



SUSTAINABILITY REPORT 2022

ACCELERATING OUR JOURNEY TO A MORE SUSTAINABLE FUTURE



ABOUT THIS REPORT GRI 2-1, 2-3

We are pleased to introduce the Sustainability Report for Royal Peterson Control Union Group B.V. (RPCU) for the year 2022. This report is the second of its kind and demonstrates how we are integrating sustainability into our corporate activities. The publication of this report demonstrates our ongoing commitment to report to our stakeholders, as we are incorporating sustainability management into our overall strategy.

In the next pages, we present our current standing and the targets we aim to achieve. We have also provided information on our overarching sustainability strategy, which comprises three pillars: our environment, our people & society, and corporate governance.

Our 2022 report was done in reference to the Global Reporting Initiative (GRI) standards and covers all activities within the various business entities in the group, regardless of their geographic location. The reporting period for this report is from January 1st to December 31st, 2022. We publish our sustainability report on a yearly basis, covering our objectives and accomplishments from the preceding year.



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JOHAN MARIS

Chief Executive Officer, RPCU Group

STATEMENT FROM OUR **CEO** GRI 2-22

We are proud to present RPCU's 2022 sustainability report, which reflects our ongoing commitment to sustainability and our role in shaping a more sustainable world. Our sustainability strategy is integral to our business operations, and we remain dedicated to improving the environmental, social, and governance (ESG) performance of our organization.

As we continue to prioritize the health and safety of our employees, clients, and communities, we are committed to consulting with our stakeholders, including thousands of clients, to drive sustainable practices across the industries and regions where we operate. This report highlights the many initiatives we have undertaken in collaboration with external NGOs, demonstrating the strength of our partnerships in driving positive change.

We recognize the need to set global targets for ourselves and be accountable for our progress, while also supporting the local initiatives developed by our teams. To this end, in 2022, we have established a dedicated team to develop policies that will reduce our carbon footprint, including stimulating energy-saving investments and working on carbon offsetting projects at scale.

In the coming years, our sustainability report will continue to evolve from a reporting format to an accountability format, providing an annual update on our progress towards our sustainability targets. As a global company, we understand our responsibility to create a more sustainable world for the next generation, and we remain committed to leveraging our expertise, capabilities, and partnerships to drive positive change.

OUR **VISION**

Driven by family values

We take pride in our customer focus, making our partners' purpose our business. We work with integrity, committed to safety and transparency, offering long-term sustainable and innovative solutions.

OUR **MISSION**

Future together

We build a better tomorrow with our partners. Together we take the next step towards a more sustainable, more efficient and safer world.

OUR **VALUES**



INTEGRITY: We are a family company, with trust as our biggest value, so we act and swear by honesty, making responsible and respectful decisions.



CUSTOMER FOCUS: Our customers are the reason for our existence. Their success is our success, delivering the highest level of service quality and experience is our focus.



ENTREPRENEURSHIP: Every step we and our partners take, is a step forward. To help them overcome their ongoing challenges.



SAFETY: We are committed to keeping ourselves, our colleagues, our partners, and communities safe.



LONG-TERM VIEW: We think long-term and keep an adaptive mindset, focused on sustainable growth and assisting our partners on their way towards a sustainable future.



01

RPCU AT A **GLANCE**



WHO WE ARE

OUR BUSINESSES

KEY MARKETS

CORPORATE STRUCTURE



WHO WE ARE GRI 2-1, 2-6

We are a family-owned, limited liability company established in 1920. RPCU was initially set up as an inspection company for grain that was traded and transported on the rivers and canals of the Netherlands. Headquartered in Rotterdam, Netherlands, RPCU has since grown to become a global expert for risk management and logistics solutions. With a presence in 79 countries, over 5,000 employees, and an international network of offices, operations, and laboratories, we are well equipped to offer our customers a full range of services.

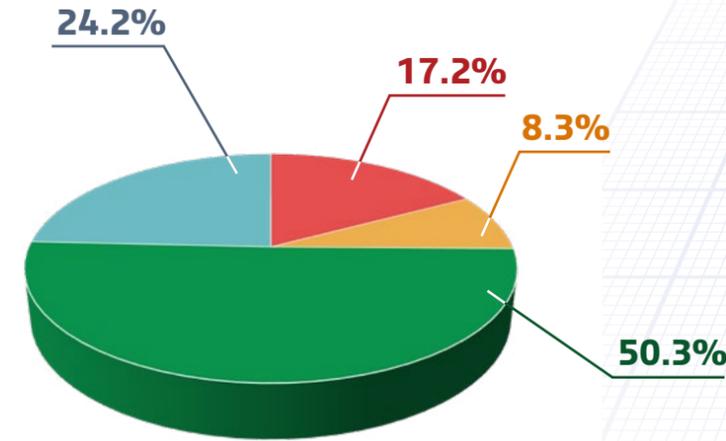
Control Union operates in the global Testing, Inspection & Certification (TIC) market. Peterson provides services including logistics, consultancy and advisory services, technology, and training services to clients. We are a trusted partner for setting targets and assisting with the development and implementation of sustainability principles throughout the entire supply chain. We continue to provide custom-made, integrated solutions and support for private companies, public bodies, industry, and consumer goods. We are committed to

using innovative thinking – supported by our core values – to respond to increasing requirements for sustainable business and to add value to our clients’ activities. Our teams possess in-depth knowledge and experience that cover all aspects of the supply chain in many industries, with emphasis on Energy, Biofuel and Biomass, Food, Feed and Forestry, Textile, Agriculture and Fisheries.

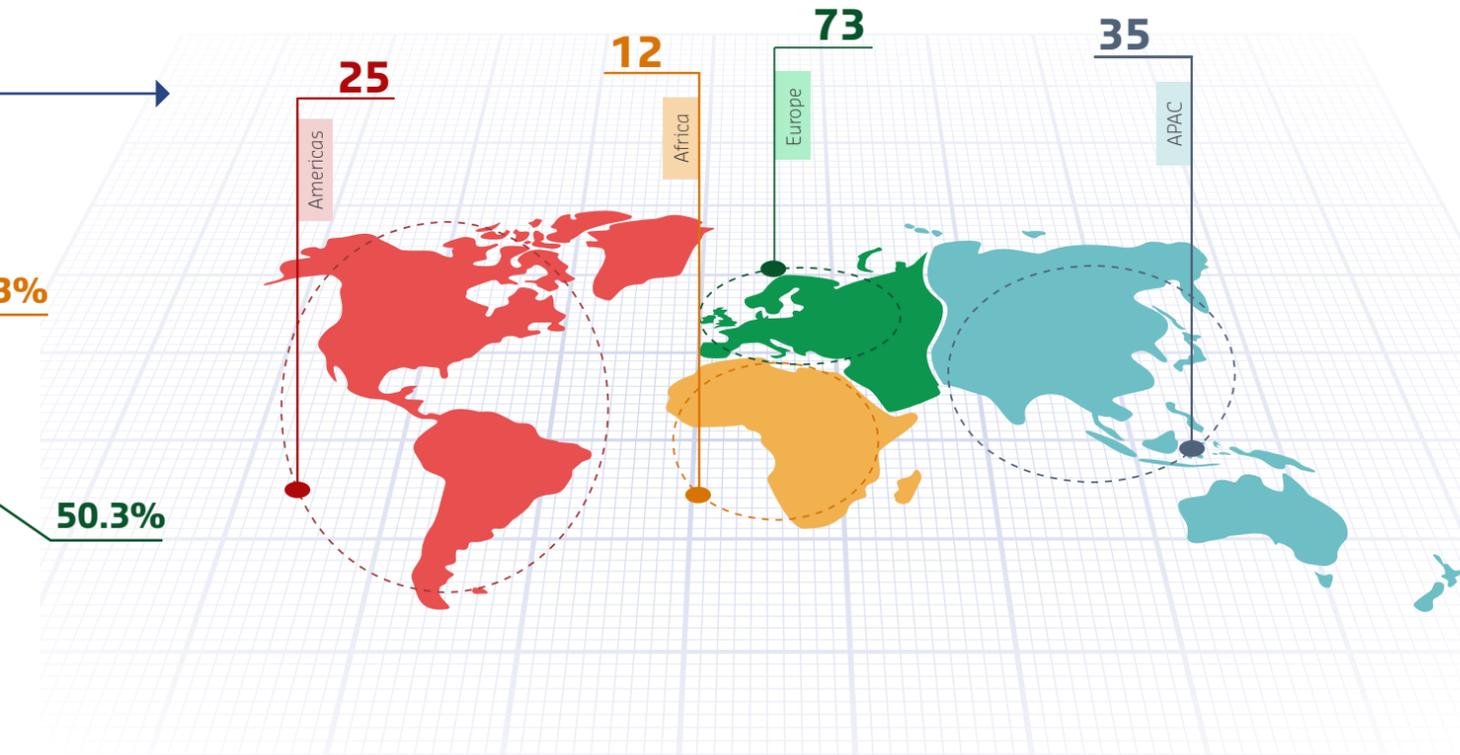
In 2020, we were honoured and privileged to be awarded Royal Designation from Dutch Monarch, King Willem-Alexander, to mark us celebrating 100 years of business. Royal Designation is a distinction that can be granted to companies to symbolise the respect, appreciation and trust towards the recipient. Not every company comes into consideration for Royal Designation and it is not an award that is automatically given to companies who reach 100 years of business.

The history and current activities of RPCU, specifically in relation to social, financial, fiscal, managerial and ethical behaviours, were verified as part of the process of awarding Royal Designation.

NUMBER OF OPERATIONAL OFFICES



OPERATIONS AS PER VARIOUS REGIONS



OUR BUSINESSES - PETERSON GRI 2-2, 2-6

COMMODITY LOGISTICS
 Services related to the storage, handling, and transportation of commodities, including inventory management, chartering, and vessel operations.

ENERGY LOGISTICS
 Services related to the storage, handling, and transportation of energy products, including tank terminal management and fuel quality management.

PROJECTS & SOLUTIONS
 Services related to the development and management of projects, ESG advisory, including project management, engineering, and procurement.

RECRUITMENT
 Recruitment services for various industries, including energy, engineering, and IT.

ACADEMY
 Training and education services, including safety training, leadership training, and technical training for various industries.

TECHNOLOGIES
 Detect, optimize, and provides technological and digital solutions for the energy, maritime, and agricultural industries.

OUR BUSINESSES - CONTROL UNION GRI 2-2, 2-6

COMMODITY INSPECTIONS
 Inspection services for commodities, including sampling, weighing, and testing.

LABORATORIES
 Provides analytical and testing services for various industries such as food, pharmaceutical, and environmental.

CERTIFICATIONS
 Independent certification and verification services for a range of industries, including agriculture, forestry, and aquaculture.

INDUSTRIAL INSPECTIONS
 Inspection services for various industries, including oil and gas, renewable energy, and petrochemicals, covering areas such as quality, safety, and compliance.

COLLATERAL SERVICES
 Services related to the provision of collateral management, including inventory control, inspection, and certification.

PEST MANAGEMENT
 Pest control, monitoring, and prevention for various industries such as food, agriculture, and logistics, as well as pest-related training to help clients meet regulatory and safety requirements.

TECHNICAL INSPECTIONS
 Inspection services that include asset integrity management, non-destructive testing, inspection and certification of equipment, and other services for industries such as oil and gas, renewable energy, agriculture, and food.

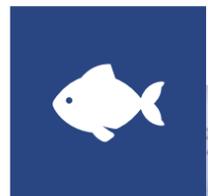
PETERSON Non-TIC Activity services



CONTROL UNION TIC Activity



KEY MARKETS

 **AQUACULTURE AND FISHERIES**

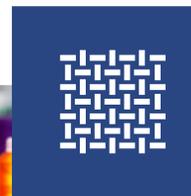


 **FEED**



AGRICULTURE 



TEXTILE 



 **FORESTRY**



 **BIOFUEL AND BIOMASS**



ENERGY 



FOOD 



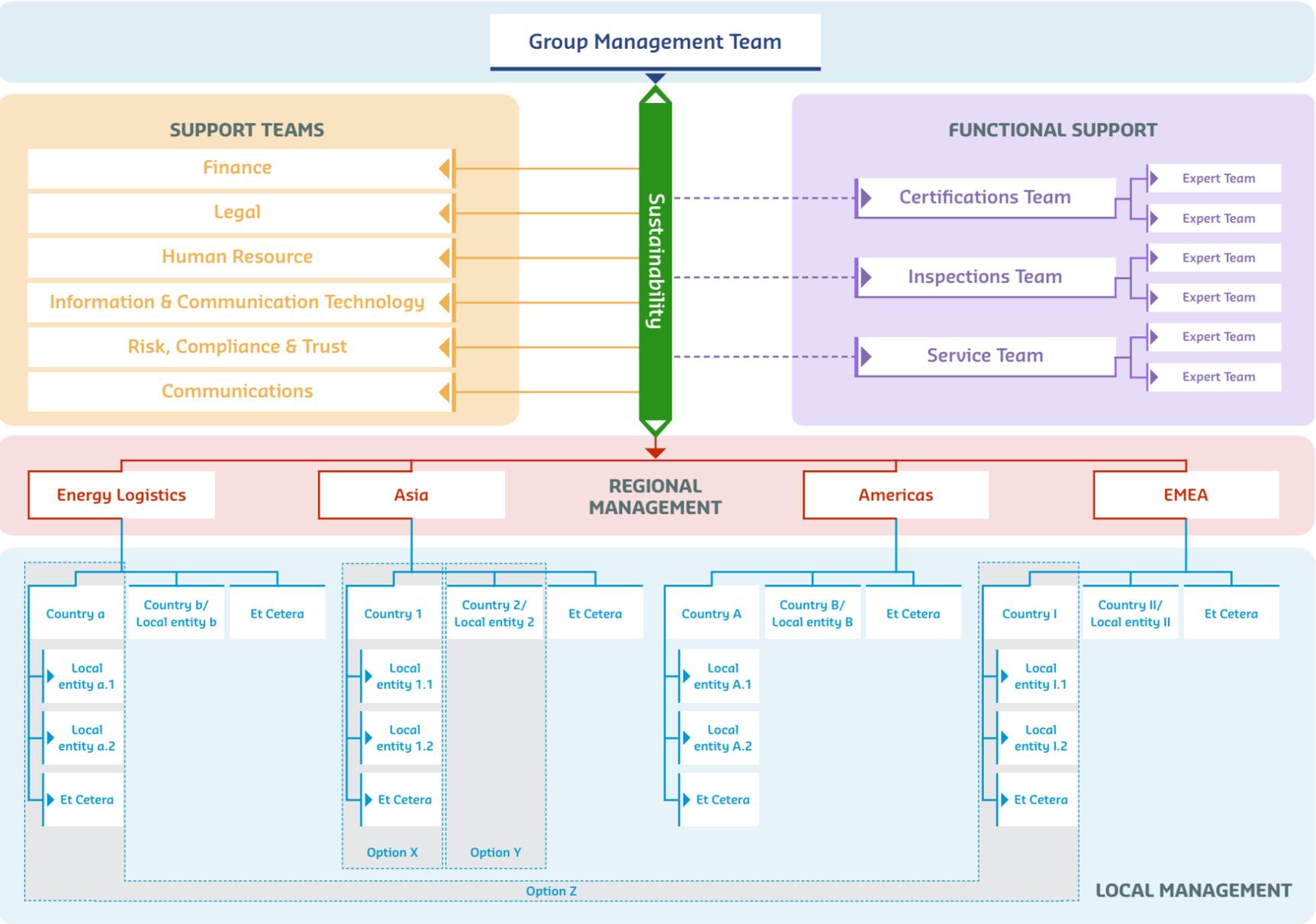
CORPORATE STRUCTURE GRI 2-9

As a decentralized organization, we recognize the responsibility of individual companies within the group to uphold sustainable business practices. Our report details how our Management System empowers these companies to operate sustainably and be accountable for their performance.

Our report describes the multiple management teams and how they collaborate on several aspects, including marketing, service development, staff requirements, and operational coordination. We also highlight the country

teams formed in countries with multiple legal entities and the reporting structure for Managing Directors in countries with only one legal entity.

Furthermore, we discuss how our recent transition from a divisional to a regional structure supports our goals. This change ensures more uniform growth across regions and facilitates our efforts to integrate sustainability into all aspects of our business. Overall, our report highlights our commitment to sustainable management and provides a comprehensive overview of our current practices across the organization.





02

OUR APPROACH TO **SUSTAINABILITY**



DARE TO CARE

SUSTAINABILITY GOVERNANCE

SUSTAINABLE DEVELOPMENT GOALS (SDGS)

THE UNITED NATIONS GLOBAL COMPACT (UNGC)

GLOBAL SUSTAINABILITY AND CLIMATE FUND

ENGAGING OUR STAKEHOLDERS

MATERIALITY ASSESSMENT



DARE TO CARE GRI 2-23, 2-24

Our Dare to Care policy serves as our overarching sustainability strategy. In 2022, we recognized the need to revamp and expand this policy to address critical environmental, social, and governance (ESG) challenges that are material to our group and stakeholders.

The new Dare to Care policy will be launched in 2023, and under it we commit to sustainable development in several key areas, as explained below.

First, we strive to create an inclusive, safe, and supportive work environment for all our people, with a particular focus on diversity, equity, and inclusion. We recognize that our people are our most important asset, and we aim to support their well-being and development.

Second, we are committed to preserving the transparency and integrity of our corporate governance. We recognize the importance of accountability and ethical behavior in all aspects of our business, and we continuously work to ensure that our governance practices align with the highest standards.

Third, we aim to minimize the negative environmental impact of our business as much as possible. We recognize that our operations can have significant environmental consequences, and we are committed to reducing our emissions, waste, and resource consumption. We also seek to promote sustainable practices throughout our supply chain and engage with stakeholders to address environmental challenges.

Finally, we believe that we have a responsibility to play a proactive role in the sustainable development of our society. We engage in numerous forms of community outreach, philanthropy, and advocacy to support the well-being of our communities and promote sustainable development.

Overall, our ESG strategy reflects our commitment to sustainable business practices and our responsibility to create long-term value for all our stakeholders. We continuously monitor and assess our performance in these areas to identify opportunities for improvement and ensure that we remain at the forefront of sustainable management.

SUSTAINABILITY GOVERNANCE GRI 2-9

At RPCU, sustainability governance is integrated into our overarching management structure. We recognize the importance of ESG strategy and sustainability and, in 2022, we have established a new Sustainability Steering Committee. This committee is composed of members from each of our core corporate functions, including communications, finance, HR, ICT, legal, and RCT, as well as key commercial and business streams such as inspection, certification, energy logistics, and projects and solutions. We ensure representation from all regions as well.

The Sustainability Steering Committee has several key roles to play in our ESG strategy and sustainability agenda:



OVERSIGHT:

The committee provides oversight and leadership in developing and implementing our sustainability strategy and agenda.

INTEGRATION:

They are responsible for progressively embedding sustainability into our strategy and operations across all functions and business streams.

REPORTING:

The committee also ensures that our sustainability progress and initiatives are accurately reported and communicated to internal and external stakeholders.

INNOVATION:

They identify and explore innovative ways to enhance our sustainability performance and contribute to the wider sustainable development agenda.

Through these roles, the Sustainability Steering Committee drives our ESG strategy and sustainability agenda forward, ensuring that we are accountable, transparent, and proactive in addressing the material issues related to sustainability.

SUSTAINABLE DEVELOPMENT GOALS (SDGs)

RPCU is committed to contributing to the United Nations Sustainable Development Goals (SDGs) in multiple ways. As a global leader in sustainability and quality assurance services, RPCU is uniquely positioned to drive progress towards the SDGs through our core business activities, which include inspection, certification, and testing activities from Control Union, and logistics, consultancy, technology services from Peterson. By providing these services, we help to promote sustainable production practices and support the development of sustainable supply chains.

Additionally, we have a comprehensive sustainability strategy in place, which includes a focus on minimizing our environmental impact, creating an inclusive and supportive workplace, and playing a proactive role in the sustainable development of the communities where we operate. Through these efforts, we are working to help advance the SDGs.

Ensuring the health and safety of employees and clients through inspections, audits, and training programs; Prioritizing food safety and quality through internal testing and inspection services.

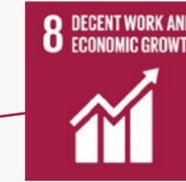
Providing industry professionals with training and certification programs to enhance their skills and knowledge; Supporting education and capacity-building initiatives through our E-Learning platforms; Conducting testing and certification services for educational purposes in developed and developing regions around the globe.

Implementing diversity and inclusion policies to foster gender equality within the organization; Offering internal training and consulting services to promote gender equality in supply chains; Supporting organizations that advocate for women's rights and empowerment within RPCU.

Conducting internal water quality testing and inspection services to ensure the provision of safe and clean water; Supporting initiatives aimed at improving access to clean water and sanitation, particularly in developing countries.



Promoting the use of renewable energy systems and infrastructure through internal testing and inspection services; Providing consulting services to enhance energy efficiency and sustainability practices within RPCU.



Implementing fair labour practices and fostering a supportive work environment for employees; Offering internal training and development opportunities; Supporting initiatives that drive economic growth and development in local communities; Providing certification services to recognize sustainable and responsible businesses.



Conducting internal testing and inspection services for industrial and infrastructure projects; Offering consulting services to promote innovation and sustainability within RPCU; Supporting research and development initiatives in emerging technologies.



Adopting sustainable and responsible production practices within RPCU through internal testing and inspection services; Promoting circular economy and waste reduction initiatives internally; Supporting initiatives aimed at reducing the environmental impact of supply chains within the organization.



Conducting internal GHG emissions testing and verification services; Offering internal consulting services for climate risk management and adaptation strategies; Supporting internal research and development initiatives for renewable energy and clean technologies.



Conducting internal testing and inspection services to promote sustainable forestry and agriculture practices; Supporting internal initiatives for conservation and biodiversity preservation through regenerative agriculture services and our global tree planting project.



MATERIALITY ASSESSMENT GRI 3-1, 3-2

In 2021, we conducted a materiality assessment to identify the current and emerging ESG topics that require attention. The assessment involved a stakeholder survey that provided a comprehensive overview from our employees and company executives on various ESG topics and their corresponding importance. We also analyzed data from various internal and external sources to ensure that all potential topics were covered.

We acknowledge that sustainability topics are constantly evolving, and stakeholders may prioritize ESG topics differently from previous years. As such, we intend to engage with an even larger pool of stakeholder groups annually to capture the sustainability topics that require prioritization at that time. We believe that engaging with our stakeholders regularly is critical in achieving our sustainability goals while ensuring that their needs and expectations are met.

We are committed to adopting a double materiality approach in accordance with the requirements of the Corporate Sustainability Reporting Directive (CSRD). This approach will involve assessing both the impact of RPCU's operations on ESG factors and the impact of them on RPCU's operations. We believe that this approach will enable us to identify and address emerging ESG topics that are of concern to our stakeholders and mitigate potential risks associated with them.

THE UNITED NATIONS GLOBAL COMPACT (UNGC)

The United Nations Global Compact (UNGC) is a voluntary initiative launched by the United Nations in 2000 to encourage businesses and organizations to adopt sustainable and socially responsible policies and practices. The UNGC is based on ten principles in the areas of human rights, labor, environment, and anti-corruption.

By aligning our materiality to the UNGC principles, we can better identify and address the most significant ESG impacts, as well as prioritize our sustainability efforts based on stakeholder expectations and global sustainability goals. This alignment also enables us to improve our reporting and transparency on sustainability issues, enhancing our credibility and reputation as a sustainable and responsible business.

UNGC PRINCIPLE	MATERIAL TOPIC
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights;	Promoting equality, nondiscrimination, and human rights within the organization
Principle 2: Businesses should make sure that they are not complicit in human rights abuses.	Avoiding conflicts of interest and maintaining transparency in business operations
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Upholding fair labor practices and protecting workers' rights
Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor;	Upholding fair labor practices and protecting workers' rights.
Principle 5: Businesses should uphold the effective abolition of child labor;	Upholding fair labor practices and protecting workers' rights.
Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Fostering a diverse and inclusive workplace, promoting equal opportunities.
Principle 7: Businesses should support a precautionary approach to environmental challenges;	Promoting energy efficiency and sustainable energy practices in operations.
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility;	Supporting biodiversity conservation, protecting ecosystems and wildlife.
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.	Encouraging innovative solutions and practices that promote sustainability.
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Ensuring ethical investment practices and responsible allocation of resources.

We prioritized these material issues based on their significance and impact on our financial, environmental, and social performance. Our sustainability strategy and goals are aligned with these priorities, and we have implemented programs and initiatives to address each of these issues.

EXTREMELY HIGH

- 1. Corporate ethics and good governance
- 2. Good and responsible investment
- 3. Health and safety
- 4. Equality for all
- 5. Cyber security and data protection
- 6. Ensure good labour rights
- 7. Prevent conflict of interest

VERY HIGH

- 1. Promote innovation
- 2. Responsible use of energy
- 3. Training and skill development
- 4. Promote diversity and inclusion
- 5. Reduce GHG emissions from (direct) operations
- 6. Employee attraction & retention

HIGH

- 1. Show and implement accountability
- 2. Promote and protect biodiversity

- **CORPORATE GOVERNANCE**
- **OUR PEOPLE AND SOCIETY**
- **OUR ENVIRONMENT**



EXTREMELY HIGH

Corporate ethics and good governance	Upholding high ethical standards and ensuring good governance practices throughout the organization.
Good and responsible investment	Ensuring that all investments are made responsibly and in line with the company's values and goals.
Health and safety	Ensuring the safety and well-being of employees, customers, and other stakeholders.
Equality for all	Promoting equality, diversity, and inclusivity in all aspects of the business.
Cyber security and data protection	Protecting sensitive data and ensuring the security of online systems.
Ensure good labor rights	Upholding good labor practices and ensuring fair treatment of all employees.
Prevent conflict of interest	Preventing conflicts of interest and ensuring that all business dealings are conducted with transparency and integrity.

VERY HIGH

Promote innovation	Promoting innovative thinking and practices throughout the organization.
Responsible use of energy	Minimizing energy consumption and promoting the use of renewable energy sources.
Training and skill development	Providing training and development opportunities for employees to enhance their skills and knowledge.
Promote diversity and inclusion	Promoting diversity and inclusivity in the workplace and ensuring that all employees feel valued and supported.
Reduce GHG emissions from (direct) operations	Reducing greenhouse gas emissions from the company's direct operations.
Employee attraction and retention	Attracting and retaining top talent by providing a positive and supportive work environment.

HIGH

Show and implement accountability	Ensuring accountability for all actions and decisions made by the company.
Promote and protect biodiversity	Protecting and promoting biodiversity in all areas of the business.

GLOBAL SUSTAINABILITY & CLIMATE FUND GRI 3-3

We have finances available to support initiatives that align with our ESG strategy and contribute to the achievement of the United Nations Sustainable Development Goals. The finances are governed by a framework that prioritizes projects based on their potential to make a positive impact on our key ESG focus areas, which include climate action, responsible consumption and production, gender equality, and decent work and economic growth, among others.

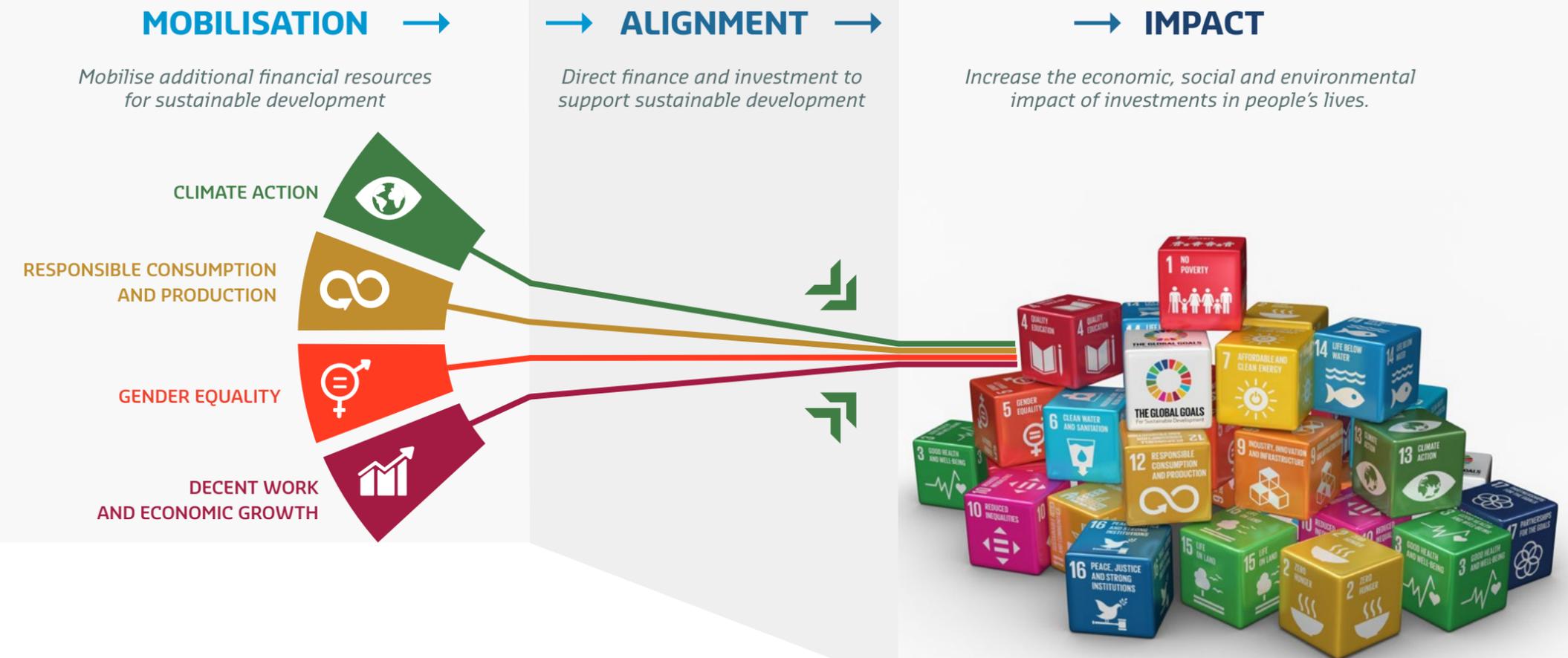
Our framework includes rigorous due diligence and impact assessment processes to ensure that our investments are aligned with our values and contribute to meaningful, measurable progress towards our sustainability goals. We work closely with partners and stakeholders to identify opportunities to leverage our resources and expertise to drive positive change in the communities and industries where we operate. Our goal is to use the finances as a powerful tool to advance our ESG agenda.

Some specific actions we are taking within each of our prioritized SDGs:

- **Climate action:** We are investing in renewable energy and energy efficiency initiatives to reduce our carbon footprint and working with customers to help them transition to more sustainable supply chains.
- **Responsible consumption and production:** We are implementing circular economy principles in our operations and supply chain, promoting sustainable agriculture practices, and supporting the development of sustainable products and packaging.
- **Gender equality:** We are promoting gender diversity and inclusivity in our workforce and leadership, investing in initiatives that support women's empowerment and gender equality, and working to eliminate gender-based violence and discrimination.
- **Decent work and economic growth:** We prioritize fair labor practices, safe working conditions, diversity, and skills development while investing in local communities and supporting small businesses to foster economic growth and prosperity.

"Our framework ensures investments aligned with our values drive measurable progress towards our sustainability goals."

SHIFTING FINANCE TOWARDS THE GOALS



ENGAGING OUR **STAKEHOLDERS** GRI 2-28, 2-29

As a family-owned company with a long term focus, we are committed to engaging with all our stakeholders in a responsible, transparent, and ethical manner. We recognize that stakeholders are individuals or groups who are affected by or can affect the company's operations, including employees, customers, suppliers, regulators, and communities. In this document, we will outline how we engage with each of our stakeholders to ensure that their needs and expectations are met.



EMPLOYEES

Our employees are our most valuable asset. We are committed

to providing a safe and healthy work environment, promoting equal opportunities, and investing in employee development. We regularly conduct employee surveys to understand their needs and concerns and implement initiatives to address them. The company also provides regular training and development opportunities for employees to enhance their skills and expertise.



TIC COUNCIL

The TIC Council (Testing, Inspection, and Certification Council) is a global

association that represents the independent testing, inspection, and certification industry. Its members are companies that provide third-party testing, inspection, and certification services in a wide range of sectors, such as automotive, construction, energy, food, and healthcare. The TIC Council develops and promotes best practices, standards, and codes of conduct for the industry and advocates for the recognition of the value and importance of TIC services.



CUSTOMER

We value our customers and are committed to providing them with high-quality

services that meet their needs and expectations. The company regularly engages with customers to understand their feedback, concerns, and expectations. We also implement measures to address customer concerns and ensure that customer satisfaction is maintained.



SUPPLIERS

We recognize that our suppliers are critical to our success. We are committed to engaging with suppliers in a responsible and ethical manner, ensuring that they comply with our standards and values. We also provide support and guidance to suppliers to help them improve their sustainability performance.



ACCREDITATION BODIES AND STANDARD OWNERS

We understand the importance of adhering to recognized standards and best practices to maintain quality and credibility in our industry. We work closely with Accreditation Bodies to ensure that our services comply with relevant regulatory requirements and meet the highest standards of quality. Additionally, we actively engage with Standard Owners to keep abreast of updates and changes to standards that impact our services and ensure that our clients receive accurate and up-to-date information.



GOVERNMENTS

We are committed to complying with all applicable laws, regulations, and standards. The company engages with regulators to understand their requirements and ensure that it meets all regulatory obligations.



LOCAL COMMUNITIES

We recognize that we operate within communities and are committed to engaging with them in a responsible and ethical manner. We engage with local communities to understand their needs and concerns and implement measures to address them. We also support community initiatives and invests in social and environmental programs to contribute to the development and well-being of local communities.



03

OUR ENVIRONMENT



GREENHOUSE GAS (GHG) EMISSIONS

ENERGY EFFICIENCY

BIODIVERSITY AND ECOSYSTEMS

RESOURCE USE AND CIRCULAR ECONOMY

OUR ENVIRONMENT

We are committed to minimizing our impact on the environment by continuously improving our performance, complying with applicable laws and regulations, and promoting sustainability in our operations and activities. Our aim is to integrate sustainability into all aspects of our business, from our internal operations to the services we provide to our clients, in order to build a greener future for all.

Our vision is to be a leader in sustainable practices and to create a positive impact on the environment through our operations and services. We strive to promote environmental stewardship, minimize waste, reduce our carbon footprint, and protect the natural resources we depend on. Our ultimate goal is to operate in a manner that is both economically and environmentally sustainable, ensuring a healthy and prosperous future for generations to come.



Our vision is to be a leader in sustainable practices and to create a positive impact on the environment through our operations and services.

GREENHOUSE GAS (GHG) EMISSIONS

Global Climate Policy and Commitment -

We recognize the urgent need to address climate change and reduce greenhouse gas (GHG) emissions. We are committed to doing our part and have set a goal to achieve net zero emissions by 2040. This commitment is aligned with impact driven global standards, which requires us to significantly reduce our GHG emissions across all scopes.

To achieve our net zero target, we have developed a comprehensive roadmap that outlines specific actions, responsible parties, and timelines. This roadmap is based on a thorough review of our operations and emissions sources and takes into account the latest science and best practices for climate action. We have also established a cross-functional team to oversee the development and implementation of our net zero strategy, ensuring that we engage all relevant stakeholders and departments.

During 2022, a global initiative to understand our environmental impact has been carried out. For this, there has been two action lines:

- Understand the emission sources for the main activities carried out in RPCU. This has been conducted through choosing a geographical location where the main activities of the group are carried out under their respective entities. The Country team Indonesia has been chosen as a basis to kick-start emission journey. Through this process, scope 1,2 and the identified most relevant scope 3 emissions for each entity have been estimated under the GHG protocol. The outcome of this pilot has been to assess the emissions hotspots for each entity.
- Pilot projects in Asia and Latin America have been carried out to test the GHG accounting method on a global scale.

The learnings from the two actions will provide sufficient knowledge to adjust our accounting methodology as a whole and roll out a plan for the carbon accounting method at a global scale during 2023.

**OUR 2040 TARGET
IS TO ACHIEVE
NET ZERO**

ENERGY EFFICIENCY

Peterson Energy Logistics is Carbon Neutral

Peterson Energy Logistics, a global energy logistics and supply chain solutions company, has achieved carbon neutrality in 2022, following its commitment to become a sustainable organization. With services spanning the entire energy lifecycle, Peterson has reduced its energy consumption by 35% and emissions by 42% since 2017, and established an ISO 50001 certified energy management system.

To achieve carbon neutrality, the company adhered to internationally recognized standards, including the PAS 2060:2014 standard for quantification, reduction, and offsetting of greenhouse gas emissions, and the ISO 14064-1:2018 standard for verification. The achievement marks a significant milestone in Peterson's sustainability journey.

Peterson Energy Logistics has reduced its energy consumption by 35% and emissions by 42% since 2017, and established an ISO 50001 certified energy management system.

To ensure compliance, the following initiatives have been taken:

- **Quantification of emissions:** Following the ISO 14064-1:2018 guidelines, the organizations carbon footprint for 2021 was established and externally verified by a third-party certification body, NQA.
- **Reducing energy consumption:** We have implemented energy efficiency measures across our operations, including the use of renewable energy sources and the optimization of our logistics operations.
- **Offset emissions:** To offset our remaining carbon emissions, we have invested in a range of projects, including reforestation and renewable energy projects, to support the transition to a low-carbon economy.
- **Partnering with suppliers:** We work closely with our suppliers to ensure that they are also committed to reducing their environmental impact and promoting sustainable practices.

The PAS 2060:2014 standard requires a continual reduction of greenhouse gas emissions annually. To ensure PEL achieve this annual reduction, the process of substituting diesel-powered vans and forklift trucks for electric has begun. Additionally, as the market for alternatively powered heavy good vehicles and cranes develops, a less carbon intensive fuel, hydrotreated vegetable oil, is to be used with the installation of tanks underway. In October 2021, 67% of UK sites began procuring their electricity from renewable energy sources, with the remaining sites to follow before 2025.

The fundamental principle of PAS 2060:2014 outlines that the methodologies used to collate evidence that substantiates such declarations needs to be clear, transparent, and scientifically sound, documented and readily available. Peterson Energy Logistics has its fully certified methodology, offset strategy and carbon management plans documented and published within its Qualifying Explanatory Statement (QES) available on its website.

Climate Positive and Nature Positive

We achieved carbon neutrality in our Energy Logistics business, but went further by becoming a Climate Positive and Nature Positive organization. Credits were purchased for local projects in communities such as The Netherlands, Scotland, England, Trinidad and Tobago, Guyana, Qatar, and Australia. Peterson Energy Logistics invested in the Loch Ness Afforestation project in the Scottish Highlands, aiming to restore the Caledonian Forest. The company is committed to reducing its environmental impact and promoting sustainable practices across all business units. Renewable energy sources and energy efficiency measures will be implemented, and partnerships with clients and partners will be fostered.



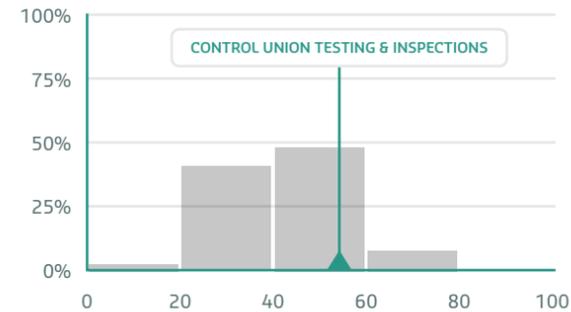
We achieved carbon neutrality in our Energy Logistics business, but went further by becoming a Climate Positive and Nature Positive organization

Sustainability Ratings: EcoVadis Industrial Inspections

We are proud to announce that our Industrial Inspections unit has successfully obtained an EcoVadis rating in October 2022, demonstrating our commitment to sustainability and responsible business practices. EcoVadis is a leading provider of sustainability ratings for companies across a range of industries, evaluating their environmental, social, and ethical performance based on a range of criteria.

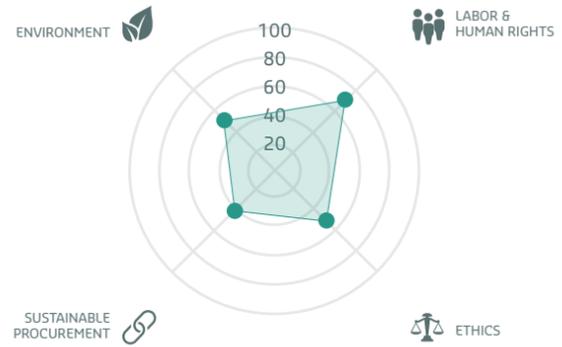
Our Industrial Inspections unit received an EcoVadis Silver rating, placing us in the top 22% of all companies evaluated by EcoVadis. This achievement reflects our dedication to promoting sustainable practices in our operations to ensure that they are meeting our sustainability commitments.

OVERALL SCORE DISTRIBUTION



● All companies are rated by EcoVadis in this industry

THEME SCORE COMPARISON



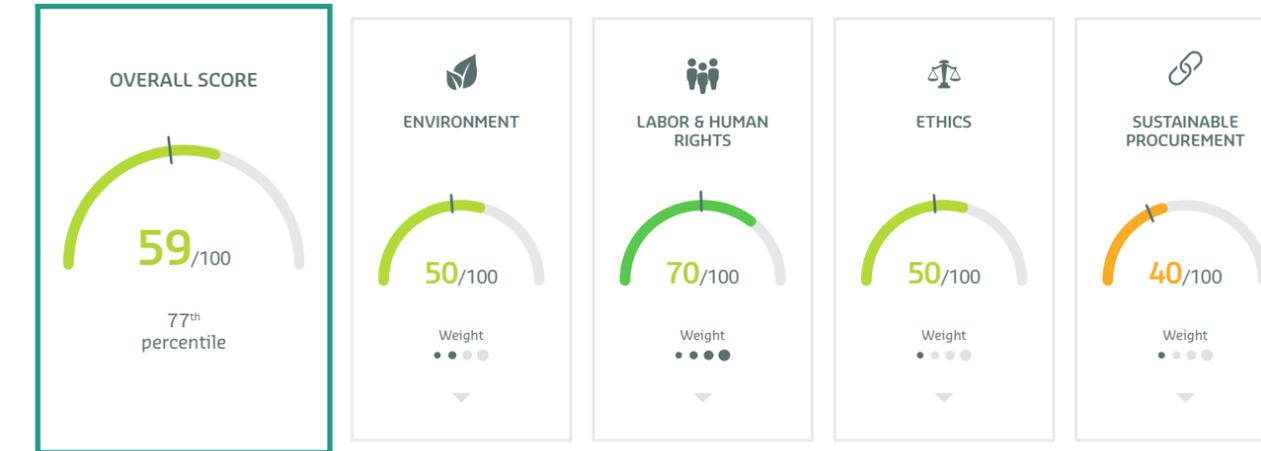
● Control Union Testing & Inspection B.V. Score

● All companies are rated by EcoVadis in this industry

Our Industrial Inspections unit received an EcoVadis Silver rating, placing us in the top 22% of all companies evaluated by EcoVadis.

To obtain the EcoVadis rating, our Industrial Inspections unit underwent a rigorous evaluation process, which included a review of our policies, practices, and performance in the areas of environment, labor and human rights, ethics, and sustainable procurement.

We were evaluated on a range of criteria, including our greenhouse gas emissions, waste management practices, labor and human rights policies, and our approach to supplier engagement and responsible procurement.



Congratulations
CONTROL UNION INDUSTRIAL INSPECTIONS

BIODIVERSITY AND ECOSYSTEMS

As part of our sustainability commitments, we are supporting regenerative agriculture practices and partnering with businesses to promote sustainable land use and ecosystem conservation.

We are proud to partner with Solidaridad to expand our regenerative agriculture initiatives. As part of this collaboration, we have implemented the regenagri

program, which provides a comprehensive solution to support the transition to regenerative systems.

regenagri offers a scalable framework that includes standards, data solutions, and support services to help organizations achieve their ESG goals. The program emphasizes measurement and reporting on environmental outcomes, providing a complete solution for driving sustainable practices across our industry.



INCREASE SOIL ORGANIC MATTER



INCREASE BIODIVERSITY



REDUCE GHGS / SEQUESTER CO₂



IMPROVE WATER AND ENERGY MANAGEMENT

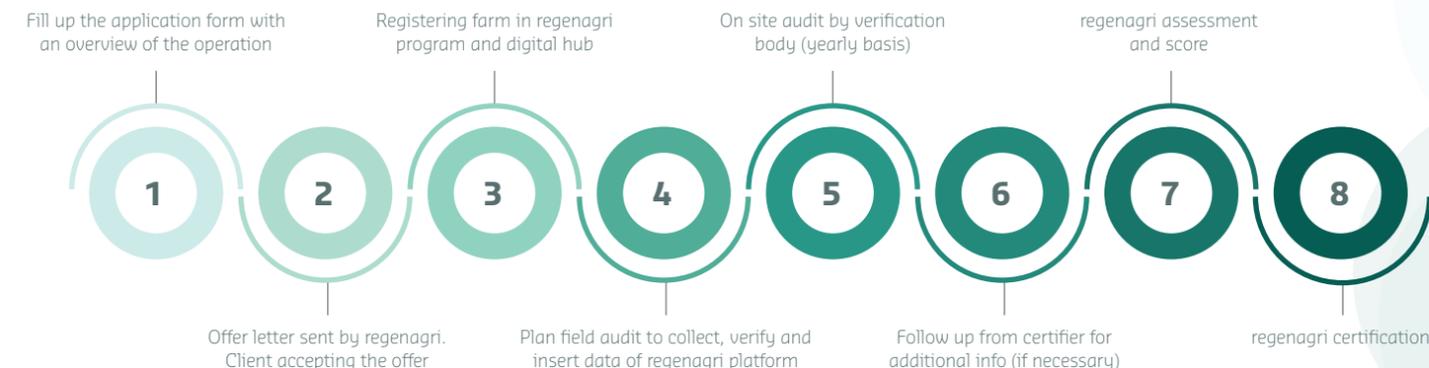


608,654 hectares of land under regenagri

Through regenagri, we aim to support our clients in the adoption of regenerative agriculture practices that benefit farmers, communities, and the environment. We are committed to driving positive change in the agricultural sector and ensuring that we leave a healthy planet for generations to come. Our partnership with Solidaridad and the implementation of the regenagri program demonstrate our dedication to this goal.

Regenerative agriculture is an approach to farming that focuses on improving soil health, enhancing biodiversity, and promoting ecological resilience. By using practices such as crop rotation, cover cropping, and natural pest management, regenerative agriculture can help to reduce environmental impacts, improve yields, and promote healthier ecosystems.

How it works?





Digital HUB

The regenagri digital hub provides measurement and analytical tools that enable the evaluation and reporting of regenerative practices. This platform allows members to measure progress over time and compare results across multiple farms.

Through this system, members can monitor their performance against important regenerative indicators and evaluate the effectiveness of on-farm actions, facilitating a continuous improvement cycle. The platform also supports the recording of historical data, enabling the creation of a comprehensive overview of a farm's performance over time.

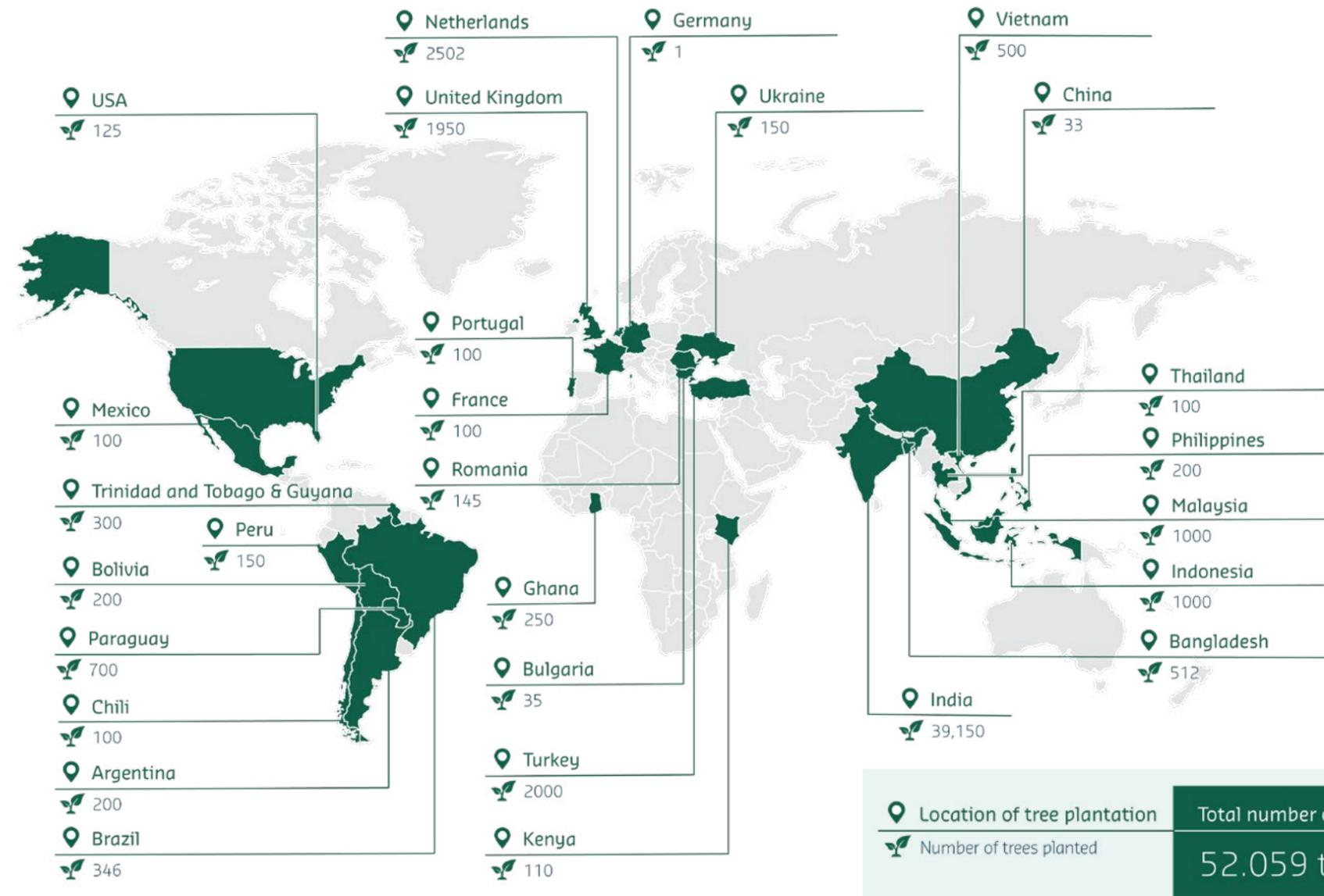
The regenagri digital hub has been designed to cater to large volumes of farms, offering both individual and group management capabilities.

Global Tree Project

As part of our longstanding commitment to sustainability and environmental stewardship, in 2020 we launched the RPCU Tree Planting Initiative to celebrate RPCU's 100th anniversary. The aim of this project is to plant 100,000 trees, and we have been making significant progress towards achieving this goal. To date, we have planted 52,059 and intend to meet our target in the coming years.

The RPCU Tree Planting Initiative is just one of the many ways we are working to promote environmental sustainability. This project has a positive impact on the environment by combating climate change, promoting biodiversity, and supporting the natural healing of our planet.

The project began in 2021, but we did not had much progress in 2022. However, we remain dedicated to this initiative and are actively working towards resuming our efforts.



RESOURCE USE AND CIRCULAR ECONOMY

At RPCU, we recognize that the responsible use of resources is critical in achieving our sustainability goals. As such, we prioritize circularity in our operations to promote the efficient use of resources and reduce waste generation. We have implemented various initiatives, such as reducing our energy and water consumption, promoting recycling and composting, and using sustainable materials in our products and packaging. Additionally, we work closely with our suppliers and partners to ensure that they also prioritize circularity and sustainability in their operations.

By promoting circularity, we are not only reducing our environmental footprint but also generating economic and social benefits, such as reducing costs, creating jobs, and promoting sustainable development. We remain committed to promoting the responsible use of resources and circularity in all aspects of our operations, and we will continue to innovate and explore new ways to achieve these goals.

We aim to work with different partners to foster adoption of circularity practices with our clients and their products and processes. For a long time, we have been working in partnership with Textile Exchange to provide certification services for their recycling standards Global Recycle Standard (GRS) and the Recycled Claim Standard (RCS) to textile industry players across the supply chain.



Global Recycle Standard (GRS)

GRS is a third-party certification standard that verifies the use of recycled materials in textile products. We helped develop the standard and works, to promote circularity in the textile industry by encouraging the use of recycled materials and responsible manufacturing practices. The standard sets criteria for the sourcing and processing of recycled materials, including input materials, chemical use, and water management. It also requires products to contain a minimum of 50% recycled content.

In addition, GRS promotes circularity by ensuring that materials are traceable and responsibly sourced. The standard requires companies to provide documentation of the entire supply chain, from the collection of input materials to the production of the final product. This helps to reduce the environmental impact of textile production by reducing waste and conserving resources.



Recycled Claim Standard (RCS)

RCS is a third-party certification standard that verifies the use of recycled materials in textile products. We have worked diligently to bring the RCS standard into effect by encouraging the use of recycled materials and reducing waste in textiles. The standard sets criteria for the processing of recycled materials, supply chain transparency, and the tracking of recycled content. It requires products to contain a minimum of 5% recycled content, with higher percentages for higher claims.

By verifying the recycled content of products, RCS helps to reduce the environmental impact of textile production by reducing the amount of waste generated and conserving resources. As Control Union, we continue working with Textile Exchange and various stakeholders in the industry, including farmers, textile mills, manufacturers, brands and retailers to promote circularity and sustainable textiles.



PETERSON ENERGY LOGISTICS PAS 2060 PROJECT OF CARBON NEUTRALITY:

The Green Office Awards celebrate initiatives offices have taken to implement more sustainable policies and practices. This year's winner is Peterson Energy Logistics for their project to achieve carbon neutral status across their global operations under the PAS 2060 accreditation scheme. The certification covers their operations across 34 sites in seven countries – the Netherlands, England, Scotland, Trinidad & Tobago, Guyana, Qatar and Australia.





04

OUR PEOPLE & **SOCIETY**



DIVERSITY AND INCLUSION

TRAINING & EMPLOYEE ENGAGEMENT

PROMOTING INNOVATION

LOCAL COMMUNITIES

LIVING WAGE

DIVERSITY AND INCLUSION GRI 3-3

We are committed to creating a diverse and inclusive workplace where everyone feels valued and respected. We believe that our employees are our most treasured asset and recognize that a diverse workforce is essential to our success and our ability to meet the needs of our clients.

Our employees' expertise, skills and overall drive are the core of the company's long-term development. Therefore, we prioritize diversity and inclusion in all aspects of our business, from recruitment and training to decision-making and employee engagement.

ACTION ITEMS:



RECRUITMENT:

We will actively seek out candidates from diverse backgrounds and work to eliminate bias in our hiring process. This includes developing relationships with organizations that represent diverse communities and reviewing job postings to ensure they are inclusive.



TRAINING & DEVELOPMENT:

We will provide ongoing training and development opportunities to all employees, with a specific focus on diversity and inclusion. This includes unconscious bias training, cultural sensitivity training, and leadership development programs that prioritize diverse perspectives.



DECISION-MAKING:

We will ensure that our decision-making processes are inclusive and consider the perspectives of all stakeholders. This includes seeking input from diverse groups in our decision-making processes, creating a diverse and inclusive leadership team, and establishing clear policies and procedures that promote fairness and equality.



ACCOUNTABILITY:

We will hold ourselves accountable for achieving our diversity and inclusion goals by regularly measuring and reporting on our progress, setting specific targets, and publicly sharing our results. We will also establish a diversity and inclusion committee to oversee our efforts and ensure that we are continuously improving.



EMPLOYEE ENGAGEMENT:

We will create a culture of inclusivity and respect by regularly communicating our commitment to diversity and inclusion and encouraging open and honest dialogue among employees. This includes creating employee resource groups, hosting diversity events, and conducting employee surveys to measure our progress and identify areas for improvement.

RECRUITMENT PRACTICES GRI 2-7, 2-23, 401-2, 405-1

With a strong presence worldwide, we are well positioned to attract the best talent locally to drive our business forward. Our local offices and over 5,000 employees around the world help us to comprehend, communicate and facilitate business with our vast client base through their understanding of local issues and cultures.

Our employment policies and practices are applied in a manner that is objective, fair and informed. This includes our policies relating to recruitment, promotion, reward, working conditions, and performance management. Our mandatory RPCU Code of Conduct forbids discrimination on the basis of race, religion, national origin, gender, age or sexual preference. We ensure that our employees are compensated fairly for their work and in accordance with local legislation. For example, in the Netherlands we work together with different stakeholders for input regarding remuneration for our employees – management, workers council and AWWN advisory. We are committed to continuously promoting and endorsing fair, consistent, and thoughtful working practices that are in accordance with our values.

As a business, we want to ensure that we have the right capabilities to deliver our strategy. We reach out to prospective employees in a variety of ways, depending on location and role, in compliance with local regulations for fair recruitment practices and equal opportunities. We also post vacancies for all of our global businesses on our website, giving the opportunity to prospective colleagues, regardless of their geographical location, to apply to any of our local offices.



GENDER

2022 HR Headcount / Gender ratio
(as of 31.12.2022)

As of 31st December, 2022, there were a total of 5,208 employees working under the RPCU group. Our organization has grown steadily since 2021, with a 6.06% increase in the total number of employees. However, we acknowledge that we have work to do in promoting greater gender equality in our organization.

Currently, 70.16% of our employees are male, and 29.84% are female. Across all regions and business entities, we see a general 2:1 male to female ratio. The exception is our Peterson Energy Logistics operations, where female employees account for 21.74% of the total workforce.

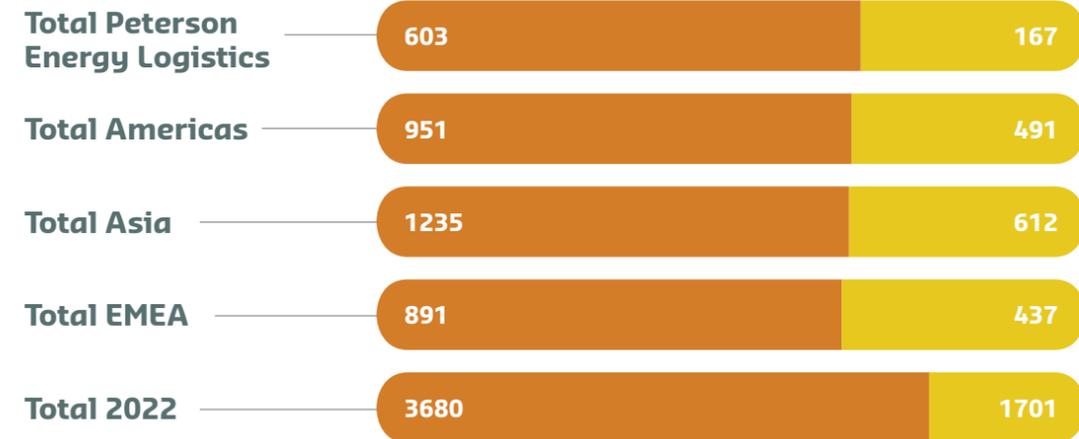
To bridge the gap between the proportion of male and female employees and promote greater diversity and inclusion in our organization, we have formulated and agreed upon the following goals:

- **By 2025:** Set up an annual Diversity and Inclusion awareness program.
- **By 2025:** Ensure that 100% of all employees participate in the annual Diversity and Inclusion awareness program.

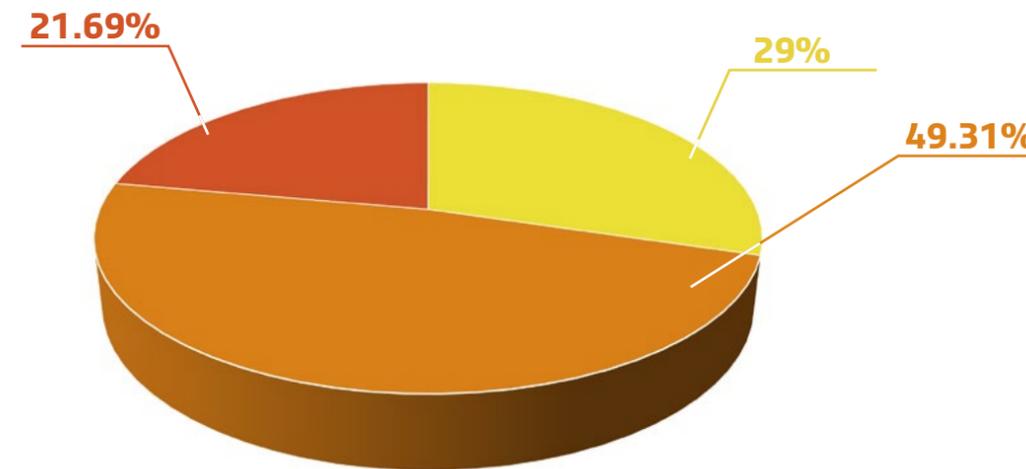
We believe that these goals will help us to create a more inclusive workplace and drive positive change throughout the organization. We remain committed to achieving these targets and reporting on our progress towards them in future reports.

To achieve this, we have continued the implementation of our Global Graduate Programme and exerted recruitment efforts, which has resulted in an increase of the employees in the under 30 age group. Since 2021, we have successfully managed to achieve a more equal employee age distribution, with the under 30 group growing by 31,4%, the 30-50 group growing by 4,65%, and the above 50 group growing by 5,61%. As part of our ESG strategy, we have set a KPI that stresses our targets in equal age distribution and fairness. Our goal is to maintain a healthy

age distribution among our employees, with the under 30 group comprising at least 29% of our total workforce. We recognize the value of our above 50 age group in terms of knowledge and experience, and the importance of their support in shaping the next generation of employees. We are committed to maintaining a fair and inclusive workplace for all our employees and will continue to implement initiatives to ensure equal age distribution and opportunities for growth and development.



PERCENTAGE OF EMPLOYEES BY AGE



AGE

2022 Age Distribution
(as of 31.12.2022)

- <30 years
- 30 - 50 years
- >50 years



210 COURSES ON PLATFORM

TRAINING & EMPLOYEE ENGAGEMENT

GRI 3-3, 404-1, 404-2, 404-3

INTERNAL TRAINING

At RPCU, we firmly believe in the transformative power of job-related and personal development training, recognizing its critical role in empowering our employees and driving our long-term business success. By encouraging our workforce to explore diverse business areas and expand their knowledge, we create a more versatile and adaptable team, well-equipped to navigate the ever-evolving demands of our organization. To facilitate continuous learning, we have implemented a robust global e-learning platform, offering an impressive range of 210 courses, covering topics from Ethics and Compliance to Excel proficiency. As part of our unwavering commitment to growth, our aim is to prioritize training, ensuring that each department achieves an average of 2-3 days of job-related training by 2025, fostering a culture of ongoing development and excellence.

We are determined to place a bigger emphasis on training and ensure that it is prioritized in the working time of our employees, in all entities.

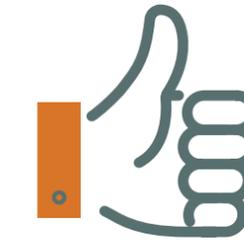


EMPLOYEE ENGAGEMENT

To promote greater employee engagement and satisfaction, engagement surveys have been conducted, with overall positive results. Accordingly, where applicable, follow-up actions have been recommended and are being attended to. By 2025, the intent is to conduct bi-annual regional employee engagement surveys addressing questions on employee experience, engagement, and diversity and inclusion. The results will be analyzed, evaluated and reported on, with concrete improvement strategies being identified to ensure that progress in employee engagement occurs over time.

To ensure continuous personal and professional development, a further goal of ours is to achieve 100 percent of RPCU employees receiving an annual performance assessment by 2025.

GOAL By 2023: reach average number of **2-3 DAYS OF JOB-RELATED TRAINING PER DEPARTMENT**



OUR GOALS BY 2025



100% of RPCU employees receiving annual performance assessment



Conduct bi-annual regional employee engagement surveys addressing questions on employee experience, engagement, and diversity and inclusion.



What a great experience it was to join the PATTS Traineeship!

Not just about the amazing opportunity to discover new cultures and experience the life in London, Jakarta, or Buenos Aires, but also to meet our teams in various part of the world and understand the different challenges our company faces there.

As this traineeship offers a certain flexibility, it allowed me to find my own path within the company, by discovering the carbon market and building my expertise around it.

I am now looking forward to continuing this journey with RPCU Group and see where it leads me."



PAULINE OLIVIER



My time in the PATTS Traineeship has been a valuable and impactful experience that allowed me to take on different roles and responsibilities, each one helping me to develop different skills and experiences. Additionally, it provided me with the unique opportunity to work with colleagues from around the world, allowing me to gain exposure to different cultures and perspectives, which has been an phenomenal experience!

Overall, it has been an amazing opportunity that granted me with valuable experiences, and I am excited to see where it leads me next.



LEANDRO ILLESCAS

TALENT RETENTION

As a business, we want to ensure that we have the right capabilities to deliver our strategy and continuously seek ways to empower our employees to thrive and achieve their career goals.

GLOBAL GRADUATE PROGRAMME

Our investment in the Global Graduate Programme (PATTS) supports our long-term business goals and values by introducing trainees who are entrepreneurial, flexible, and proactive. We offer trainees the unique opportunity to obtain a deep understanding of the group's global activities, moving across business areas and gaining international work experience, rotating across different offices every four months. The one-year program enables a trainee to acquire broad practical experience in: commodity logistics, energy logistics, certifications, industrial inspections, commodity inspections, projects & solutions, laboratory services, and collateral services. After successfully completing the Global Graduate Programme and obtaining invaluable professional and personal skills, trainees are offered challenging positions within our business where their growth within the company is continuously supported. In the last six years, 69 graduate trainees have participated in our Global Graduate Programme and with every year, we are proud to see this number continuing to grow!

PROMOTING INNOVATION

INNOVATION AT RPCU

We are committed to using innovative thinking to respond to increasing requirements for sustainable business and to add value to our clients' activities. As a forward-thinking organization, we provide innovative solutions and leading technology to logistics and risk management.

Committed to providing top quality and sustainable services, using state of the art technology and expert techniques and personnel for a range of services bespoke to the needs of our customers, we are proud to offer innovative solutions that are further supported by our core values.

Innovative thinking and the experience of our teams are used when solving complex challenges. We understand the critical nature of the industries and sectors our clients work in and our role and responsibility in these supply chains.

As a company, we aim to create an environment for our staff to be creative and innovative, by supporting their initiatives with freedom for testing of prototypes and room for failure. We strive to provide them with means and capabilities to actively participate in the innovation process.

GLOBAL INNOVATION AMBASSADORS

To ensure that innovation is not only addressed and discussed at management level, we have our global Innovation Ambassadors. The group consists of over 100 enthusiastic colleagues from all over the world, coming from every activity and from every background, whether this is field experience, office, administrative or managerial.

Innovation Ambassadors are located in the beating hearts of our companies and know what challenges our colleagues and clients are encountering on a daily basis. It's therefore that we actively feed the Innovation Ambassadors with internal and external presentations on current emerging technologies as well as inspiring internal projects. We call these Innovation Showcases, and they are organized on a monthly basis. Besides that, we provide a platform for easy communication amongst Innovation Ambassadors via our digital platforms such as Sharenet and Yammer.





NL INNOVATION HUB

The NL (Dutch) Innovation Hub was initiated early 2022 by the Dutch management team with the aim of supporting the Dutch companies in their innovation journey. The Hub consists of a dedicated coordinator and a fund for innovation projects. The coordinator ensures that internal knowledge sharing and collaboration on innovation takes place, and a network is maintained with external knowledge and technology providers to support innovation projects. The fund may be used as a resource beyond a business' own budget for investments or staff allocation within innovation projects. Currently, over 20 projects are supported by the NL Innovation Hub.

HACKATHON NL

To embed innovation and change in our culture and to build a network of innovation-minded colleagues, our first-ever Netherlands Hackathon was organized late 2022. Over 80 colleagues joined in a 24-hour event, making use of the Design Thinking principles to address complex challenges collected throughout the businesses. Thirteen teams were not only educated in the Design Thinking process, but they also made valuable connections with other colleagues, coming from other offices or activities. All 13 solutions were presented to the Dutch management team and later on supported by the Innovation Hub in the development and testing of their prototype and further projects.

PETERSON INNOVATION AWARD

We value innovative thinking and stimulate our employees by awarding the best idea with the Peterson Innovation Award (PIA), supported by the group's management team and the ICT & Innovation team. The award is handed out during the annual New Year's speech done by our CEO via an online broadcast, reaching all colleagues globally – live or via the recording. We are proud of this year's winner and runner-ups:

THE PROBLEM

Mycotoxins occurring in different grain supply locations which caused yield losses, reduced crop value, adverse and toxic effects in animals and both acute and chronic health issues in humans.



INNOVATION AWARD 2022

1st place: Control Union Brazil Mycotoxin Risk Analysis – a data driven risk analysis platform to assist our clients determining possible Mycotoxin traces in their pet food supply chain.

THE SOLUTION

A proprietary algorithm to undertake the analysis and crossing of agricultural, climate and pedology data which was able to accurately predict the probability of mycotoxin development.



**Control Union Brazil
for Mycotoxin Risk Analysis**



LOCAL COMMUNITIES

We recognize our responsibility and duty to have a positive and lasting impact on the local communities where we operate. As such and to promote CSR activities across our offices globally, we have continued with the Peterson Community Award initiative in 2022. In doing so, we reward the outstanding projects of our employees around the world and communicate these initiatives across the organization to inspire more such efforts in the years to come.

CONTROL UNION PARAGUAY

Clean Water in the Chaco Project

The Peterson Community Award recognises those who give back to the communities in which we live, work or come from. This year's winner is the POTÍ CHACOPE (Clean water in the Chaco) project from Control Union Paraguay. This project will take place in the Solideu Gloria school, located in the Paraguayan Chaco, which currently has no access to clean and drinkable water. Together with in-house engineers, the Control Union Paraguay team will work on a rainwater harvesting system by collecting and storing the rainwater on the school's rooftop and/or compounds and purifying it.

PETERSON COMMUNITY AWARD

The Peterson Community Award recognizes and rewards offices within the group which have set up exceptional initiatives and actions to give back to their local communities. In 2022, the CSR initiatives submitted tackled arranging safe drinking water for the less privileged, recovery of green areas (afforestation), providing support to children from war-torn regions among others. The winning entries were selected by a jury and awarded a cash prize to continue the impactful work they do in the community.

RPCU VOLUNTEERING GUIDELINE

Alongside our Peterson Community Award initiatives, we are determined to further encourage community engagement across our group. To do so, we are proud to share that by 2024, we will implement a new Volunteering Guideline for entities to adopt and modify regionally. This will ensure that volunteering activities are prioritised in the lives of our employees around the world and that individual employee engagement is stimulated in our local communities.

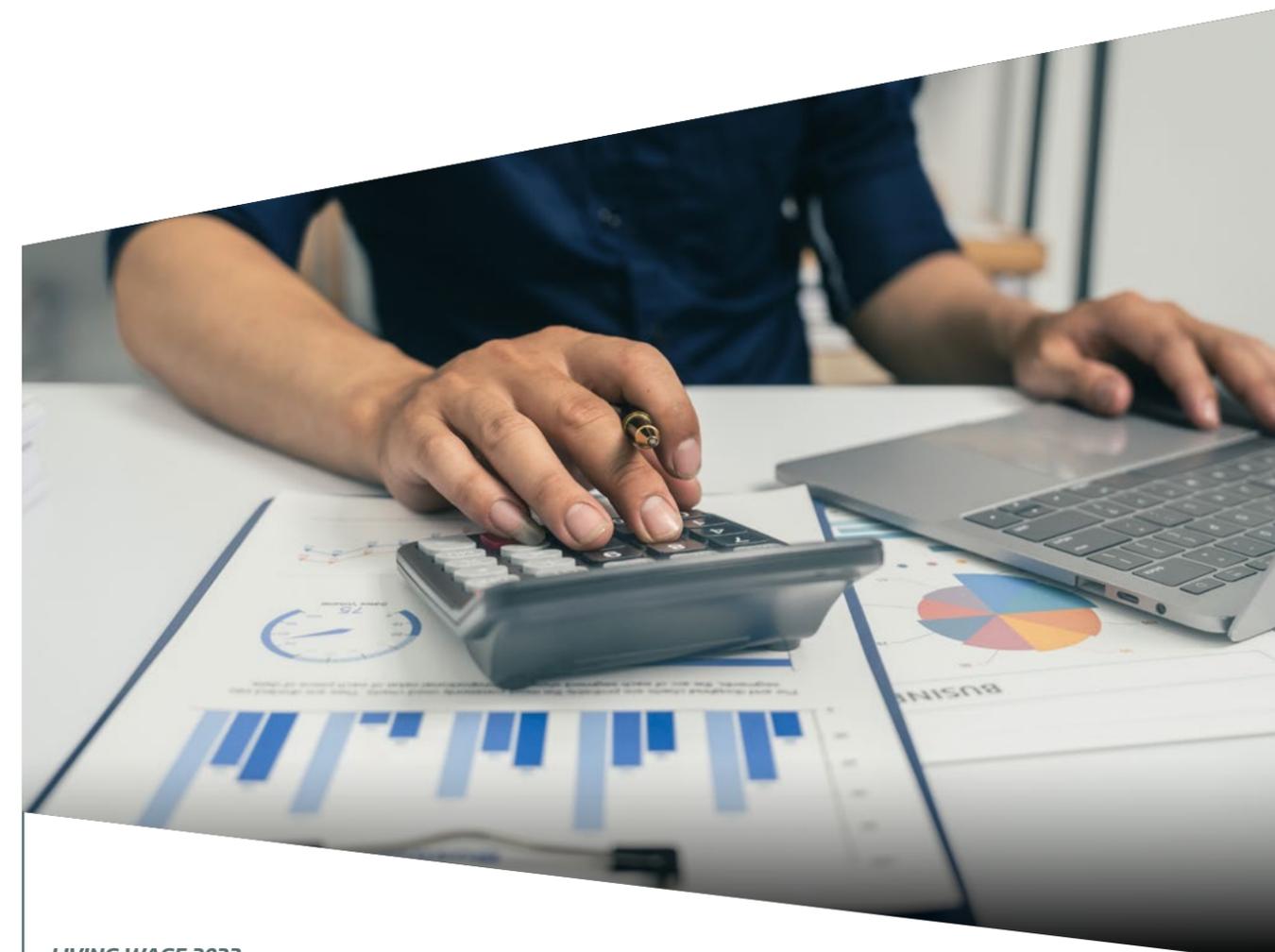
LIVING WAGE

Living wages are an essential element of responsible sourcing and business conduct. In 2022, we formed a partnership with WageIndicator Foundation to provide a more coherent service to clients that aim to improve labour conditions and protect human rights within their organisations and supply chains. By partnering with WageIndicator, we combine their in-depth expert knowledge on wages, labour laws and working conditions, with our pragmatic supply chain knowledge and global presence to assist companies with implementation throughout their value chains.

As we believe in practicing what we preach, we have launched the RPCU living wage project to identify any living wage gaps existing within our own direct global operations. In the first year, our focus will be on collecting data to establish if and where living wage gaps exists within our own company and to establish a roadmap to bridge these potential gaps. The scope of the project includes all 5,000+ direct contracted employees across all of our entities globally, thereby contributing to a fair and safe workplace across our organization.

LIVING WAGE 2023

Analyse the current state of living wage across all RPCU entities through in-depth regional data collection and, as applicable, establish a roadmap for corporate action to bridge the gap in the coming years





05

CORPORATE **GOVERNANCE**



CORPORATE ETHICS AND COMPLIANCE
PREVENTING CONFLICTS OF INTEREST
QUALITY MANAGEMENT
CYBERSECURITY AND DATA PROTECTION



CORPORATE GOVERNANCE GRI 2-9, 3-3

We are committed to upholding good governance practices across all levels of our organization. Our Group Management Team (Group MT) provides comprehensive oversight of the management and governance of the organization, ensuring that we operate with the highest standards of ethics and integrity. We have implemented governance structures, policies, and practices to promote accountability, such as our Code of Conduct, ethics and compliance requirements, and Internal Assurance procedures. These efforts help to ensure our credibility and continuity as a reliable and trustworthy organization.

Our Group Management Team (Group MT) provides comprehensive oversight of the management and governance of the organization, ensuring that we operate with the highest standards of ethics and integrity.

Our management structure is designed to establish RPCU as an agile, efficient, and transparent organization, with the overall Group MT supported by Functional (Support), Regional, and Local/Country Teams.

All teams have a Chairman and a Vice-Chairman appointed by the Group MT, and our Management Teams, Regional Teams, and Directors take their guidance from our Management System, which outlines the duties, responsibilities, and mutual relationships between managers, directors, team members, and various teams. We strive to preserve the transparency and integrity of our corporate governance to continue delivering trust, honesty, integrity, and reliability to our stakeholders.

CORPORATE ETHICS AND COMPLIANCE GRI 2-23, 2-24, 3-3

RPCU is a reliable provider of inspection, certification, logistics, and related services to its clients. Upholding ethical conduct is a critical aspect of RPCU's corporate culture and is essential to the trustworthiness of the services we provide. Our Ethics and Compliance management system reflects our core values and enables our employees, directors, and third-party business partners to conduct business ethically. The RPCU Code of Conduct outlines the requirements for ethical behavior, which all employees must follow. The Code of Conduct ensures that RPCU operates in compliance with applicable laws and regulations, preventing conflicts of interest, undue influence, bribery, and unfair marketing practices.

IMPLEMENTING THE ETHICS AND COMPLIANCE MANAGEMENT SYSTEM AT RPCU

The Global Risk, Compliance and Trust (RCT) team is responsible for supervising ethics and compliance, ensuring that the RPCU Management System's ethics and compliance requirements are effectively implemented

and executed. The RCT team is supported by regional employee teams that comprise the RCT Team. During work meetings or assessments, employees are invited to provide input on ethics, and they are encouraged to report ethics violations or suspected violations to the designated contact person or compliance officer. The annual obligated management review reports any potential breaches of the code of conduct.

COMPLIANCE MONITORING AND IMPROVEMENT GOALS

2025	100% of employees have discussed ethics and compliance with their management to input in the yearly review.
2025	100% of our ethics and tracking reports regarding incidents are documented.
2025	Ensure that at least 95% of all employees occupied in Testing Inspection and Certification (TIC) in middle and senior management and leadership have completed an annual basic ethics training.

PREVENTING CONFLICTS OF INTEREST

GRI 3-3, 403-1, 403-5

To maintain the success of our business and the integrity of the supply chains we operate in, it is crucial that we act independently and objectively within the scope of our businesses. We recognize the significance of navigating through the potential conflicts of interest among our various stakeholders, given that we operate both accredited and non-accredited businesses. We are committed to conducting our services with the utmost sincerity and not breaching the trust that our customers and other stakeholders have in us. To achieve this, we have implemented appropriate policies and procedures to prevent and manage conflicts of interest effectively. By doing so, we can prevent any potential (reputational) harm and ensure that our organization operates with the highest ethical standards.

By 2025, we aim to ensure that 100% of our employees complete mandatory Health, Safety, and Environment (HSE) training. This will help to ensure that all employees are equipped with the necessary knowledge and skills to identify and mitigate potential HSE risks, promote a safe and healthy work environment, and reduce the environmental impact of our operations.

By 2030, we aim to achieve a 50% reduction in Total Recordable Rate (TRR) of incidents from our 2022 baseline data. We will achieve this through the implementation of proactive health and safety measures, including risk assessments, audits, training, and the continuous improvement of our health and safety management systems. Through these measures, we aim to create a safer and healthier workplace for our employees and reduce the impact of our operations on the environment.

By 2025, we aim to ensure that 100% of our middle and higher management employees complete mandatory Health, Safety, and Environment (HSE) training.

QUALITY MANAGEMENT **GRI 3-3**

Quality management is an essential component of our Management System, which serves as the foundation for the group's organization. It applies to all companies that are part of RPCU, including subsidiaries and parties that use any of the RPCU brands or trademarks. Additionally, it is a mandatory requirement for all of RPCU's national, European, and international authorizations and qualifications that are necessary for the company's recognition as a testing, inspection, and certification organization.

The RPCU Management System is based on various guidelines, including the ISO 17000 family of international guidelines. Around 128 companies within the group are accredited to the ISO9001 and ISO17000 set of guidelines, which serve as evidence of our expertise as service providers in areas like product testing and certification, laboratory testing, and inspection and monitoring of products and systems. The RPCU Management System encompasses health and safety, energy, environment, and information security. Some RPCU companies possess

specific management certificates for health and safety (ISO 45001), energy (ISO 50001), environment (ISO 14001), and information security (ISO 27001) as well as feed safety (GMP+). The interaction of these management systems under our overarching RPCU Management System ensures consistent high-quality service provision and sustains our efforts towards quality improvement.





CYBERSECURITY AND DATA PROTECTION GRI 3-3

At RPCU, we believe that information security is critical to the ensured continuity and future of our business operations. To safeguard our own data as well as that of employees and customers, we employ a range of controls, including multi-factor authentication, least privilege access control, network and host level security, endpoint detection and response tools, event logging and monitoring, device configuration control, and vulnerability management tools. Our Cybersecurity Team, ICT Operations, Group Legal Team, and Risk, Compliance and Trust (RCT) Team work together to oversee and supervise our data protection measures. Alongside security we also believe that privacy is a right for both our employees and customers. To uphold this belief, we adhere to the best practices and standards outlined in the General Data Protection Regulation (GDPR), not only for individuals in the European Economic Area (EEA), but for everyone whose personal data we collect and use.

Our commitment to quality and compliance is supported by the RPCU Management System, which outlines strict information security policies and requirements, supplemented by detailed annexes and manuals on specific areas like password security, access control, software application security, and information classification. This framework ensures that we consistently maintain high standards of data protection.

By 2025, we aim to establish a data governance maturity model that will enable us to assess the level of data governance in each of our companies. This model will also include a risk assessment to identify potential data security risks and develop strategies to mitigate them. Through this approach, we will ensure that our companies operate with the highest levels of data governance and security.



All applicable staff undergo mandatory GDPR training, and those who fail phishing campaigns receive additional phishing training.

GRI INDEX

GRI Standard	Disclosure	Reference / Answer
GENERAL DISCLOSURES		
1. THE ORGANIZATION AND ITS REPORTING PRACTICES		
GRI 2: General Disclosures 2021	2-1 Organizational details	Pages 2, 8
	2-2 Entities included in the organization's sustainability reporting	Pages 10, 11
	2-3 Reporting period, frequency and contact point	Page 2
	2-5 External assurance	This report has not been verified by an external assurance
2. ACTIVITIES AND WORKERS		
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	Pages 8, 10, 11
	2-7 Employees	Page 47
3. GOVERNANCE		
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Pages 14, 19, 60
4. STRATEGY, POLICIES AND PRACTICES		
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Page 4
	2-23 Policy commitments	Page 18, 47, 61
	2-24 Embedding policy commitments	Page 16, 61
	2-28 Membership associations	Page 28
5. STAKEHOLDER ENGAGEMENT		
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Page 28

MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 22
	3-2 List of material topics	Page 22
	3-3 Management of material topics	<i>Corporate ethics and good governance</i> (Pages 60, 61), <i>Good and responsible investment</i> (Page 26), <i>Health and safety</i> (Page 62), <i>Equality for all</i> (Page 46), <i>Cyber security and data protection</i> (Page 64), <i>Ensure good labour rights</i> (Page 50), <i>Prevent conflict of interest</i> (Pages 62, 63).
SOCIAL		
1. EMPLOYMENT		
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 47
2. OCCUPATIONAL HEALTH AND SAFETY		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 62
	403-5 Worker training on occupational health and safety	Page 62
3. TRAINING AND EDUCATION		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 50
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 50
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 50
4. DIVERSITY AND EQUAL OPPORTUNITY		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 47