

 **Hinterhuber
& Partners**

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY



Environmental Policy:

Hinterhuber & Partners is committed to minimizing the environmental impact and promoting sustainability in all aspects of our operations. We will work to reduce our carbon footprint and minimize waste through the following initiatives:

- ✓ the commitment to net zero by 2030 outlined in detail below.
- ✓ implementing energy-efficient practices and utilizing renewable energy sources where possible.
- ✓ encouraging associates to reduce energy usage.
- ✓ working with suppliers and vendors to ensure that they meet our environmental standards and share our commitment to sustainability.
- ✓ continuously monitoring and measuring our environmental impact to identify areas for improvement and set goals for future performance.



Social Policy

Hinterhuber & Partners is committed to being a responsible and ethical business that contributes positively to society. We will work to create a positive impact through the following initiatives:

- ✓ implementing the Hinterhuber & Partners Diversity, Equity, and Inclusion (DE&I) policies.
- ✓ implementing our Corporate Social Responsibility and Supplier Diversity Policy, both outlined below.
- ✓ encouraging associate engagement and volunteerism in our local communities.
- ✓ building positive relationships with our customers and suppliers by promoting ethical and transparent business practices.
- ✓ continuously monitoring and measuring our social impact to identify areas for improvement and set goals for future performance.

Governance Policy:

Hinterhuber & Partners is committed to maintaining high standards of governance and transparency in all aspects of operations. We work to ensure accountability and integrity through the following initiatives:

- ✓ maintaining an independent, capable and diverse Board of Directors that oversees our operations and strategy.
- ✓ implementing effective risk management and internal control procedures to ensure compliance with all applicable laws and regulations.
- ✓ providing clear and transparent reporting to our stakeholders on our ESG performance and initiatives.
- ✓ engaging in ongoing dialogue with stakeholders, including shareholders, associates, customers, and suppliers, to ensure that we understand their needs and concerns and can address them appropriately.
- ✓ continuously monitoring and measuring our governance practices to identify areas for improvement and set goals for future performance.

Overall, our ESG policy reflects our commitment to being a responsible and sustainable business that contributes positively to society and the environment. We will strive to continuously improve our ESG performance and integrate ESG considerations into all aspects of our operations.

Corporate Social Responsibility (CSR) Policy

As globally operating medium-sized consulting company, Hinterhuber & Partners recognizes the important responsibility to contribute positively to the communities and environment in which we operate. Our Corporate Social Responsibility (CSR) policy is designed to guide our actions and ensure that we are making a positive impact on society and the environment. Our CSR policy is based on the following principles:

Community Engagement

We are committed to being a responsible corporate citizen by actively engaging with our local communities. We will support community development initiatives and encourage our associates to volunteer their time and skills to support local organizations.

Environmental Responsibility

We recognize the importance of protecting the environment and minimizing our impact on natural resources via our commitment to net zero by 2030 outlined in detail below.

Ethical Business Practices

We will conduct our business with integrity and in compliance with all applicable laws and regulations. We will maintain high ethical standards in all our business dealings and do not tolerate unethical behaviour in any form.

Associate Well-being

We are committed to providing a safe and healthy work environment for our associates. We will prioritize associate well-being by providing training and development opportunities, promoting work-life balance, and recognizing associate achievements.

Supply Chain Responsibility

We will work with our suppliers to promote responsible and ethical business practices throughout our supply chain. We will seek to source products and services from suppliers that share our commitment to CSR.

Adherence to Ethical Trading Initiative (ETI) and United Nations Global Compact (UNGC) Guiding Principles

We are committed to upholding the principles of the ETI or UNGC in our business operations. We will integrate these principles into our policies, processes, and procedures, and we will work with our stakeholders to promote ethical business practices throughout our supply chain. We will regularly review and assess our CSR policy to ensure that we are meeting our commitments and making a positive impact on society and the environment.



Hinterhuber & Partners Supplier Diversity Policy

Hinterhuber & Partners is committed to promoting supplier diversity and creating a diverse and inclusive supply chain. We recognize the importance of engaging with diverse suppliers and supporting small businesses, women-owned businesses, minority-owned businesses, and others. To achieve our supplier diversity goals, we have implemented:

Supplier Diversity Strategy

We have established a supplier diversity strategy that is aligned with our company's overall goal and objectives. This strategy outlines the steps we will take to engage with diverse suppliers, measure our progress, and hold ourselves accountable for achieving our supplier diversity goals.

Identify and Qualify Diverse Suppliers

We actively seek out diverse suppliers who can provide the products and services we need. We create a database of diverse suppliers, and work with our procurement team to ensure that they are qualified to meet our standards for value and price.

Support and Development Opportunities

We provide support and development opportunities to diverse suppliers, such as training and mentoring programs that will help them to grow their businesses and compete more effectively in the marketplace. We also provide networking opportunities, access to capital, and other resources to help diverse suppliers succeed.

Monitor and Measure Our Performance

We regularly monitor and measure our supplier diversity performance to ensure that we are making progress towards our goals. We use metrics such as the percentage of our spend with diverse suppliers, the number of diverse suppliers in our supply chain, and the growth and success of our diverse suppliers.

Communicate and Promote Our Supplier Diversity Efforts

We communicate our commitment to supplier diversity to all of our stakeholders, including our associates, customers, suppliers, and the public. We promote our supplier diversity efforts through our website, social media channels, and other marketing materials, and we will participate in supplier diversity events and conferences to share our best practices with others.

Train Our Associates

We provide training to our associates on the importance of supplier diversity and the specific steps we are taking to achieve our supplier diversity goals. We also provide training to our procurement team on how to identify and qualify diverse suppliers and how to work effectively with them.

Monitor and Evaluate Our Progress

We regularly monitor and evaluate our progress towards achieving our supplier diversity goals, and make adjustments to our program as needed. We also report our progress to our stakeholders, and seek feedback and input from them on how we can improve our program.

Our Supplier Diversity Program is an essential part of Hinterhuber & Partners' commitment to promoting diversity and inclusion in our supply chain. By working with diverse suppliers, we can create new business opportunities, drive innovation, and support underrepresented communities. We believe that our Supplier Diversity Program is not only the right thing to do, but also essential for improving the competitiveness of Hinterhuber & Partners.

Hinterhuber & Partners Approach to sustainability

As Hinterhuber & Partners we approach sustainability as a core value that is integrated into all aspects of our business operations. We recognize the importance of balancing economic growth with social responsibility and environmental stewardship, and we are committed to reducing our environmental impact while also creating value for our stakeholders.

To track our progress towards achieving our sustainability goals, we track a variety of metrics, including scope 1, scope 2 and scope 3 greenhouse gas emissions, energy consumption, water usage, waste generation, and supplier diversity. By monitoring these metrics, we are able to identify areas where we can improve our sustainability performance and develop strategies to address these issues.

In terms of greenhouse gas emissions, we have set a target to reduce our scope 1, 2 and 3 greenhouse gas emissions by 80% by 2028 versus the 2020 baseline and to achieve full carbon neutrality by 2030. We track our scope 1, 2 and 3 emissions through regular audits of our facilities and supply chain, as well as by tracking our energy usage and transportation emissions of our associates.

We also track our energy usage and water consumption to identify opportunities to reduce our resource usage and lower our costs. We have implemented a variety of measures to reduce our energy consumption, such as installing energy-efficient lighting and HVAC systems, as well as promoting energy conservation behaviors among our associates.

In addition, we track our waste generation and disposal practices to identify opportunities to reduce our waste and improve our recycling and composting efforts.

By tracking these metrics and implementing sustainable practices across our business, we are able to reduce our environmental impact while also creating value for our stakeholders and contributing to a more sustainable future.

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Hinterhuber & Partners GmbH

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