

RED MORE.

Environmental, Social and Governance Policy



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Governance

As part of House of HR, we are supported by the House of HR ESG Committee to achieve our ESG priorities and objectives. The ESG Committee establishes the foundational strategic framework regarding ESG. We as a Powerhouse use this framework as a starting point for our own ESG strategy and policy, as set hereafter. We work closely with our boutiques to further develop and integrate our ESG strategy, objectives and initiatives into our organization and daily activities.

In the Redmore ESG policy we elaborate on our ESG vision, main goals and focus areas. We also have documented our goals and the related initiatives in our current ESG agenda, which is periodically discussed with all internal stakeholders and adjusted accordingly.

The Redmore ESG policy has been developed in collaboration with and approved by the Redmore Board of Directors. This policy applies to both Redmore Holding B.V. and all its direct and indirect subsidiaries (referred to as boutiques).

Our ESG vision and goals

Redmore has ambitious plans for the future, with growth and value creation as key drivers. We aim to achieve this growth in a fair, responsible, and sustainable manner. Our ESG strategy is at the core of our activities, ambitions, and success, aligning seamlessly with our overall business strategy.

We have based our ESG strategy on the following pillars:

- ❖ *Environmental*: engaging and investing in climate action,
- ❖ *Social*: creating added value & equity for our people and the communities we interact with, and
- ❖ *Governance*: practicing good governance in all aspects of our organization operations.

Our ESG strategy is in constant growth and improvement. We are building a sustainable organization that people take pride in being a part of, both now and in the future. We encourage our employees, providing them with opportunities to actively engage and participate in our ESG projects and initiatives.

Sustainable Development Goals (SDG's)

The Sustainable Development Goals (SDGs) of the United Nations provide the framework on which we base our ESG policy on. Given the nature of our business we have selected the SDG's which we believe we can best contribute to.

The following 6 SDGs form the framework of relevant goals within which our ESG policy is formulated:

- SDG 3 - Good Health and Well-being
- SDG 4 - Quality Education
- SDG 5 - Gender Equality
- SDG 8 - Decent Work and Economic Growth
- SDG 10 - Reduced Inequalities
- SDG 13 - Climate Action



Our environmental goals: engaging and investing in climate action

We are aware that environmental issues and climate problems are top priorities for our entire society. As an organization, we take responsibility in this regard and actively seek to contribute by demonstrating commitment, proactively taking measures, and investing in environmental management. In this way, we are building a sustainable organization that is future-proof and has a positive impact on the environment. Additionally, we focus on raising awareness among our stakeholders and embedding sustainable principles in our daily activities.

Our goal is to reduce our overall ecological footprint. To achieve this, we have formulated the following sub-goals:

- **Scope 1 – Direct emissions** | We are reducing the emissions of greenhouse gases directly resulting from our own activities. We will strive for sustainable practices within our fleet, such as transitioning to hybrid and electric vehicles and promoting fuel-efficient driving behavior among our employees.
- **Scope 2 – Indirect emissions** | We are reducing indirect emissions stemming from the electricity consumption of our buildings by promoting energy efficiency and, where possible, utilizing renewable energy sources..
- **Scope 3 – Indirect emissions in our value chain** | We are reducing indirect emissions arising from our value chain. We aim for close collaboration with our suppliers, partners, and other stakeholders to promote sustainable and responsible practices, working towards reducing emissions throughout our entire value chain

In addition we are open to investments in other external initiatives that promote the environment.

In our ESG agenda, we provide a current overview of all goals and measures, along with detailed explanations, actions, and timelines.



Our social goals: creating added value & equity for our people and the communities we interact with

We are determined to create added value and equality for our employees, aiming to make our organization a sustainable and inclusive place. An environment where employees can make an impact, be themselves, and unleash their potential. Additionally, we strive to be a socially responsible organization that seeks to make a positive impact within the communities and society with which we interact.

To achieve this, we have formulated the following main goals:

- **Diversity & Inclusion** | We increase diversity and inclusion within our workplace, with a specific focus on cultural diversity, gender equality, and individuals facing barriers to employment. We are creating a work environment that is both diverse and inclusive, where everyone can actively participate and contribute.
- **Growth & Development** | We invest in the growth and development of our employees through various education programs, training sessions, and mentoring opportunities, enabling them to fulfill their full potential.
- **Health & Wellbeing** | We develop and implement initiatives/programs that contribute to a healthy, vital, and safe work environment for our employees.
- **Social responsibility & Engagement** | We invest and participate in initiatives/programs that contribute to the well-being, decent work, education, development, and growth of communities within society that are in need of assistance

In our ESG agenda, we provide a current overview of all goals and measures, along with detailed explanations, actions, and timelines.



Our governance goals: practicing good governance

We consider ensuring good governance not only as a legal obligation but also as our social responsibility. In our operations and the communities in which we are active, we uphold strict ethical business standards and promote the protection of human rights.

Our goal is to maintain and strengthen a business operation focused on integrity, transparency, and accountability. We continuously evaluate and improve our processes and policies to safeguard the interests of all our stakeholders.

- **Business Ethics, Conduct, and Integrity** | We adhere to strict rules and standards to ensure that we always act with honesty and transparency. We have established a code of conduct and ethical policy applicable to all our employees and stakeholders. We maintain a zero-tolerance policy regarding corruption, fraud, or any form of ethical violations and/or misconduct. Additionally, we enforce a zero-tolerance policy on any violations of human rights, child labor, human trafficking, slavery, forced labor, bribery, and/or corruption in supply chains and business operations.
- **Data Security & Protection** | Data security and protection are crucial. Ensuring the confidentiality, security, and protection of data is of great importance to our organization. We do this to safeguard the privacy and rights of individuals and maintain the trust of all stakeholders. We have implemented various security measures, such as firewalls and access control systems, to ensure that data is securely stored and transmitted.

In our ESG agenda, we provide a current overview of all goals and measures, along with detailed explanations, actions, and timelines.

Communication, monitoring, evaluation and improvement

We aspire to have a robust and actionable ESG strategy and policy that adds value to our organization and all stakeholders. We encourage initiatives and projects, facilitating project groups to stimulate active participation from our people. We invest financially in both internal and external initiatives, maintain open and clear communication with all stakeholders, and adhere to relevant legislation.

To continue developing our ESG policy and formulated goals, we apply a cycle of clear communication, monitoring, evaluation, and improvement.

In our communication, we place a strong emphasis on openness and transparency to all our stakeholders. This is also an essential component of our Ethical and Code of Conduct. We believe that transparent and clear communication about our policy, goals, results, and efforts creates awareness and engagement among both internal and external stakeholders. As part of monitoring and evaluation, we employ a sustainable risk assessment methodology, considering the impact on the policy to enhance the success and long-term value of projects and initiatives. The progress of the policy and initiatives is periodically evaluated in meetings, plans, and/or memos, with documented reports provided to stakeholders. The distribution of all involved roles and responsibilities is outlined in our ESG matrix.

To support a continuous improvement process, various audits and proposals are carried out to assess our policy and program. Additionally, we employ several tools and metrics to evaluate and enhance our environmental, social, and governance policies and initiatives. Below are some of the tools utilized.

- EcoVadis Certification: Since 2023, all Boutiques have obtained an EcoVadis rating. We use this rating as a benchmark to complement and improve our ESG performance.
- Annual Environmental Assessments (including a Carbon Footprint Assessment): The assessment provides enhanced insights into the amount of greenhouse gases emitted by our operations.

We continue to evolve and adapt our ESG policy in line with the needs of our employees, stakeholders, society, and our organization.