



Our environment and sustainability policy

Our mission at Candid is to harness the strength of our platform to create better futures for our clients, suppliers, employees, and other relationships. By fulfilling this role, we think we can be a part of trying to create a more sustainable future. Our business will operate better and generate larger sustainable returns for our stakeholders if we act in a way that is consistent with our purpose. Our sustainability plan, which we are implementing throughout Candid and our agencies and which consists of four pillars, strives to fulfil our purpose and provide us a balanced focus on environmental, social, and governance issues. It is fostered by a climate of honesty and openness where our employees understand that acting morally is the best way to perform our services:

1. Planet

Facts don't lie to and we're all aware of the fact that our planet is suffering, Candid aspires to have the most positive impact possible on our planet. To prevent global warming, we must all reduce global emissions by half by 2030 and achieve even zero emissions by 2050. As was previously mentioned, we wish to give back to society and contribute to a healthy and secure living environment. After all, this is the same environment in which our own employees live. By complying with this policy, Candid and its agencies will be able to achieve their goals and aid in the transition of the world economy. Our environmental commitments support our mission of using the power of our platform to try to create better futures for our clients, employees, suppliers and everybody else. In accordance with industry-leading external frameworks, we are dedicated to integrating environmental best practices into our company strategy.

2. Travel

Candid wants to encourage low impact living and help everyone continuously reduce the environmental impact of our operations and supply chain. Candid and the agencies abide by all applicable environmental laws and regulations in the countries where they conduct business and secure the necessary permissions if needed. Additionally, Candid made the decision to change her policy about employee who leased a car. Whereas at Candid it was previously more a rule than an exception for someone to receive a company car upon employment, it is now an exception rather than a standard. If a (new) employee for whatever reason gets the possibility to lease a company car at all, they must choose hybrid or electric. We frequently need to travel by airline because we not only have agencies located in several countries, but also clients, suppliers, and other partners. Consequently, we're creating a travel policy for that so that we give back to the environment and compensate our travels.

3. People

The success of Candid depends heavily on its employees. We are a people business. As a result, we have made a commitment to creating an inclusive workplace where employees feel they are part of the community in which we operate. Being candid is one of our basic beliefs, which guides our work. We encourage an inclusive atmosphere at Candid that is fair and respectful of all viewpoints and forms of personal expression. We maintain this value by supporting the training and career development of our people and providing a safe and civilised workplace free from harassment or offensive behaviour, where everyone is treated with dignity and respect. We select and promote our people based on



qualifications and skills, without discrimination or concern for factors such as gender, sexual orientation, age, religion or origin.

4. Clients

Candid is dedicated to conducting its business in accordance with the highest ethical standards to guarantee that any changes are for the better given the ability of our agency's creative campaigns to alter attitudes and behaviour. Our company's policy is to comply with all laws and self-regulatory codes of conduct that are in effect in the nations where we do business and refrain from intentionally producing content that violates basic standards of decency. Also, we take into consideration how our work will affect groups of people who are different from us in terms of for example their race, religion, national origin, sexual orientation, gender identity, age or disability.