

Capacent Holding

ESG profile

ESG initiatives

Capacent is a management consultancy firm with a presence in Sweden, Finland and Iceland. The company's core business is to improve its customers' cash flow and profitability, but it also offers other services. In regards to ESG, Capacent has introduced a Gender Equality Roadmap, which is used to help customers improve gender equality and can be used to identify structures related to gender within organisations.

Capacent has made gender diversity a priority, with equal representation on the board and with the majority of new recruits being female. The largest service offering is within operational excellence, where Capacent works side by side with its clients, helping them become more efficient and at the same time minimising their environmental footprints. An example is a project that focuses on emissions and the cost efficient supply chain process, by reviewing the optimal way to serve the customer and optimising the transportation routes while decreasing lead times across the chain. In order to attract qualified employees, the company is constantly trying to improve the satisfaction and development of the workforce. Capacent focuses on employee's health and wellbeing through various policies. No previous ESG incidents have been reported.

Risks and opportunities

Capacent currently does not present information on its ESG profile to investors and stakeholders, meaning there is room for improvement in this regard. In addition, Capacent has not stated any targets on ESG metrics and does not provide ESG data to the public. There is therefore an opportunity for the company to improve its ESG profile and by doing so, its reputation as a service provider and employer.

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Social and governance data

	2016	2017	2018
Women in workforce %	0.29	0.34	0.38
Women in management %	0	0	0
Women in board %	0.2	0.2	0.2
CEO salary, SEKm p.a.	2.1	1.9	2
Employee turnover %	na	na	na
Employee absence %	na	na	na

Person responsible for sustainability: CEO
Senior management: Yes

Company sponsored research

Not rated

Professional Services, Sweden
CAPAC.ST/CAPAC SS

MCap (SEKm)	99
MCap (EURm)	9.4

Key issues*	ABGSC weight
Environment	10%
Climate change	
Carbon emissions	
Pollution and waste	
Social	60%
Human capital	
Labour management	
Health and safety	
Governance	30%
Corporate governance	
Business ethics	
Corporate behaviour	

Previous ESG incidents

None

Exposure to ESG Trends

Gender diversity

*based on the MSCI framework but not using all the parameters.

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