

# Actions ODDO BHF takes to #BreakTheBias

## Featuring:

*Martina Macpherson, Head of ESG Strategy and General Management Committee Member, ODDO BHF*

## Martina MacPherson

At ODDO VHF, we break the bias by highlighting the importance of diversity and inclusion in our corporate strategy and business practices, and in our proprietary ESG Research Methodology.

42% in the overall ODDO BHF organization of 2138 employees, are women. And we have a strong ambition to increase this trajectory of equality, year on year.

The share of women on the executive board is currently 36% at ODDO VHF SCA's supervisory board.

Our ESG Research and Analysis Methodology, using inputs from MSCI, also emphasizes the importance of AES, especially for human capital management, diversity and inclusion.

S-factors constitute approximately 40 to 50% of the total ESG Assessment at an aggregated level, cross sector.

And within the S-pillar, the human capital management assessment weighs in at around 30% on average.

Last but not least, capacity building is key.

We also invest in training and in networking opportunities to educate, to empower and elevate the next generation of female leaders.

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