



ESG Consultancy - Code of Conduct

Scope

Our **Code of Conduct** is an integral part of the formal governance of ESG consultancy. It defines our core principles and ethical standards that allow us to create authentic and sustainable value.

The same principles and standards are applied consistently throughout all our governance policies. How we achieve our operating results is as important as the results themselves.

Our mission at ESG Consultancy is to seamlessly integrate sustainability and responsible practices into the heart of every operation. Through innovative strategies and unwavering commitment, we pave the way for a harmonious future where economic success, social well-being, and environmental stewardship thrive.

This **Code of Conduct** is integral to the employment conditions of everyone working for ESG consultancy and is essential to our continued success. Therefore, ESG consultancy expects all workers to follow the **Code of Conduct** and its related policies and procedures. Upon joining, they are informed about the **Code of Conduct** and periodically reminded of its principles.

We expect companies of which ESG consultancy has a joint or minority ownership to adhere to principles equivalent to this **Code of Conduct**, and we also encourage our consumers and business partners to adopt such regulations.

1. Compliance with the law

Every ESG consultancy entity and worker must comply with all applicable laws and regulations of the countries in which we operate. We must always apply a higher standard when there is a difference between a legal requirement and our **Code of Conduct** or compliance policies.

At ESG Consultancy, we are committed to providing a safe working environment with respect and equal opportunity for all, including our recruitment, training, and career development processes. We are committed to respecting Belgian legislation, and we respect the human rights of our workers as set out in fundamental conventions of the International Labor



Organization, including the right to freedom of association. We are committed to providing fair remuneration and working hours with a healthy work-life balance.

Guided by our commitment to catalyze positive change, our vision at ESG Consultancy is to lead as a global force in shaping sustainable futures and comply with all laws in every region we work in.

2. Workers

We envision a world where businesses harmonize prosperity with environmental stewardship, social equity, and ethical governance, inspiring a legacy of holistic well-being for generations.

Moreover, we oppose discriminatory practices and do our utmost to promote equality and diversity in all employment practices. We will not tolerate violence, bullying, harassment, discrimination, or any form of forced, bonded or child labor. We welcome diversity and encourage open communication and dialogue between workers and managers, a crucial part of our entrepreneurial spirit.

3. Consumers

At ESG Consultancy, we base our success on the satisfaction of our consumers and the quality of our services. We abide by the highest quality and ESG standards and follow international legislation.

4. Suppliers

For ESG consultancy, suppliers include our service providers, labor providers, and all other third-party business partners. They are essential to enabling us to operate and to provide services. We are committed to fair and ethical relationships with our suppliers based on clear and respected business terms, a fair selection process, and adherence to the principles set out in our Supplier ***Code of Conduct***.

5. Shareholders

At ESG Consultancy, we follow best practice standards regarding corporate governance and financial communication. We are committed to providing our shareholders accurate, timely, regular, and reliable information on the Company's activities, performance, prospects, and strategy. We rigorously adhere to precise record-keeping requirements.

ESG- Consultancy NV

BE 0417.151.171

Albertstraat 26

2845 Niel

Belgium

+32.472.59.08.91

francine@esg-consultancy.be

<https://esg-consultancy.be>



6. Community

At ESG Consultancy, we aim to provide our consumers with one-stop sustainability services. Respect for and dialogue with our communities is vital as part of this. We endeavor to participate responsibly in our communities and to have a positive impact, not only through our services but also through our business and social activities.

7. Environment

At ESG Consultancy, we are committed to respecting and protecting the environment by developing our business sustainably. We monitor and report on our environmental impacts and minimize these wherever possible, striving to do more, as set in our environmental policy.

8. Anti-bribery and corruption

At ESG consultancy, we have a zero-tolerance stance on bribery and corruption. Any ESG consultancy worker or representative is not permitted to give or receive a bribe or other improper advantage for business or financial gain. Soliciting or accepting gifts, hospitality, sponsorships, and donations from a supplier or any other third party is strictly prohibited.

9. Conflicts of interest

All workers must be free from actual or perceived conflicts of interest. Conflicts of interest are situations that could conflict, or appear to conflict, with a worker's responsibilities at ESG consultancy.

10. Confidentiality

At ESG Consultancy, we take confidentiality seriously, and all workers are required to protect ESG Consultancy's confidential information and intellectual property. We must also protect our consumers and business partners' personal information and any of their intellectual property we may have access to as part of our business relationship. Likewise, we are committed to complying with all relevant data privacy requirements of the jurisdictions in which we operate.

11. Money laundering and fraud

At ESG Consultancy, we reject any attempt to use our business to launder money and will only work with legitimate business partners. We also have a zero-tolerance stance against fraud (such as theft or misuse of ESG consultancy's assets, non-compliance with travel and expense policies, or speculation).

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12. Raising a concern

Should you become aware of an infringement of laws, regulations, internal policies and procedures, financial malpractice, and any activity that poses or could pose a danger to the environment or anyone working for our Company, you should promptly raise this issue with your line manager. It is not possible or appropriate to contact your line manager. In that case, you must submit the issue or report the infringement directly with the relevant point of contact in ESG consultancy (such as the contract manager, HR Manager, Finance Manager, Compliance Manager, or consumer relationship Manager).

However, should workers or other stakeholders prefer to report a concern confidentially through another channel, immediately contact the CEO via francine@esg-consultancy.be. At ESG Consultancy, somebody shall treat all information confidentially. There will be no retaliation against anyone who registers a genuine problem. Somebody will appropriately investigate all cases, and where breaches are, somebody will take appropriate actions immediately.

Signed by CEO
& Chairwoman of the Board
Francine Carron.
19/12/2023

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