

Corsearch Corporate Social Responsibility & ESG Policy

At Corsearch, our commitment to **Corporate Social Responsibility (CSR)** and **Environmental, Social, and Governance (ESG)** is woven into our purpose, strategy, operations, and culture. We strive to build a sustainable, socially responsible, and ethically governed business that creates long-term value for our stakeholders, including society, our clients, employees, and investors.

We are proud to represent over 150 cultures, speak more than 29 languages across 18 countries, and unite around the shared goal of making a **positive societal impact** by protecting intellectual property rights, safeguarding consumers, and promoting responsible market practices.

Our Guiding Values

We are guided by:

- **Ethics and Integrity**
- **Trust, Respect, and Fairness**
- **Compliance** with domestic and international laws and regulations

And by fundamental **international standards**, including:

- The **Universal Declaration of Human Rights**
- The **UN Global Compact** & Sustainable Development Goals
- Principles of **Human Rights, Ethical Labour, Environmental Responsibility, and Anti-Corruption**
- **ISO 27001**

ESG-Integrated CSR Priorities

1. Environmental Responsibility

We are committed to proactive environmental stewardship, embedding sustainability into our operations, supply chain, and employee engagement that aim to make business decisions that not only contribute to the commercial and economic benefits of our company but also consider the positive environmental, social, and governance ("ESG") impact on relevant stakeholders within our ESG value chain.

Our actions include:

- Migration to cloud-based platforms to reduce CO₂ footprint
- Reduction of office footprint & hybrid working models
- Recycling programs and sustainable procurement
- We are committed to embedding ESG clauses into supplier contracts

We use EcoVadis, ZipHQ, and our annual ESG reports to support our transparency and accountability efforts.

2. Social Responsibility

We foster a workplace where diversity is celebrated, inclusion is intentional, and wellbeing is prioritised.

Commitments include:

- Diverse hiring targets for leadership roles (Levels 1, 2, and 3)
- 100% of recruiting managers trained in inclusive recruitment
- Employee networks: Aspiring Female Future Leaders Programme and EmpOUR Network
- Gender pay gap reporting
- Global Employee Assistance Program (EAP) and wellbeing initiatives
- Training and career development for all employees

Beyond our workforce, we:

- Partner with clients to combat counterfeiting, unsafe labour practices, and organised crime supply chains
 - Support CSR through our volunteering days available to all employees
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3. Governance & Ethics

We hold ourselves, our partners, and suppliers to uncompromising ethical standards, ensuring alignment with our Code of Conduct and international anti-corruption principles.

Our governance commitments include:

- Comprehensive anti-bribery and corruption policies
- Robust compliance frameworks for data protection, health and safety, and trade regulations
- Incorporating local health and safety requirements through country-specific handbooks
- Transparent reporting via UN Global Compact Communication on Progress (COP) and investor ESG disclosures
- Embedding ESG clauses in supplier contracts
- We are implementing systems to track and assess ethical practices within our operations and supply chain

Focus Areas:

- **Environment** — Reducing carbon footprint, responsible sourcing, waste reduction
 - **Workplace** — Employee well-being, fair labor practices, health & safety, diversity and inclusion
 - **Community** — Volunteering days
 - **Marketplace** — Ethical supply chain management and fair trade
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Measuring Success

Our CSR & ESG commitments are, or will be, measured through:

- **Diversity and inclusion metrics**
 - **Employee Net Promoter Scores** and wellbeing indicators
 - **Governance audits** and compliance scores
 - **Impact data** (e.g., brand misrepresentation removals, supply chain risk reduction)
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Our Purpose in Action

Corsearch exists to create a safer, fairer, and more sustainable marketplace. By integrating CSR principles into our ESG strategy, we not only protect brands and consumers but also contribute to global environmental goals, advance social justice, and uphold ethical governance.

Together, with our employees, customers, suppliers and partners, we are committed to making measurable, positive change for people, the planet, and prosperity. **Together, we make an impact.**

Charlotte De Metz
Chief People Officer