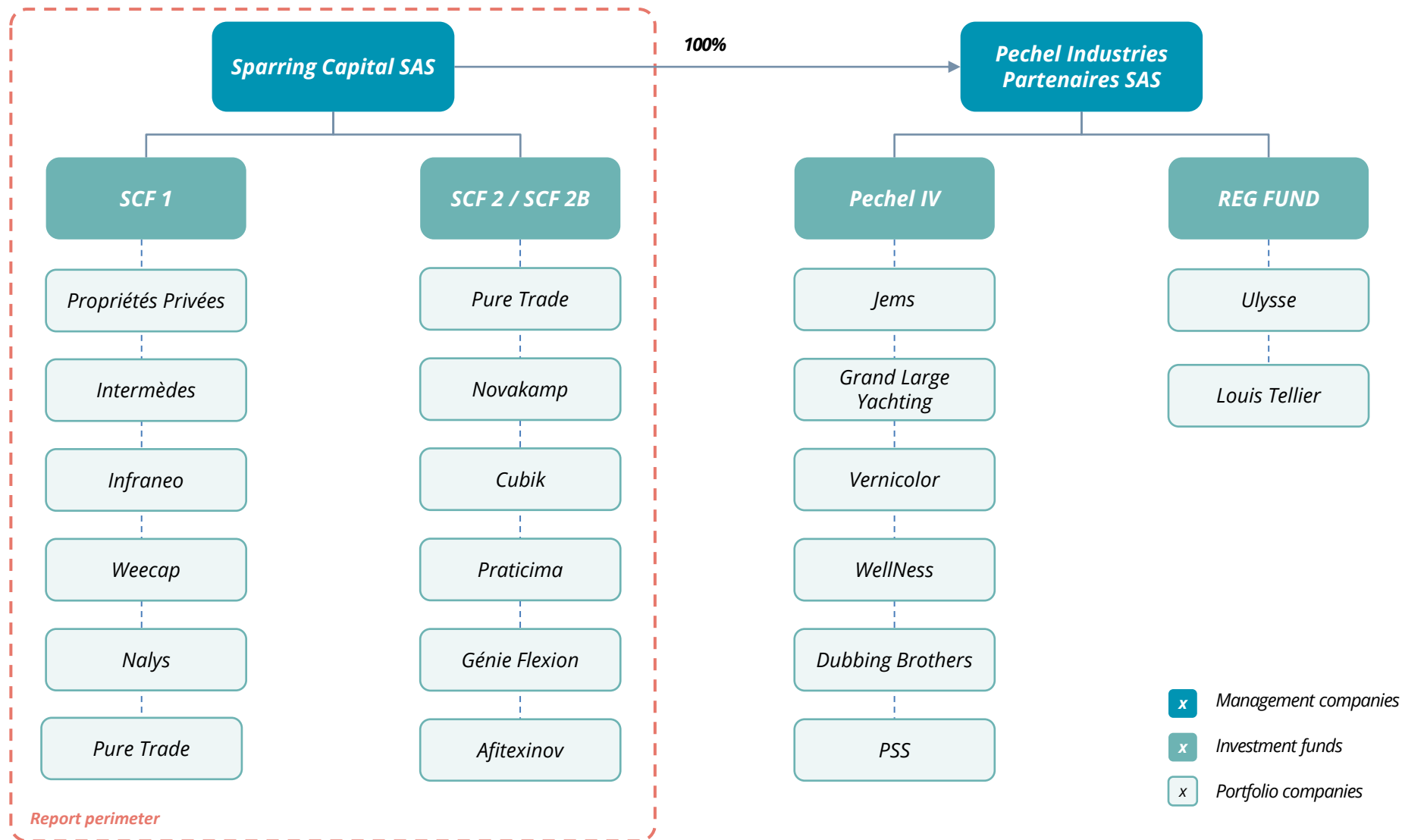
Johann Le Duigou
Partner, in charge of ESG



Arnaud Leclercq
CEO




Sustainability report perimeter as of December 2022



Focus on ESG team

Sustainability Officer



In order to strengthen Sparring Capital's ESG approach, Charlotte Allard has been appointed as Sustainability Officer in March 2023.

Charlotte oversees the implementation of Sparring Capital's ESG strategies, in both investment process and reporting.



Investment team



Sparring Capital's ESG team is also composed of a Partner, a Director and an Associate, with an alternate organization enabling to get new associates appointed on team every year.

Spotlight on ESG Team Governance

ESG annual road map and action plan are defined at the beginning of each year together with Sparring Capital partners and ESG team.

During the year, weekly ESG team meetings and regular follow-up by Sparring Capital partners ensure the success of action plan implementation at Sparring Capital's level.

Since 2021, ESG team has been working on the structuring of Sparring Capital ESG strategy and the development of tools, methods and process to systematically integrate ESG issues into the value creation of each company in the portfolio, which include, among others, ESG audits and action plans, decarbonization plans and non-financial performance measurement tool implementation.

Our approach

- Regarding stakeholders
- Focus on specific items



1 Regarding our LPs

Integrate ESG analysis throughout the lifecycle of investments

DEAL MAKING

Major ESG risks and opportunities are pre-identified for discussion at pre-committee level, with the objective of selecting key issues to be covered during due diligences. These key ESG issues will be analyzed by the investment team and Sparring's sustainability officer, with the support of an external consulting firm. Then, conclusions will be formally presented to the investment committee, before any investment decision is made.

There is a continuous improvement of ESG procedures at pre-investment level, with, notably, climate strategy to be included in future due diligences.

PORTFOLIO MANAGEMENT

In the months following any investment, an external ESG review, an ESG rating (such as Ecovadis) and a carbon footprint assessment are conducted by external consulting firms, in order to set-up an action plan based on Sparring's « 7 ESG pillars », which will be tracked during the lifetime of Sparring's investment.

UPON EXIT

When exiting an SCF2 investment, a specific evaluation on ESG-related matters improvement will be included in Sparring's exit notice. When relevant, an ESG VDD will also be carried out in order to demonstrate progresses achieved during Sparring's investment period.

Examples of actions implemented in 2022

Integrate ESG

UPON EXIT

ESG-related section has been added to IMX exit notice, highlighting specific ESG achievements during investment period.

PORTFOLIO MANAGEMENT

External ESG review and carbon footprint assessment have been terminated on Novakamp.

Ensure transparency to our LPs

REGULAR COMMUNICATION

ESG issues are covered in the ESG annual report, LP annual meetings and bi-annual reports.

The ESG annual report aims at providing all our stakeholders with information on our ESG philosophy and approach, while, in bi-annual reports, we focus on specific ESG events of investee companies.

During LP annual meetings, we provide a global overview of portfolio companies and their management company's action plan.

REPORTING

In addition to these forms of regular communication, the Sparring team has implemented a questionnaire regarding ESG issues. This questionnaire is available for our investee companies at the beginning of each year on Tembo Tool (digital tool implemented in 2022), which allows Sparring to manage its LPs' own reporting needs and assess ESG improvements.

CONTROVERSIAL ISSUES

Potential ESG issues requiring communication outside of the usual communication timeframes, are dealt with on a case-by-case basis, depending on the importance of the issue, and involve Sparring Capital's investment and compliance committee if necessary.

Examples of actions implemented in 2022

Ensure transparency

REGULAR COM.

During the 2022 AGM, Sparring presented a global overview of SCF2 portfolio companies, with regards to their ESG roadmap

REPORTING

Sparring has implemented Tembo Tool (digital ESG performance monitoring tool) in all its portfolio, improving the quality and transparency of data.



2 Regarding our portfolio companies

Ensure a shared commitment with investee companies management teams

DEAL MAKING

An external ESG flash review is carried out during Sparring's due diligence, and an ESG clause is included in shareholder agreements, implying a commitment from management to be part of a continuous improvement process and to comply with auditing and reporting obligations on ESG-related matters. Where applicable, this clause may also cover specific items identified during the ESG flash review.

PORTFOLIO MANAGEMENT

A post-deal external review is the cornerstone of Sparring Capital's approach. It is more action-plan than due-diligence oriented and, as such, it allows both the Sparring and management teams to agree on key actions to be implemented during the investment period. This action plan relies on Sparring « 7 ESG pillars » and is subject to a stringent monitoring, being key to the effective implementation of a continuous improvement process and value creation over the investment period.

A carbon footprint is also carried out post-deal on investee companies.

UPON EXIT

Specific management training on ESG issues is a concern while preparing Sparring's exit, to ensure appropriate communication towards potential buyers and to pro-actively identify and address any potential issues.

Examples of actions implemented in 2022

Shared commitment

DEAL MAKING

ESG clauses have been integrated in Praticima, Génie Flexion and Afiteixinov¹ shareholder agreements, the 3 investments realized in 2022.

PORTFOLIO MANAGEMENT

Every company in the portfolio, except Afiteixinov¹, has addressed ESG issues at board meetings during 2022.

Make ESG a top-of-mind concern for management teams

TRAINING

Training of the management teams all over the investment period, as well as the ESG rating, carbon footprint assessment and potential ESG VDD upon exit help to raise management teams' awareness, a gauge of success for our ESG action plans.

REGULAR COMMUNICATION

Monitoring of the ESG roadmap via a yearly follow-up at the level of the company's governance body supports Sparring's PDCA (Plan Do Check Act) overall approach and, more specifically, allows to react accordingly during the implementation phase of the action plan.

PROXIMITY WITH MANAGEMENT TEAMS

In addition to the formal interactions mentioned above with management teams, the investment team also strives to raise awareness regarding ESG issues during day-to-day interactions.

Other than making ESG a usual view-sharing topic, Sparring considers that such an approach is key when it comes to the management of potentially controversial issues, as it favours real-time information regarding ESG-related matters.

Examples of actions implemented in 2022

Top-of-mind

REPORTING

ESG reporting for 2022 has been completed by all Sparring Capital Fund I and II investee companies.

DAY-TO-DAY

Ecovadis for NovaKamp and Lucie 26000 labelization for POP, and ongoing Ecovadis discussions for recent acquisitions (Afiteixinov, Kit Utilitaire, etc)

¹ Investment realized in December 2022, with no board meeting held before end of year



3 Regarding our staff and organisation

Make ESG a top-of-mind concern for investment team

▪ EMBODIMENT OF THE ESG FUNCTION

To evidence Sparring Capital's commitment on ESG, Johann Le Duigou is formally in charge of this matter, assisted by a Principal, Tancred Colas, and an Associate, Justine Roze. In 2022, decision was made to hire a full-time sustainability officer to strengthen ESG functions¹. Charlotte Allard, our Sustainability Officer is responsible for implementing the Responsible Investment strategy at GP level as well as at portfolio companies' level

▪ ESG ORGANISATION AND TRAINING

In a context where Sparring's overall ESG approach relies mostly on the investment team, ESG procedure is jointly defined with all Sparring members.

Moreover, emphasis has been put on developing awareness of individuals regarding ESG, with bi-annual internal trainings provided to the entire team and specific training for any newcomers (including interns)

▪ APPRAISAL PROCESS

Since the beginning of 2020, ESG has been included in individual performance reviews looking back on previous-year performance.



Adopt an internal behavior in accordance with our ESG overall approach

▪ TRANSPARENCY

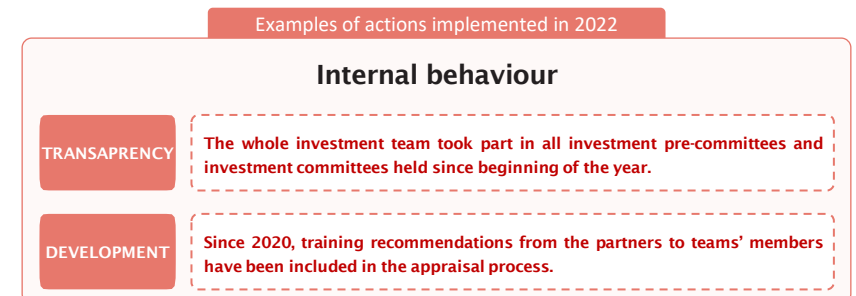
Communication within the team is ensured by regular internal meetings including a bimonthly team meeting, the presence of the entire investment team at investment committees, a quarterly action plan review on investee companies.

▪ INDIVIDUAL DEVELOPMENT

Attention is paid to the team members' professional development and is based on regular feedback, including formalized appraisals, and on the development of professional skills (e.g., autonomy in task management, external training sessions in identified areas of development).

▪ INDIVIDUAL COMMITMENT

After a 1-year period following their arrival, investment team members are offered to benefit from carried-interest on Sparring funds, ensuring their commitment to investee companies' long-term performance.



¹ Since 2021, Sparring Capital was working with a sustainability manager, on a part-time basis

Our approach

- Regarding stakeholders
- Focus on specific items



1 Sparring Capital – Focus on Sparring ESG 7 pillars for value creation

Sparring Capital ESG approach to business transformation

▪ SPARRING'S ROLE

As a General Partner, Sparring Capital can play a key role in business transformation and encourage the companies that it supports to leverage environmental, social & governance issues to strengthen their performance and differentiating factors.

▪ A COLLABORATIVE APPROACH

In order to reinforce its ESG approach, Sparring Capital worked with a CSR specialist firm, Utopies. Through a collaborative approach, and dedicated workshops, the Sparring Capital investment teams defined 7 ESG key pillars.

▪ OBJECTIVES

Those 7 pillars structure the ESG approach and will enable Sparring Capital to achieve three objectives linked to key stakeholders:

1/ **For the Investee companies:** ensure a common understanding of what are the Environmental, Social & Governance (ESG) issues and how they impact the businesses.

2/ **For the Limited partners:** demonstrate the added value of ESG issues integration into the business model, the strategy and how it positively affect the performance.

3/ **For the Sparring Capital investment team:** adopt a common ambition and vision for business transformation through ESG.

Additionally, those 7 pillars enable a **proactive follow-up** of our investee' ESG action plan

ESG 7 pillars

1

Develop a differentiating offer integrating CSR issues

2

Reduce environmental footprint

3

Build engaged, aligned and high-performing teams

4

Improve working conditions for greater well-being and safety

5

Coordinate a responsible value chain

6

Develop local roots and links with stakeholders

7

Promote diversity and non-discrimination



2 Sparring Capital – Focus on our commitments

Score 2021 Sparring



Sparring Capital has **joined the PRI in 2010** to reinforce its commitments to transparency and the improvement of its responsible practices.

Thus, we are committed to the 6 following principles:

- Principle 1:** We will incorporate ESG issues into investment analysis and decision-making processes.
- Principle 2:** We will be active owners and incorporate ESG issues into our ownership policies and practices.
- Principle 3:** We will seek appropriate disclosure on ESG issues by the entities in which we invest.
- Principle 4:** We will promote acceptance and implementation of the Principles within the investment industry.
- Principle 5:** We will work together to enhance our effectiveness in implementing the Principles.
- Principle 6:** We will each report on our activities and progress towards implementing the Principles.

Last available PRI assessment is based on 2021 Sparring ESG organization, with Sparring Capital being assessed on two modules: Direct - Private equity and Investment & Stewardship Policy.

At the time of publishing this report, we do not have received our 2022 evaluation yet.



The "Institut de la Finance Durable" aims to coordinate, federate and accelerate the action of the Paris financial center to achieve the ecological transition and the transformation of the economy towards a low-carbon and inclusive model, aligned with the objectives of the Paris Agreement and the Sustainable Development Goals.

- Created in October 2022, the IFD takes over from Finance For Tomorrow (launched in 2016)
- Sparring Capital has joined Finance for Tomorrow in 2021
- >200 member of Paris EUROPLACE



« The iC International is a collective commitment to reduce the carbon emissions of PE-backed private companies and ensure sustainable investment performance by recognising and integrating the importance of climate risk »

- Sparring Capital has joined iCI in 2021
- Topic : **Climate**
- Initiated in 2015 and endorsed by the PRI
- c.170 members in 2022 (exclusively Funds and management companies)



Sparring is Parity Charter of France Invest Signatory since 2020

By signing the charter, all signatories affirm their strong commitment to actively promote gender equality in general partners and portfolio companies. The objective of this charter is for all asset manager to collectively achieve the following targets for female representation:

- 25% in investment committee by 2030 and 30% by 2035.
- 40% of investment teams by 2030

Sparring is all member of the Sustainability Commission since 2023



3 Sparring Capital – Focus on Sparring’s values

The values we embody among ourselves and with our stakeholders

1 AMBITION

Within Sparring Capital, ambition acts as a common driving force, cheering every team member to surpass their individual boundaries and embrace challenges as opportunities for growth.

Ambition also sustain collaboration among team members driving them to collaborate towards the common goal of steering growth and success of Sparring Capital and its portfolio companies and achieve greatness.

2 ENTHUSIASM

At Sparring Capital, we work together in a positive and inspiring atmosphere that relies on enthusiasm, and fosters collaboration and creativity.

This shared enthusiasm drives Sparring Capital’s collective spirit, with each member passing on their ambitions and aspirations to their colleagues, allowing to embrace each obstacle with passion and energy.

3 AGILITY

Agility is the cornerstone of Sparring Capital’s approach, empowering the team to tackle complex challenges as real opportunities, by adapting swiftly to each situation.

By valuing agility, Sparring Capital has developed a mindset of efficiency, flexibility, ingenuity, and continuous improvement, allowing to stay ahead in a competitive environment.

4 TRUST

With strong trust embedment within our team, we have developed significant faith in each other’s abilities to reach Sparring Capital’ shared goals.

Within the team, an efficient and comprehensive transparency empowers effective task delegation, enhances productivity, and fosters stronger collaboration and relationships.

5 RESPONSIBILITY

Sparring Capital’s team embodies the value of responsibility, promoting a culture of trust and integrity. Strong and continuous involvement from each team member ensures that individual and collective commitments are fulfilled on a daily basis.

With this shared sense of responsibility and great personal involvements, we effectively collaborate and strive for excellence.



Our KPIs

■ Sparring Capital

■ Portfolio



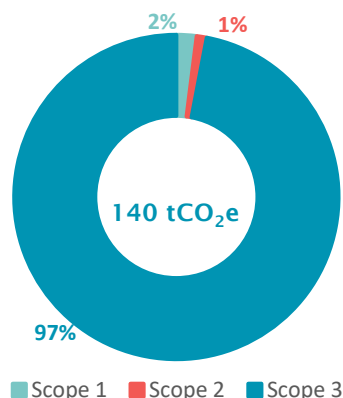
1 Sparring Capital – Focus on our GHG reduction plan

OUR CARBON FOOTPRINT

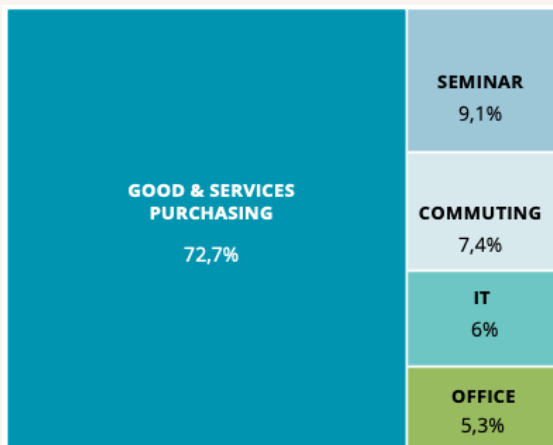
In 2021, Sparring capital realized its carbon footprint assessment with consulting firm Crowe – Sustainable metrics

 **10,8 tCO₂e / FTE**

 **23 kgCO₂e / €k**



■ Scope 1 ■ Scope 2 ■ Scope 3



- Most of the emissions generated are indirect emissions (scope 3) pertaining to the purchasing of goods & services category, the organization and travels linked to the annual seminar and the commuting.
- Based on those elements, Sparring Capital has identified the main levers of reduction and implemented actions in 2022 (see adjacent)

OUR CO2 EMISSIONS REDUCTION PLAN

1. Reduce GHG emissions linked to travel and commuting



- Whenever feasible, prioritize train transportation over air travel, particularly for journeys covering short distances
- Encourage public transportation, bicycles, or walking as means of commuting to work instead of personal cars
- Promote telecommuting whenever feasible
- Whenever feasible, strongly encourage the use of videoconference tools as an alternative to one-to-one meetings

2. Reduce energy consumption



- Motion light detectors and LED lights have been installed in our office
- Promote moderate use of air conditioning

3. Reduce waste production



- Paperless policy : minimize the use of printing, encourage use of digital tools, encourage recycling and reuse & use electronic signatures for documents whenever possible
- Water fountains are installed, and reusable water bottles are available for employees. We no longer use plastic water bottles, neither within our teams nor in meeting rooms
- Coffee machines with organic and fair-trade coffee beans and reusable coffee mugs are used to reduce usage of coffee pods and single-use coffee cups
- Reusable containers are available for teams for takeaway lunches
- Selective sorting bins are available for employees



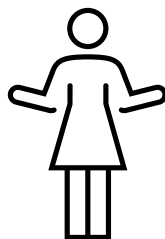
2 Sparring Capital – Focus on our social KPIs

42%

WOMEN IN SPARRING TEAM

30%

WOMEN IN INVESTMENT TEAM



30%

WOMEN IN TOP 10 REMUNERATIONS

As a signatory of the France Invest Gender Equality Charter, we are committed to achieve **40% of women in investment team** and **25% of women in senior positions within investment teams by 2030**

12

Professionals (as of December 2022) with **36-year-old** on average



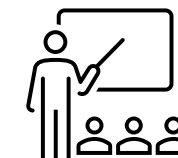
+2

New joiners in 2022, both women



100%

of employees received at least one ESG training in 2022



60

days of telecommuting per year for all team members



Our KPIs



Sparring Capital



Portfolio

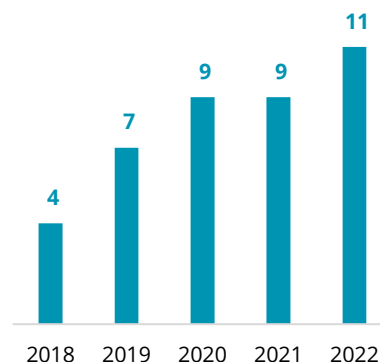


1 Portfolio - Focus on ESG implementation (SCF1 & SCF2)

OUR PORTFOLIO COMPANIES

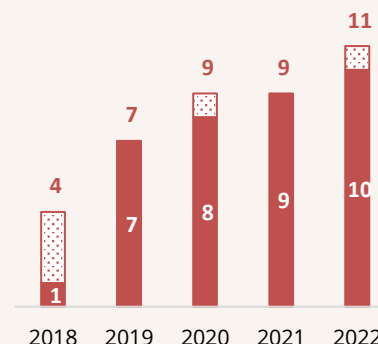
Sparring Capital Fund 1 & 2 portfolios include 15 investee companies, out of which 11 were remaining investments at the end of December 2022:

- IMX was sold in 2022
- Praticima, Génie Flexion and Afitexinov were acquired in 2022



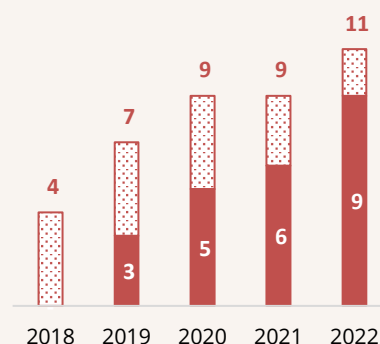
NUMBER OF BOARD MEETINGS INCLUDING ESG MATTERS

Every company in the portfolio at the end of December 2022, except Afitexinov (investment realized in late December 2022), has addressed ESG issues at board meetings.



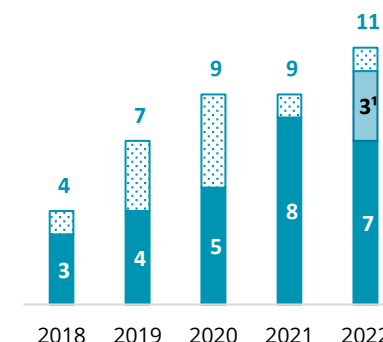
SPECIFIC CLAUSE IN SHAREHOLDER AGREEMENTS

Starting in 2019, ESG clauses were systematically included in the shareholder agreements of investee companies.



EXTERNAL POST DEAL REVIEW AND ACTION PLAN APPROVED BY MANAGEMENT

External due diligences for 2022 acquisitions have either been realized during S1 2023 (Praticima), or are planned over S2 2023 (Génie Flexion and Afitexinov)



¹ Ongoing for Praticima, Génie Flexion and Afitexinov



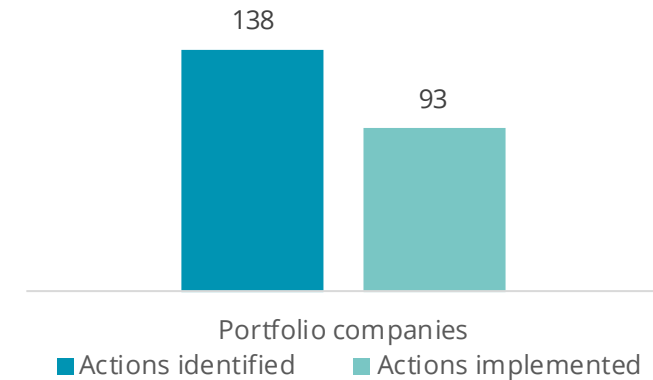
1 Portfolio - Focus on ESG implementation (SCF1 & SCF2)

8

SUSTAINABLE DEVELOPMENT GOALS TARGETED

The post-deal external review which has been done on each portfolio company resulted in key actions to be implemented throughout the investment period to improve the company's global ESG policy. Each action corresponds to a Sustainable Development Goal (SDG).

Portfolio companies contribute to eight SDGs through their action plan : Affordable and Clean Energy (7), Decent Work and Economic Growth (8), Industry, Innovation and Infrastructure (9), Reducing Inequality (10), Responsible Consumption and Production (12), Climate Action (13), Peace, Justice, and Strong Institutions (16), Partnerships for the Goals (17).



67%

OF ACTIONS IMPLEMENTED

Among 138 actions identified globally, 93 actions have been implemented partially or completely as of 31.12.22 i.e. 67 % of actions identified.

This analysis excludes Intermèdes, Afitexinov and Genie flexion for which ESG action plans are not yet available and Praticima whose action plan was defined at the beginning of 2023.



2 Portfolio - Focus on ESG implementation (SCF2)



		PURE TRADE	novakamp more than a camp	POP	PRATICIMA healthcare solutions	GENIE FLEXION SOLUTIONS - RACCORDS & FLEXIBLES	afitexinov GEOSYNTHETICS
	COMPLETION DATE	Feb. 2020	Nov. 2020	May 2021	April 2022	May 2022	Dec. 2022
ACQUISITION PHASE 	INTERNAL ESG REVIEW	✓	✓	✓	✓	✓	✓
	EXTERNAL ESG FLASH REVIEW	✓
	ESG IN THE SHAREHOLDER AGREEMENT	✓	✓	✓	✓	✓	✓
HOLDING PERIOD 	RATING / LABEL						
	CARBON FOOTPRINT	✓	✓	✓			
	EXTERNAL ESG EXTENDED REVIEW	✓	✓	✓	✓		
	ESG ACTION PLAN	✓	✓	✓	✓		
	ONBOARDING ON DIGITAL TOOL	✓	✓	✓	✓	✓	✓

DONE

ON GOING

PENDING COMPLETION OF THE PREVIOUS STEP



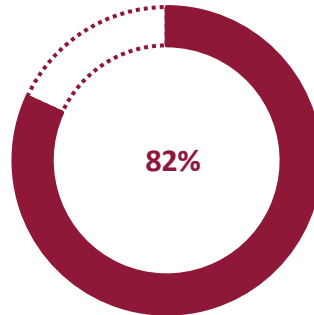
3 Portfolio - Focus on specific criteria evolution (SCF1 & SCF2)



82%

HEALTH AND SAFETY POLICY

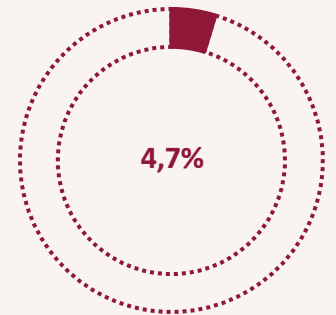
Most of the portfolio companies have implemented a workplace accident prevention policy



<5%

ABSENTEEISM IN INVESTEE COMPANIES¹

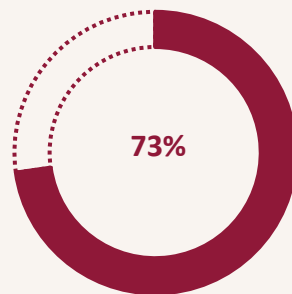
The absenteeism rate of the portfolio companies is relatively low, less than 5% in average



73%

COMPLAINT PROCEDURES

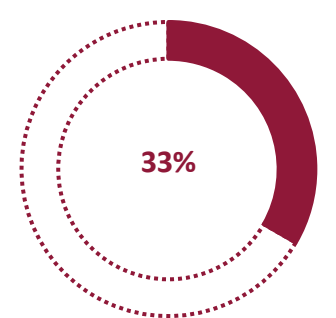
8 out of 11 companies have set up complaint procedures or whistleblowing mechanisms



33%

EMPLOYEE SATISFACTION SURVEY²

One-third of the portfolio companies have conducted an employee engagement survey or implemented a workplace climate barometer in the past three years



¹ Portfolio as of December 2022, excluding Infraneo and Novakamp - ² Portfolio as of December 2022, excluding Infraneo and Genie Flexion



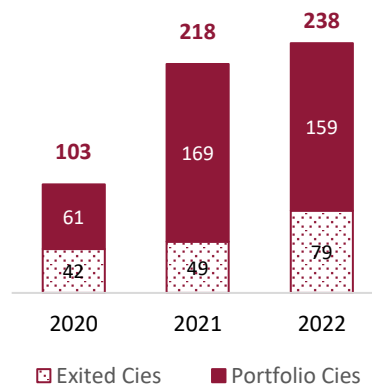
3 Portfolio - Focus on specific criteria evolution (SCF1 & SCF2)



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**CUMULATIVE NET
EMPLOYMENT CREATION**

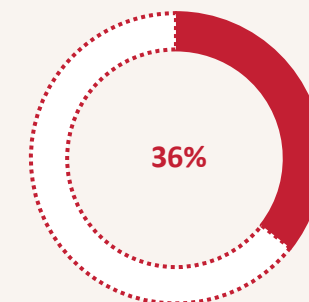
Cumulated net employment creation of SCF1 and SCF2 portfolio companies since Sparring entry has increased by c. 9% between 2021 and 2022



36%

**OF THE PAYROLL HAS
RECEIVED TRAINING¹**

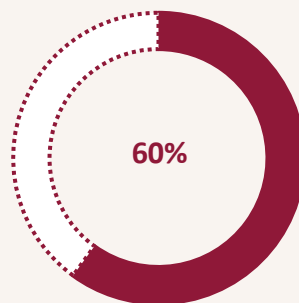
In 2022, the FTE training rate across the entire portfolio reached 36%



60%

**MECHANISMS FOR VALUE
CREATION SHARING¹**

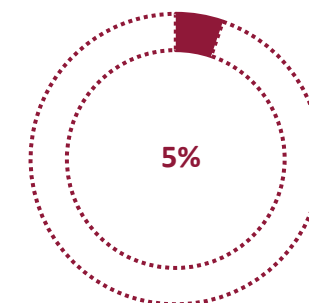
60% of the companies in our portfolio had implemented value-sharing mechanisms such as profit-sharing and employee incentive agreements



5%

OF NON-PERMANENT STAFF¹

En 2022, the non-permanent FTE ratio across the portfolio remained at 5%



¹ Portfolio as of December 2022 excluding Infraneo



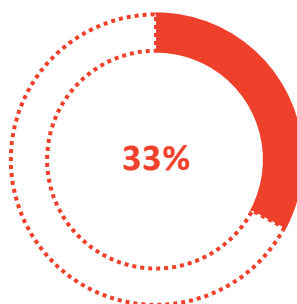
3 Portfolio - Focus on specific criteria evolution (SCF1 & SCF2)



33%

WOMEN IN INVESTEE COMPANIES¹

Intermèdes (88% of the workforce) and Pure Trade (65% of the workforce) are the top performers of the SCF1 and SCF2 portfolios regarding the women employment rate

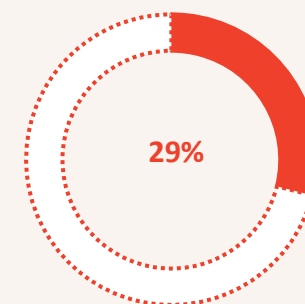


29%

WOMEN IN EXECUTIVE COMMITTEES²

The number of women on executive committees reaches 29% of executive members as of Dec. 2022, slightly below the % of women in global staff.

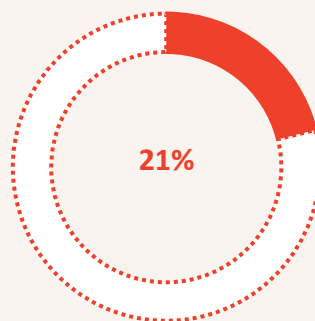
Intermèdes (5 women out of 7 exec. members) and Pure Trade (2 out of 4) are the top performers



21%

WOMEN IN TOP 10 REMUNERATIONS³

Intermèdes (9 out of 10) and Propriétés Privées (5 out of 10) are the top performers of the SCF1 and SCF2 portfolios regarding the employment rate of women

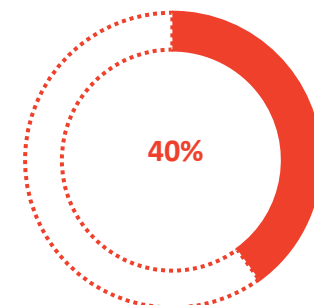


Pure Trade – en attente données

40%

HAVE CALCULATED A GENDER PAY GAP INDEX⁴

Among the 10 companies in our portfolio affected by this legal requirement (more than 50 employees), 4 have calculated a gender pay gap index



¹ Portfolio as of December 2022, excluding Infraneio - ² Portfolio as of December 2022 - ³ Portfolio as of December 2022, excluding Infraneio & Pure Trade

- ⁴ Among the companies affected by this requirement

Our Foundation



1 SPARRING CAPITAL FOUNDATION

A unique initiative

Creation & Manifesto

- At the heart of our ESG involvement, Sparring Capital launched a foundation dedicated to initiatives connecting environment and fight against social exclusion, the essence of our foundation.
- Funds are raised from the Sparring ecosystem: the management company and the team provides a part of the annual budget, and our portfolio companies also contribute alongside us.

Organization






- Hosted by *Fondation Agir Contre l'Exclusion* (FACE), Sparring Capital Foundation (FSC) was founded in H2 2020.
- The foundation welcomes **donations from Sparring Capital**, our **portfolio companies** and Sparring Capital **team members**.

Selection process

- Sparring Capital relies on an **external partner** to **source** potential projects.
- A selection committee consisting of **Sparring team members** is in charge of **selecting projects** to be supported by our foundation, with great vigilance regarding the presence of the social and environmental dimensions.
- Selected projects are afterwards approved in an **executive committee including a FACE representative**.



Projects supported to date

Project	Description	Uses of funds
	Fights against energy insecurity and reduces energy consumption with the renovation of homes.	Development of a management software.
	Manufactures furniture using recycled waste with people in the process of reintegrating the employment market .	Creation of new eco-materials.
	Teaches school dropouts to the profession of greengrocer specialized in the sale of organic fruit and vegetables.	Installation of a farm store and a cold room.
	Reduces food waste while improving access to food for individuals and families in poverty.	Purchase of a cold room to develop a new recovery process.
	Supports the establishment of agroecological farms and facilitates the professional integration of refugees .	Organization of a 4 days meeting between members.
La Ferme de Moyembrie	Helps prisoners at the end of their sentence in their reintegration by allowing them to work at the farm.	Creation of a position for managing relations with prisons.



2 La Ferme de Moyembrie

Ferme de
Moyembrie

Organic farming to serve inmates rehabilitation



History of the association

Created in the 90s and located in Aisne, Ferme de Moyembrie is a place dedicated to inmates' rehabilitation, at the end of their sentence/

Nowadays situation

The farm welcomes c.50 inmates per year, 9 months before their official release. Inmates are welcomed, regardless of their length and reason for imprisonment.

Inmates help with gardening, cheese and yoghurt making, building maintenance, cooking, etc., which encourages conviviality and collective organization, while aiming at empowering everyone in relation to other people and outside world.

Inmates can also welcome their relatives and renew ties with them.

The farm works with neighbouring prisons: Laon (Aisne) and Liancourt (Oise) prisons. 60% of former farm residents have, 3 months after their departure, found a job, are being trained, or are retired, and 100% leave with a housing or hosting solution. Ferme de Moyembrie, certified in organic farming, produces 140 vegetable baskets per week throughout the year.

Sparring Foundation support

Sparring Capital Foundation has financed the hiring of a prison relationship manager, in order to develop the number of partner prisons and to manage grants.

Ferme de Moyembrie receives a €35 grant per day per inmate, yet their daily cost is estimated at c.€110. The association faced a challenge for grant renegotiation, which is being finalized (+€10 per inmate per day).

