

CORPORATE SUSTAINABILITY PROGRAM

REF P-018 V/2024

HARSCH

The Art of Moving Forward

In September 2023, we have undergone, with a specialized firm Maneco, our Sustainability Diagnostics that consists of identifying our environmental, social, security, employees' well-being and governmental issues and our actual sustainability measures and by pointing out priorities on our future actions in terms of valorization and credibility, e.i. how we implement and how we communicate on our sustainability measures.

Our Sustainability Diagnostics consist in four steps:

1. An audit scheme realized by Maneco in September 2023.
2. Evaluation of our actual measures to reduce our environmental and social impacts.
3. Define complementary sustainability measures to reinforce our engagement and reduce environmental and social impacts that can be implemented.
4. Validate priorities on below sustainability measures and implement them on middle or long terms basis, with monitoring scheme.

Based on our Sustainability Diagnostics, we issue our **CORPORATE SUSTAINABILITY PROGRAMME** describing Henri Harsch HH SA's Environmental, Social and Governance (ESG) goals as per following:

We, Henri Harsch HH SA, accomplish our operational goals causing the lowest impact to the environment, by:

Our ENVIRONMENTAL POLICY AND MISSION STATEMENT

HARSCH Management is committed to properly controlling and limiting the impact of its activities on the environment, while at the same time guaranteeing a quality service for its customers and optimal working conditions for its employees.

To meet this commitment, HARSCH Management is equipped with an Environmental Management System (EMS) and analysis certified by ISO 14001:2015 with the following key principles:

- **Our building** : Our building situated at Rue Baylon 10, Carouge, is certified as conforming to the MINERGIE norms (Minergie certificate No. GE-117). It is "state of the art" and meets exceptionally high standards as regards the quality of fresh air ventilation, thermal equilibrium, protection against outside noise and energy savings optimization. We have 505m² of solar panels with 11172 Wp installed on the roof of our Baylon building that produce photovoltaic energy. We then produce annually 1/3 of our energy consumption and needs.
- **Our vehicle fleet** : All our vehicles powered by petrol engines are equipped with catalyst systems; our diesel vehicles all have particle filters. Our fleet renewal program is decided according to the EURO norm. When purchasing new vehicles, we ensure that the dealer or manufacturer shows us their charter regarding environmental protection, to ensure that we are supplied with vehicles with low CO₂ emissions. Our consumption of current and future types of energy is subject to ongoing review.
- **Our shipments** : As far as possible, and depending on customer requirements, we ensure frequent use of rail transportation to the port of departure / from the port of arrival. This is notably the case for overseas moves. Whenever possible we also take good care to optimize the routing of our trucks..
- **Awareness among employees and partners** : We encourage our employees to find all sorts of ways to use energy sparingly, prompting them and our partners to take ecological measures in order to reduce the impact of their activities on the environment. We have implemented an «ecological driving» training program to install rational driving practices into our drivers, offering greater security and more respect for the environment and for the community as a whole.

Assessment of the Environmental impact of Harsch Operations

Being ISO 14001 certified, we have implemented an Environmental Analysis that points out the Significant Environmental Aspects (AES) for all our operations per Business Units: Moving, Archives, Fine Art.

This analysis is available in our IT system and can be consulted by our staff.

It is reviewed at least once per year or when necessary by Harsch Management.

Goals to reduce the environmental impact of Harsch operations

Please see above - Harsch Environmental Policy and Mission Statement that includes:

- **Efficient use of resources, materials, and energy in office and warehouse** : Our packers are trained to use only the strict minimum of packing materials, while at the same time guaranteeing optimal security for the goods. Our purchasing policy is defined according to the following criteria: Compliance with legal norms, energy conservation, the use of 100% recyclable materials and/or derived from recycled materials, delivery of packaging materials by rail, etc. Where possible we give preference to suppliers and partners holding ISO14001/ISO9001 certification and/or those who comply with the official norms of our trade. We encourage them to respect our ecological directives as regards the use of materials, recycling and disposal.
- **Eco-friendly / zero waste initiatives** : We have implemented an Eco gesture manual that describes our environmental guidelines and our zero-waste initiatives.
- **Waste management** : At our warehouse, specific areas are designated for sorting used materials prior to their delivery to approved companies for recycling or further treatment. During our annual Management review, we target Environmental KPI Key Performance Indicators to follow our annual waste and recycling measures, based on annual tonnage and costs.
- **Carbon footprint reduction goals** : Our Environmental Analysis and our Carbon assessment allow us to track the levels of our greenhouse gas emissions (GGE) and provide long terms improvements.

We, Henri Harsch HH SA, promote the health, safety and wellbeing of our employees, customers and communities where we operate.

Security and safety to all jobs and work functions and protecting the health of all our employees is a priority for Harsch Management.

Safety principles:

- Security for all employees and supervisors
- Security must be seen as a crucial part of any work / job function
- The safety and physical integrity are parts of our permanent objectives

The Management fully supports efforts to achieve security and protection of optimal health and safety.

Harsch Supervisors or Managers at all levels take responsibility regarding the safety and health protection of their own employees. They apply Harsch requirements of security and support all measures to promote safety.

Employees at all levels are committed to ensuring their safety by their behavior and protect their own health and the health of their colleagues or any other persons whom they are in contact. Harsch commitments and policies are based on the following points:

Health, safety and wellbeing of our employees

We are committed to creating a safe working environment where the health and wellbeing of our employees are a priority. Strict policies are in place to ensure safe working conditions, in compliance with health and safety standards.

Diversity, equity and inclusion initiatives

We believe in the strength of diversity and strive to create an inclusive culture that welcomes diverse perspectives. Programs are implemented to promote pay equity, equal opportunities, and the fostering of diversity within our staff.

Employee engagement, fair and respectful treatment

We foster a work environment where each employee is treated with respect, dignity, and fairness. Open communication mechanisms are encouraged to ensure transparent dialogue between management and employees.

Learning & development opportunities, by our training register and Employee annual assessment report

We invest in the professional development of our employees by offering continuous training and skill enhancement opportunities.

Community engagement initiatives

We are committed to playing an active role in the communities where we operate. Social projects, volunteer actions, and other initiatives are developed to contribute to the well-being and sustainable development of local communities.

Please refer to our Human Resource department with policies and procedures, such as :
SOCIAL RESPONSABILITY-CODE OF CONDUCT and **INTERNAL RULE MANUAL**.

3. GOVERNANCE

In Henri Harsch HH SA, the governance structure for our sustainability program is carefully designed to ensure effective oversight, transparency, and accountability.

At the helm of our sustainability initiatives is the ESG (Environmental Social and Governance) Committee, comprised of key stakeholders from various departments, including managers, representatives from different business units and employees who have interest for this topic or who are directly implicated.

The ESG Committee holds regular meetings to review and guide the company's sustainability strategy. This includes setting ambitious sustainability goals in terms of identification, analysis & evaluation, treatment & monitoring progress, and making informed decisions to enhance our environmental, social, and governance (ESG) performance.

The ESG committee is responsible for aligning sustainability efforts with the company's overall business strategy and ensuring that they are integrated into day-to-day operations.

The ESG Committee issues comprehensive reports to share with all the stakeholders involved.

Following the assessment performed in 2023, an action plan has been defined and validated by the top management for the coming years. It is available on request only.

This action plan includes, among other:

- Training of stakeholders,
- Elementary or basic actions contributing to treat and achieve our goals (e.i. innovation, alternative solutions, etc.),
- Communication actions,
- Others (...)

This Corporate Sustainability programme is reviewed at least once a year by Harsch Management, updated when necessary, communicated to Harsch staff and available in our IT system as part of Harsch internal policies. It is also communicated externally and when necessary, to our private customers, corporate accounts and to our Supply chain.

This Corporate Sustainability programme also applies for our Affiliated Branches as Harsch Laufenburg.