



PAI
Community

Building bridges
and changing lives



When we look back, it's the difference we've made that gives us the most satisfaction. I'm proud that PAI Community has helped so many socially excluded people to get back into the workforce and rebuild their lives. As we deepen our involvement with the charities we support, that impact will only grow in the future.

Sébastien Veil, Partner at PAI Partners
and PAI Community Chairman



Kirsten von Glass, PAI Munich Office Manager and PAI Community chaperon for DEIN MÜNCHEN leads young people on a Christmas outing to an alpaca farm. The charity enables disadvantaged schoolchildren to explore new experiences and career options.



10
years

€5m
donated

30
charities helped

7
countries

41
projects supported

20
community chaperons

38
volunteers

4
PAI portfolio companies involved

PAI Community: creating opportunities, changing lives

PAI Community provides money, mentoring and practical support for charities that help disadvantaged and vulnerable people get into work. Formed by employees of PAI Partners in 2012, we have since given more than €5 million to 30 charities, helping people realise their potential.

By bringing more people into employment, we not only help to change their lives and promote social inclusion but also contribute to a stronger workforce and economy.

Who we help

The beneficiaries range from young people who have fallen out of education or training to ex-prisoners finding their way back into society. They may be held back by extreme poverty, social exclusion or mental illness, or may simply be from tough neighbourhoods. One thing connects them all – the problems they face in entering or re-entering the world of work.

Our partner charities work to overcome these barriers by providing training, mentoring, confidence building and practical experience leading to employment opportunities and internships.

How we contribute

The Community was founded by a small group of PAI people who were already involved in philanthropic work. Their idea was to create a bigger impact by combining their efforts with the company and using the talent pool and professional experience of PAI people.

Today, around a third of our employees contribute their time, skills and experience, including pro bono advice in areas such as budgeting, reporting, fundraising and mentoring.

Deepening our impact

PAI Community is now working to build bridges between PAI Partners and our charities. This includes offering job placements and internships within our portfolio companies, as well as providing mentoring and equipment.

In this review, you can find out more about PAI Community, our partner charities and the life changing impact of the work we do, as well as our hopes and aspirations for the future. We hope you find it interesting.

Saying no to social exclusion

For more than 10 years, PAI Community has helped thousands of socially excluded people get back into the workforce and rebuild their lives. Now Chairman Sébastien Veil wants to deepen that impact by creating more opportunities for PAI people and portfolio companies to get involved.



The PAI Community is really an extension of the work we do at PAI Partners. Both are about growing and developing opportunities socially and economically. The same skills we use to help businesses can also help to give vulnerable and disadvantaged people a fresh start in life.



Businesses in many countries face challenges recruiting and retaining staff. Yet so many people are excluded from the workforce, either because they are disadvantaged, disabled, have mental health challenges or have a history of drug abuse or crime.

Too often that means they are also excluded from society, unable to contribute in any meaningful way. PAI Community is about breaking down those barriers, helping people to fully participate by getting the training, skills, experience and mentoring they need to enter the world of work.

Changing lives through employment

It is a win-win as they get the support they need, while employers get access to a pool of committed workers who appreciate the chance they're being given.

The impact is transformative. For example, through Homeboy Industries, our partner charity in the U.S., gang members coming out of prison have been helped into jobs, from electronics recycling to catering. Not only have they turned away from crime, they are now able to help support their families.

Reinforcing our social purpose

The Community's mission – to promote social inclusion through employment – is tied to our purpose as a company. PAI Partners was founded to help businesses grow and develop. Our core values of connecting, partnering and transforming are about going beyond the pure maximisation of profit and focusing on the social impact of our activity.

Our aim is to be a good corporate citizen and contribute to making things better, while also giving our employees an opportunity to make a difference.

The charities we support are often small organisations, without a large administrative structure. Whenever we can, we offer advice and practical help with things like budgeting, reporting and fundraising. In some cases our people are directly involved in the projects that we help to fund.

Building bridges with portfolio companies

Now we are looking to deepen our involvement, building bridges between the charities we support and the companies in the PAI Partners portfolio. For example, a portfolio company might offer internships or work opportunities for socially excluded people within its workforce, or a service or product that it is uniquely well-placed to provide.

This is a chance to create stronger connections with the charities and beneficiaries, and create bonds between employees across our portfolio. It can also help our companies meet some of their workforce challenges and bring different skills and perspectives into the PAI family. See page 22 for some examples that bring this to life.

Inspiring and developing our people

Our growing Community includes almost 40 PAI people who offer mentorship and support as 'chaperons' for specific charities, or give their time as volunteers.

They learn a lot from their engagement with charity projects that can help them develop

both personally and professionally. It opens up new perspectives on the challenges many people face and the solutions that can help them turn their lives around.

In the next phase of the Community's development, we want to spread the benefits and enable more employees in PAI Partners and portfolio companies to get involved.

To do this, we will make engagement easier and more meaningful – for example by developing projects and volunteering roles that are close to what they do in their work and make better use of their skills and capabilities. We'd also like to offer all employees one 'solidarity day' – a leave day they can use to volunteer at one of our charities.

Giving more of our expertise

As the Community evolves, our priority will be to choose projects where we can make a bigger impact. We'd like to support charities that work with social entrepreneurs and incubators, or those that offer micro-credit to social startups – areas that are closely aligned to our areas of expertise. We have a wealth of knowledge and experience we can offer to charities who could not otherwise afford to pay for consultancy services.

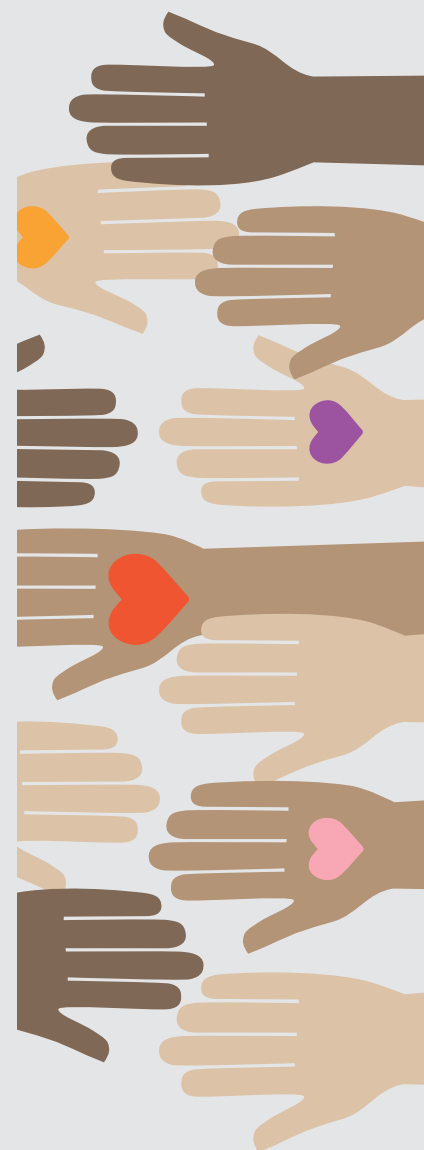
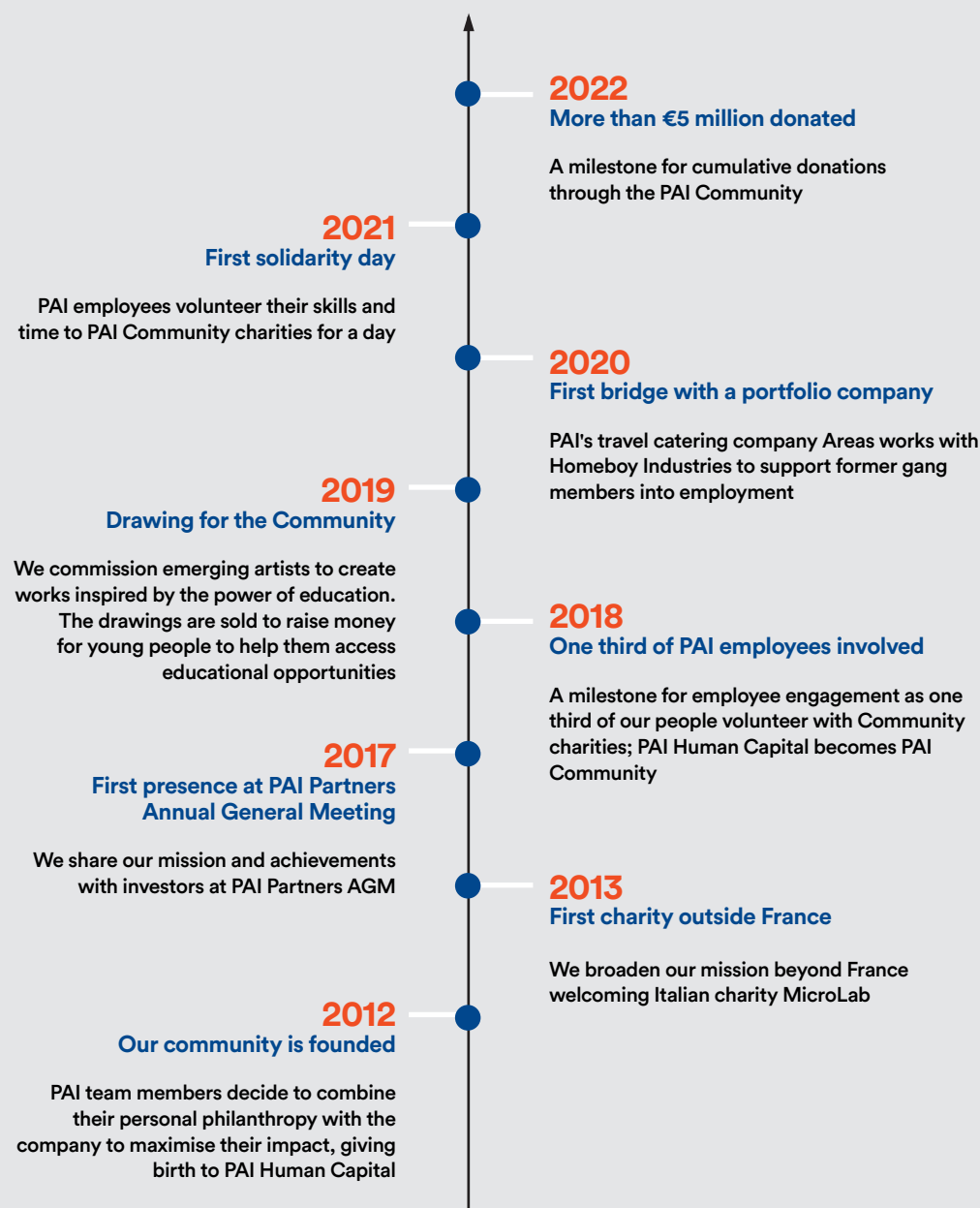
We also want to leverage our connections with our wider professional networks. For example, connecting charities with services they need, from law to public relations, working with partner firms that are willing to give their time on a pro bono basis.

Measuring our impact

Another priority for us is finding ways to measure our impact. We have developed key performance indicators (KPIs) including criteria such as performance, ambition, innovation, communication and number of beneficiaries reached. We will use this to assess the impact we are making on the charities, beneficiaries and society as a whole and inform our decisions on project funding and charity selection in the coming years.

Sébastien Veil, PAI Community Chairman

10 years of PAI Community



Looking forward: making a bigger difference

MORE impact ... from PAI Community

PAI Community has never just been about donations. We know we can make the biggest difference by getting involved with our charities, giving them the benefit of our time, skills, expertise and networks, in addition to funding. In the future, we will be using impact as a measure to decide where PAI Community should get involved.

MORE focus ... on the most relevant charities

We have already started to concentrate our funding on the projects where we can add the most value. As PAI Community evolves, we will look to deepen our involvement with our charities further to help them make a bigger difference for the people they support.

MORE bridges ... with portfolio businesses

Building bridges between charities and our portfolio companies can create a more powerful impact. Three of our companies are already offering work opportunities to socially excluded people within their organisation. In the future, we will work with all our portfolio companies to identify further opportunities for internships, job placements and mentoring.

MORE opportunities ... for the PAI team to get involved

By contributing their skills, expertise and networks, PAI employees can support the Community whilst demonstrating our values and purpose as a company. They can also develop transferable skills that may be useful in their careers. Going forward, we will create more opportunities for the team to get involved and have a real and meaningful impact.

Achievements and highlights

It's been a busy time for PAI Community since our last review. We've celebrated our anniversary, expanded our membership, welcomed new charities and built bridges with our PAI portfolio companies. Here are some of the highlights.



10th birthday run raises €20K

PAI Community celebrated its 10th birthday in 2022. We marked the occasion by raising more funds for our charities. A total of 18 employees took part in the Budapest 10k race while they were in the city for our PAI Partners staff seminar. They raised €20K including a matching donation from PAI Community.

New Homeboy Café opens at LAX

PAI portfolio company Areas launched a new Homeboy Café and Bakery at Los Angeles Airport Terminal 3 with our partner charity Homeboy Industries. It's the second Homeboy Café at the airport, helping ex-gang members to turn their lives around.

> Read more on page 26.

Solidarity days are a success

We held our first solidarity days, offering employees the chance to take a day out of work to volunteer for our charities. The first days, at Acta Vista and Chemin des Fleurs, were so popular that we are planning more of these events in the future.

> Read more on page 30.



Employees bring their own charities

We held three Bring Your Own Charity (BYOC) competitions, enabling Community members to nominate their favourite charities to receive special one-off donations. So far, more than €30,000 has been donated to BYOC charities.

PAI Community unites for Ukraine

PAI Community and PAI employees showed their solidarity with Ukraine, donating a total of €78,000 to Plan International to support the education of young Ukrainians displaced to countries such as Poland, Romania and Moldova.

Le Chemin des Fleurs is reborn

Le Chemin des Fleurs is the new name for Fleurs de Cocagne. With help from PAI Community and insulation supplies from our portfolio company Armacell, the charity is renovating and expanding its facilities so it can help more vulnerable women rebuild their lives through work in horticulture.

> Read more on page 28.

New members join PAI Community

We have welcomed a significant number of new employees to the Community since our last review, bringing the total number of volunteers to 38. We hope to continue growing in the future by creating more opportunities for our people to get involved.

Welcoming three new charities

PAI Community is giving its support to three new charities in 2023.

- Child Rights Eurasia (Sweden) fights for children's and young women's rights to education, development and equality in Africa, Asia and Europe.
- Resurgo (UK) helps disadvantaged young people and adults overcome barriers to employment, equipping them with the skills and mindset to find employment.
- Working Options (UK) is an employability and life skills charity that helps students aged 14-19 fulfil their potential by exploring career options and gaining the skills and confidence they need to succeed.

> Read more about all our charities on page 14.

Our charities



Homeboy Industries



DEIN MÜNCHEN



Le Chemin des Fleurs



Resurgo



Prodis



ACTA VISTA



Beam



Working Options



Les Plombiers du Numérique



Microlab



Child Rights Eurasia



Ares

NEW  

Purpose: to help people excluded from employment to restore their confidence and pride, and build a future through work on restoration of historic buildings.

How it works: ACTA VISTA creates workcamps at each restoration project where people learn through on-the-job training and support. This is like an open air school where they gain transferable skills and experience which can help them get jobs in a variety of industries.

Impact: the charity helps 500 people a year, with 90% achieving a professional qualification and two thirds finding a job. More than 30 historic buildings have been restored.

Purpose: to help socially disadvantaged people, including those with disabilities, the long-term unemployed, homeless, refugees and young people without qualifications, into employment.

How it works: Ares offers a range of training programmes that combine social support and real-world work experience. It helps people into employment both in the general economy and in its own social enterprises, which operate in areas such as logistics, construction, digital and the circular economy.

Impact: 20,000 people have been supported across France since 1991, including more than 400 employed directly in Ares enterprises; 65% of all beneficiaries find employment or training.

Purpose: to help homeless people and refugees rebuild their lives by getting them into jobs and homes.

How it works: Beam crowdfunds donations to pay for training, travel costs and rental deposits to help people develop a stable career and find a place to live. Each person gets a caseworker who creates a plan for them and supports them on their journey into a new job or home.

Impact: more than 1,000 people have been supported into jobs and more than 350 into homes by Beam since it was founded in 2017. More than 80% of those helped into jobs are still employed after three months.

NEW  

Purpose: to address challenges in health, personal development and equality faced by children and young women in Asia, Africa and parts of Europe.

How it works: Child Rights Eurasia was formed in 2019. It provides funding to partner organisations in countries such as Pakistan, Zambia and Ukraine supporting education, training and safeguarding programmes. It also helps young people newly arrived in Sweden from countries such as Ukraine, Bangladesh and Malawi get employment and integrate into society.

Impact: the charity's help reaches around 2,000 people, including vulnerable young women and girls, every year.

NEW  

Purpose: to encourage underprivileged middle school students to grow up feeling they can achieve anything they set out to do, no matter what background they come from.

How it works: DEIN MÜNCHEN helps young people facing challenges, such as lack of money or low parental expectations, to explore new experiences and career options. They provide workshops, training and access to cultural and sporting experiences that help young people know their strengths and develop skills and confidence in their own abilities.

Impact: the charity reaches more than 1,000 children and young people every year in schools

Purpose: to transform the lives of ex-prisoners and former gang members through a range of social services, job training and social enterprises.

How it works: Homeboy Industries provides mental health counselling, legal services, gang related tattoo removal, education classes and work readiness training to help ex-gang members re-enter society. It also offers them jobs in its 10 enterprises including bakeries, cafes, catering, farmers markets, grocery stores and a silkscreen shop.

Impact: each year more than 8,000 people are helped, including more than 200 who get jobs in Homeboy Industries enterprises.

Our charities



PAI Community is sharing its journey with 12 non-profits across Europe and beyond.

Purpose: to help people with problems such as debt, addiction, health and mobility issues to rebuild their confidence and self-esteem through agricultural work.

How it works: Le Chemin des Fleurs offers both training and paid employment on an organic farm producing flowers, bouquets and vegetables for companies, private clients and local customers. The charity also offers trainees and employees support with health, housing and fighting addiction as needed, with the help of a full-time dedicated social worker.

Impact: the farm employs 24 people, including 70% women. At least 75% of employees have been working at the farm for more than two years.

Purpose: to help young adults who have left school without qualifications gain employment in industries such as digital infrastructure and construction.

How it works: Les Plombiers du Numérique offers young people who are not comfortable with classroom learning practical training for work maintaining digital infrastructure, such as data centres and high demand construction jobs. Intensive, hands-on internships provide students with skills and know-how to enable them to start working after three to four months.

Impact: more than 1,000 young people have been trained and more than two-thirds have got permanent jobs or are in further training.

Purpose: to help socially disadvantaged young people become entrepreneurs by helping them access microcredit, mentoring and training.

How it works: MicroLab's volunteer mentors support the creation and development of micro-enterprises, promote self-employment and provide professional advice for high school students. The charity also helps micro-entrepreneurs with training, administrative support and access to sustainable and ethical lending.

Impact: since it was founded in 2007, MicroLab has provided entrepreneurship training to thousands of young people, helping them start youth-led businesses.

Purpose: to provide people who have learning disabilities with training and support to help them access the jobs market.

How it works: The Prodis Foundation provides a range of programmes, including pre-university, undergraduate and master's degree courses, as well as support for beneficiaries and their families as they enter the labour market. It also runs a special employment centre, which offers work in areas such as mailing, gifts and merchandise.

Impact: the charity has helped more than 200 people into work, with more than 50% in jobs for over five years.

NEW  

Purpose: to give socially excluded young people a chance to rise again through coaching, training and support.

How it works: Resurgo's Spear Programme teaches employability and confidence building skills to help 16-24-year-olds overcome the challenges they face getting into and succeeding in long term employment. It focuses on the attitudinal and behavioural patterns that are holding them back, as well as the hard skills they need to find a job.

Impact: 8,500 young people have been coached since 2004; 75% of young people who complete the Spear programme get into work or education and are still there after one year.

NEW  

Purpose: We are on a mission to create millions of lightbulb moments, ensuring every young person has their chance to flourish in the world of work.

How it works: Capability in all its forms is distributed randomly across the population, but unfortunately, opportunities are not. That is why Working Options connects young people from age 14 and business through our powerful network of talent and opportunities. Offering Industry Insights, Taster Days, Masterclasses and Skills Workshops in classrooms and online – all free at the point of use.

Impact: We aim to transform the lives of one million young people by 2033.

Our impact

PAI Community is about making a real and lasting difference in people's lives. We aim to get the biggest return for every euro, pound or dollar we spend, working with like-minded charities that want to minimise overheads and maximise their impact.

We know we've succeeded when people on the fringes of society who have been excluded from employment get a job they love, find stable housing or turn their back on crime. Or when young people are inspired to build their skills and confidence, realise their potential and embark on a new path of work or study.

The case studies on these pages demonstrate the impact we're making every day and how engaging with our charities also inspires the employees who get involved ■



Ukrainian refugee Anna was supported into housing in the UK by Beam

A fast track out of youth unemployment

Our support for Les Plombiers du Numérique helps people in areas of high unemployment get jobs in digital infrastructure after just a few months of training.



It's inspiring to be part of something that is changing so many lives.

About the cause

France has almost 1 million young people not in employment, education or training. Youth unemployment is up to 40% in some deprived urban areas. Les Plombiers du Numérique (digital plumbers) is a non-profit founded in 2017 to help address these problems.

"We take young people with no qualifications or experience, who are not comfortable with classroom learning, and give them practical training for work maintaining digital infrastructure such as data centres, computer rooms and CCTV installations," explains founder Florian du Boÿs. "These are areas where there is high demand for workers and good future prospects."

How we're helping

PAI Community provided the funding to set up the charity's first school in Lyon in 2018. Since then we have supported a rollout to 17 locations across France, including the first school ever set up to train data centre technicians.

The innovative model, which is accredited by technical and trade associations, is based on intensive, hands-on training and internships with



professionals. It breaks tasks down into a series of 'gestures' learned through practice without the need for academic study. This makes it easier and faster to learn. Most students are able to start working after just three to four months.

"Instead of creating our own schools, we work with like-minded training providers and institutions who host schools and deliver our courses," says Florian. "This has enabled us to expand rapidly, help more young people and get the maximum impact for the investment."

PAI Community is also supporting a new venture, called Les Geeks du Bâtiment (construction geeks) which uses the same hands-on training to get young people into construction jobs which are in high demand.

How it's changing lives

So far, Les Plombiers du Numérique has trained more than 1,000 people, 40% of whom are from QPV areas (France's priority areas of urban

deprivation). More than two-thirds have got permanent jobs or are in further training.

One graduate, Theo, said: "The training allowed me to quickly find a job in a sector that I did not know and which now fascinates me! Just four months ago, I never would have imagined it!"

Another, Nathan, added: "I tried to work in several companies, to do training, but each time the doors closed for me because I had no experience... I have wings now!"



What the chaperons say

"It's inspiring to be part of something that is changing so many lives," says Lyna Lalami, PAI Partners Investment Associate and Community chaperon. "I've participated in classes and been very impressed with how they blend practical experience with theory to help students prepare for work and their ability to roll out this successful training model at a large scale across France."

Lifting the limits on young people's ambitions

PAI Community works with DEIN MÜNCHEN to broaden the horizons of underprivileged young people, mostly from migrant families, giving them the skills and confidence to reimagine what they can achieve in their lives.

About the cause

DEIN MÜNCHEN is a non-profit social enterprise founded in 2014 on the belief that all children should grow up feeling they can achieve anything they set out to do, no matter what background they come from. It works with secondary schools in the Munich area to help young people facing challenges, such as lack of money or low parental expectations, to explore new experiences and career options.

How we're helping

PAI Community sponsors DEIN MÜNCHEN'S NO LIMITS! programme, which provides focused support to help young people raise their ambitions. Through a well-structured series of training courses, workshops and coaching, they get to know their strengths, develop educational and professional skills and become more confident in their own abilities.

NO LIMITS! participants meet people from similar backgrounds to them who have gone on to achieve their ambitions and who share their journeys and stories. The programme also offers access to cultural and sporting experiences that enhance their life skills and support their personal development.

Several employees from the Munich PAI Partners team are actively involved, attending workshops and sharing their educational and professional journeys with the children.

How it's changing lives

NO LIMITS! has helped hundreds of young people to achieve goals and aspirations they might never have considered before.

For example, Maksimilijan arrived in Germany aged 15, not speaking the language and struggling in school. Through the programme, not only did his German improve, but he also made friends and became inspired to continue with his education. Now he is a qualified kindergarten teacher and youth ambassador for DEIN MÜNCHEN, offering support for other struggling children. "Through NO LIMITS!, I have learned to believe in myself and make the very best of my life," he says.

What the chaperons say

"The programme plants the seeds of ambition and self-confidence, so young people can really take their fate into their own hands," says Ralph Heuwing, Partner at PAI Partners, who nominated the charity to the Community. "It changes how they look at the world and breaks down some of the barriers that might otherwise hold them back."

"NO LIMITS! makes a huge difference in children's lives," explains Kirsten von Glass, PAI Munich Office Manager and Community chaperon. "It also broadens our horizons as PAI employees and supports our professional and personal development by providing access to young people we don't naturally meet in our own 'bubble.'"



The programme plants the seeds of ambition and self-confidence, so young people can really take their fate into their own hands.

We make a big impact through the money and support we offer our charities. But we know there is more we can do. The companies in the PAI portfolio have a huge range of skills, services and opportunities that could make a difference for disadvantaged and vulnerable people.

Likewise our charities bring a pool of untapped talent, as well as expertise in areas such as diversity and inclusion, that could help our companies solve some of their workforce challenges.

Building bridges is about joining the dots between these opportunities and needs for mutual benefit. The case studies on these pages demonstrate how it works for some of the companies and charities that are already linking up across our Community ■

Building bridges



Beneficiaries of Le Chemin des Fleurs hard at work planting their future crops.

Creating inclusive employment in rural areas

PAI Community joined the dots between the recruitment challenges faced by portfolio company Labeyrie Fine Foods and Ares' mission to support excluded people into work.



About the cause

Groupe Ares is one of the biggest platforms for social integration in France. It supports underprivileged people on the fringe of society, people with disabilities, the long-term unemployed, political refugees, the homeless and young people without qualifications into work in areas from logistics and construction to the circular economy. The charity is motivated by a belief that 'nobody is unemployable'.

How we're building bridges

PAI Community has supported Ares' work since 2012. As part of this relationship, we invited Ares to run a webinar on diversity and inclusion for our portfolio companies in France, explaining the details of equality legislation and the benefits of inclusive recruitment.

This led to closer links with one of those companies, Labeyrie Fine Foods, a leading European gourmet food company. Labeyrie faces a challenge in meeting seasonal recruitment demands at its rural production and processing sites, while Ares works with a talent pool of people who want to get into work.

PAI Community built a bridge between these needs. We arranged for Ares to help Labeyrie review its recruitment strategy and tap in to a broader talent pool, including socially excluded people supported by the charity's initiatives.

How it could change lives

This connection is bringing mutual benefits for everyone involved. Labeyrie will be able to access a motivated talent pool of people who are willing to relocate to its rural locations, while also strengthening its ESG performance.

Socially excluded people will have the chance to move into work that helps them improve their lives, while Ares has been able to showcase its expertise in diversity and inclusion and how it can help solve workforce issues.

What the chaperons say

"It's good to know that the support we give to Ares is helping people from different backgrounds find ways to integrate or reintegrate into society," says Otto Kern, PAI Partners ESG Officer and Community chaperon.

"Making connections that help Ares in the work they do, whilst also helping our portfolio companies build diversity and inclusion initiatives, is really rewarding."



Finding a new path for ex-gang members

Travel catering company Areas, part of the PAI portfolio, helps ex-gang members in the U.S. to rebuild their lives by funding programmes and buying supplies from gang rehabilitation non-profit Homeboy Industries.



It fits with our mandate to support social reintegration through the job market.

About the cause

Los Angeles-based Homeboy Industries is the largest gang intervention, rehabilitation and re-entry programme in the world. For more than 30 years, the charity has provided training and support to gang-involved people, allowing them to find a new purpose and redirect their lives through work in areas as diverse as catering and electronics.

How we're building bridges

Areas has supported Homeboy Industries through financial donations for around 10 years and helped set up a Homeboy Bakery outlet in Terminal 4 at Los Angeles Airport. A new Homeboy Café has recently opened in Terminal 3.

The company also buys supplies, including salad boxes and pre-packaged meals, for its airport outlets from a Homeboys Industries kitchen staffed by ex-gang members, which was built with funding support from Areas and PAI Community.

"We have a very rewarding partnership with Homeboy Industries," says Carlos Bernal, Areas CEO in the US. "We meet regularly and are always trying to come up with new ways to support their initiatives and social enterprises."

How it's changing lives

Over the past decade, the Homeboy Cafés have generated \$4 million revenue for Homeboy Industries, which has helped give hundreds of ex-gang members a path into work and social integration.

The supply contracts, along with funding provided by Areas and PAI Community, help Homeboy Industries to invest in new programmes and develop its facilities. This, in turn, supports more employment and training, and opens opportunities to supply other firms.



What the chaperons say

"Homeboy Industries is a great fit for PAI Community," says Arnaud van Tichelen, PAI Partners Principal and Community chaperon. "It fits with our mandate to support social reintegration through the job market. The fact that we are able to jointly support this great social venture with one of our portfolio companies is a perfect example of the bridges we can build. The partnership has also helped Areas in putting together a superior proposition to win additional concessions in Los Angeles airport."

Helping vulnerable people to blossom

French charity Le Chemin des Fleurs will be renovating its premises with materials and advice provided by PAI portfolio company Armacell, so it can continue helping more vulnerable people rebuild their lives.



The charity benefits from our funding, advice and expertise, while our employees learn a lot from being involved in its work alongside trainees.

About the cause

Le Chemin des Fleurs helps excluded and vulnerable people – mainly women – rebuild confidence and self-esteem through training in horticulture. Based on an organic farm, the charity supports its trainees to grow vegetables, produce high quality flowers, arrange them into beautiful bouquets and then sell them to local businesses. It also offers social support to help address health, housing and addiction issues, for those who need it.

How we're building bridges

As well as supporting the charity with funding, mentorship and business support, PAI Community helped negotiate, structure and finance a deal with the former landlord, enabling the charity to eventually become the sole owner of its land and premises. This enables Le Chemin des Fleurs to make long-term investments to further develop the site and its facilities.

We also introduced the charity to our portfolio company Armacell, a leading global manufacturer of advanced insulation. The company will contribute to a state-of-the-art insulation system for the old farmhouse and provide products to create a sustainable solution with lower energy costs.



**Le Chemin
des Fleurs**
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MAKING A DIFFERENCE AROUND THE WORLD



Armacell's leaders were also very impressed with Le Chemin des Fleurs and hosted several team meetings on the farm, so the company's employees could get to know the charity. Employees have equally been inspired to offer support to the charity, whether through buying bouquets or hosting fundraising events.

How it's changing lives

PAI Community funding and Armacell's practical support are helping to transform the farm, its buildings and accommodation. This will make the surroundings even more inspirational and will enable the charity to provide further training placements and change more lives for the better.



What the chaperons say

"We'd like to find new opportunities to build bridges with more of our portfolio companies as it's clear that this can bring benefits to both parties" say Geneviève Dattola (Communications Coordinator and Community chaperon), Christina Charlier (Investor Relations Coordinator and Community chaperon) and Eric Bouchez (consultant and Community chaperon). "The charity benefits from our funding, advice and expertise, while our employees learn a lot from being involved in its work alongside trainees. It's very inspiring for everyone involved."

Solidarity days: volunteering for a great experience

Solidarity days give PAI employees an opportunity to volunteer their time to our charities and see the difference PAI Community is making face to face.



Colleagues can visit our charities, be inspired by the work they do and put their personal and professional skills to use in a new way – while making a difference.

Meanwhile, our charities receive hands-on help and can spread the word about their actions and impact through our people.

PAI Community has run two pilot solidarity days so far, at ACTA VISTA and Le Chemin des Fleurs. These have been so successful that PAI now plans to run a solidarity week every year, where every PAI employee will have the chance to spend at least one day with one of our charities.



First solidarity day: March 2021 ACTA VISTA

Nine colleagues from across PAI spent the day in Marseille at one of ACTA VISTA's sites, providing CV support, interview practice and mentoring for the charity's beneficiaries.

(Left, PAI employees learn about ACTA VISTA's work in Marseille.)

Second solidarity day: October 2022 Le Chemin des Fleurs

A multi-functional team of 10 colleagues got hands-on with Le Chemin des Fleurs at the charity's farm. They helped out with horticultural work, gained insights into the charity's approach and learned new skills.

(Above and right, PAI colleagues with Le Chemin des Fleurs employees down on the farm.)



The last word from our Community



“Having the opportunity to give something back alongside a team of colleagues who share the same values is incredibly exciting and rewarding, especially when we are able to make a real difference!”

Matthew



“Over the years, I’ve met wonderful volunteers and committed colleagues, but most of all, my encounters with people in rehabilitation have both profoundly affected and expanded my outlook. It’s a great work experience!”

Geneviève



“I consider myself to be very fortunate in my life and PAI Community has given me the chance to help those who have not had access to the same opportunities.”

Christina



“I’m always amazed to see the energy and passion members of the team devote to PAI Community. It goes across all generations and embodies, better than any slogan, our values as a firm.”

Ivan



“I’m very proud to be part of the PAI Community since I joined PAI in 2021. It provides a unique opportunity to support some amazing charities and the people who devote their time and energy to the cause.”

Sirine

PAI
Community

A big thank you to all those featured, namely Carlos Bernal, Florian du Boÿs and the entire PAI Community Team.

We also would like to thank William Higgins, Isabella Park and Leyla Mohan of Clearpath Consultancy for their editorial support in producing the articles in this publication.

Photographic credits

ACTA VISTA, Ares (Cover @Caroline Com, pages 13 & 24 @Autanblanc), Beam, Child Rights Eurasia, DEIN MÜNCHEN, Homeboy Industries, Le Chemin des Fleurs, Les Plombiers du Numérique, Les Geeks du Bâtiment, MicroLab, Prodis, Resurgo, Working Options. Labeyrie Fine Food and François Maréchal

Design by Geneviève Dattola, PAI Partners