

KEY MILESTONES

2014

- Kartesia Sustainability Policy
- Kartesia signs the PRI

2015

- Recruitment of a Head of Portfolio & ESG

2016

- **Corporate loans:** ESG Questionnaire for Primary Deals
- **Corporate loans:** First carbon assessment of our portfolios

2019

- Publication of the PRI report "Spotlight on RI in Private Debt"
- **Corporate loans:** ESG scoring in all investment memos
- Kartesia assessed and offset its carbon footprint for the first time

2018

- **CLOs:** specific ESG procedures
- First Annual CSR Brochure
- First annual Kartesia Volunteering Day

2017

- 1st annual Procedures & ESG day
- Donation replacing corporate year-end gift

2020

- **Corporate loans:** COVID-19 portfolio analyses
- Kartesia For Women initiative
- Long-term sponsoring of Institut Curie

2021

- Full time Head of CSR & ESG
- Included in "30 big ideas shaping ESG"
- Responsible Investor of the year at 2021 Unquote British PE Awards
- ESG KPIs in quarterly reporting to LPs
- Recruitment of an ESG analyst
- First sustainability report
- KIDD Program launched**

2022/ONGOING

- SFDR implementation
- **CLOs:** Addition of ESG language at reset
- CANDRIAM Academy to ESG & Investment teams
- Strengthening engagement with portfolio companies
- Firm-wide "Preventing Discrimination and Harassment" training

* By PEI, for the carbon assessment of our funds
 ** Kartesia Inclusion, Diversity, and Development

In 2021 Kartesia accelerated its engagement in Diversity & Inclusion when it launched the Kartesia Inclusion Diversity & Development (“KIDD”) program, including the Kartesia New Generation Initiative and the already existing Kartesia for Women Initiative.

When creating Kartesia For Women in 2020, alongside creating an inclusive workplace, Kartesia wanted to improve diversity and to understand what is holding women back in the alternatives space, and more importantly, how Kartesia can help to address this issue. You'll hear more on this subject in this section from Lise Campforts, an Analyst at Kartesia.

With the Kartesia New Generation Initiative, our focus is also on attracting young talent to the industry and our internship scheme has been valuable at enabling individuals to test out working at Kartesia and in the Private Debt space. Our retention of interns has been a motivating factor in expanding the scheme, so we currently have 6 interns with us and we're positive that

a proportion of those will stay on to join the growing ranks of colleagues that started as interns.

Our interns and analysts are supported in the start of their careers with enhanced modelling courses and educational team lunches, as well as a focus on growing junior experience through inclusion in senior teams and exposure to varied work. But we do not limit that sharing of knowledge to within the team, we're proud that Jean Diercxsens, Director at Kartesia, had the opportunity to teach Université catholique de Louvain classes on private debt in February 2022 and help spread interest in the industry to a budding group of young people.



FOCUS ON... KARTESIA NEW GENERATION INITIATIVE

The engagement of future generations is a key factor for Kartesia and as a result, our junior colleagues have launched the Kartesia New Generation Initiative (KNGI) in 2022. The objective is to foster strong relationships within the junior population of our company and ensure they are firmly rooted within the wider Kartesia family, through:

- Enacting positive change through the development and implementation of various initiatives

- Focus on growing junior experience
- Volunteering, well-being & sports

So far, the initiatives implemented through the KNGI are:

- Enhanced modelling courses
- Educational team lunches
- Charity fundraising events

[Watch more on KNGI here!](#)



²At 31/12/2021
*In private debt fund managers according to Preqin “Women in Alternative Assets 2022”

MEET LISE CAMPFORTS

Analyst at Kartesia, talking about the various social commitments of the firm

How did you come to join the investment team at Kartesia?

After graduating in Finance, I had a wide range of opportunities lying ahead of me. I knew that I loved to be challenged, that I needed variety and I wanted to be part of a dynamic team that works closely together and could offer me a lot of exposure.

For this reason, I looked at the fast-paced sectors that best suited my interest in finance and the entrepreneurial world in the broader sense and started my career in Investment Banking. Later on, when presented with the opportunity to join Kartesia's Deal Team as an analyst, I immediately realised it would, above all, also allow me to build relationships with the various portfolio companies and their management and actively think along with them. I currently work as part of the Benelux team led by Matthieu Delamaire in Brussels and am very much enjoying it so far.



Lise Campforts, Analyst

Did you hear about the Kartesia for Women Initiative before joining the firm? What does this entail?

Yes, I did. As part of my selection process, I was given the opportunity to meet senior leaders in the Brussels office, including Coralie De Maesschalck, the head of CSR & ESG and Kartesia's most senior female employee. Coralie told me about the Kartesia for Women Initiative that had recently launched and the objective of inspiring more women to join Kartesia and the broader private debt and equity industry. As part of this initiative, we not only encourage women within the firm to speak up about their past and current professional experiences but also to take extra time to provide additional insight for women interested in the private debt or finance sector as a whole.

Are there other Diversity & Inclusion (D&I) initiatives at Kartesia?

Within Kartesia, we are working towards a new initiative called 'Diversity, Inclusion and Development,' which forms an umbrella over the Kartesia for Women initiative together with the Kartesia New Generation initiative and many more initiatives that come with a growing business. My interpretation of diversity is making sure we have diverse thoughts, ideas, and opinions generated through people of different ages, nationalities, genders but also different characters and personalities across all business functions. In order to effectively translate this diversity, already well represented at Kartesia, into inclusion, we have spent five days with the whole firm in Greece as teambuilding to get to know everybody in the business and work on our development through extensive MBTI sessions. To better develop diversity of thought, we undertook various teambuilding activities where junior employees were given the opportunity to lead teams consisting of various senior leaders to make their voices heard in a different way and in a relaxed atmosphere.

What advice would you have for other women joining a private debt investment team?

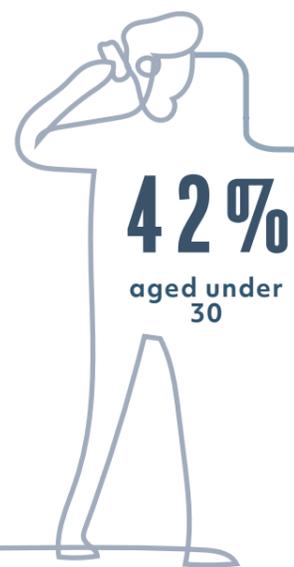
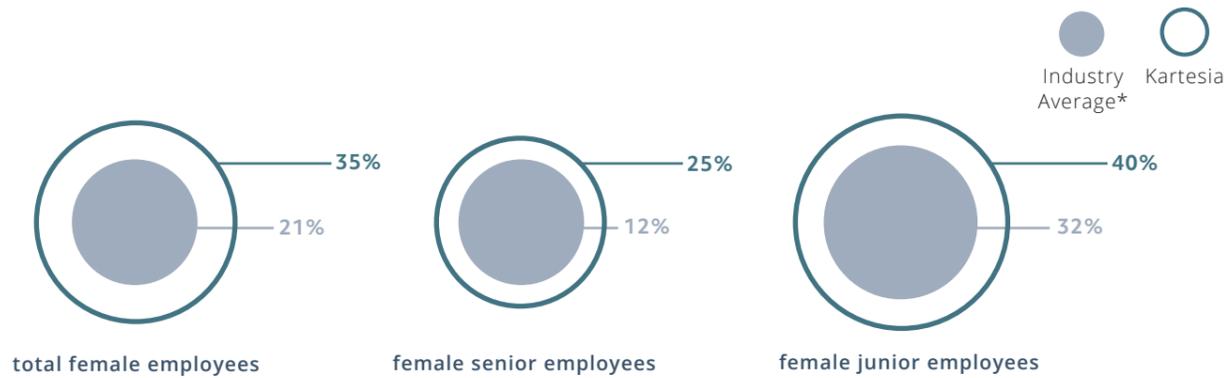
Every company comes with its own culture and its own diversity and inclusion embedded into its foundation, so if you like the job content and the responsibilities that come with it, definitely give it a try, and not just once but as many times as you need to find yourself comfortable within your team and environment. I think in general we need to have more women in the sector, and in the deal teams in particular, in order to bring more female perspectives into a very crucial industry.

Is Kartesia also working on D&I at the portfolio level?

The growing focus on, and awareness of, diversity and inclusion is not only found among my colleagues but also in our pan-European portfolio as part of its wider ESG score. For example, as part of the legal negotiations for the Benelux team's most recent deals, we included a clause that an ESG questionnaire must be filled out on an annual basis by the companies we invest in. In this way we try to highlight the importance of this aspect within our portfolio companies. The portfolio team in their turn keeps track of an ESG score for each investment made and on the basis of these questionnaires, providing them with a detailed ESG overview per company and per fund as a whole. We also try to negotiate board seats at our portfolio companies, by which we hope to bring D&I higher up their agendas. ■

2.2. SOCIAL COMMITMENT

KARTESIA VS INDUSTRY AVERAGE FEMALE EMPLOYMENT



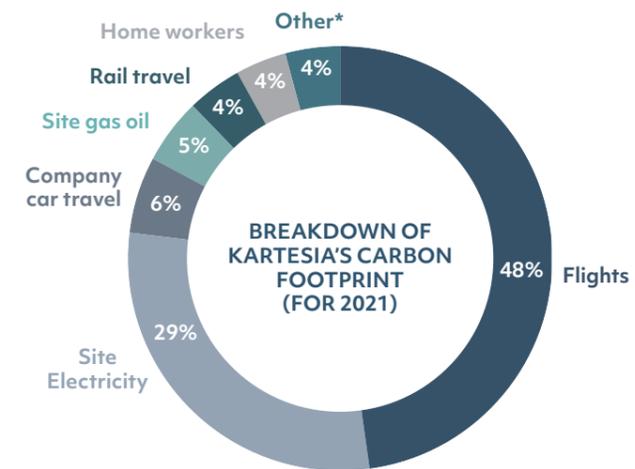
*In private debt fund managers according to Prequin "Women in Alternative Assets 2022"

2.3. ENVIRONMENTAL AND CLIMATE COMMITMENT³

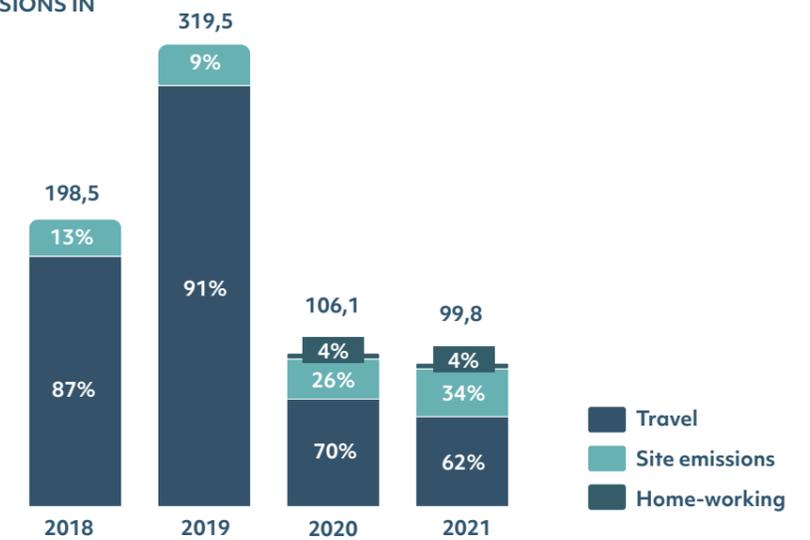
From its inception Kartesia has considered environmental issues and has stated its commitment to minimising the firm's environmental impacts to the greatest possible extent. The Kartesia Going Green initiative that ensures the company and all our employees reduce the environmental impacts to an absolute minimum. As part of the initiative, we assess our carbon emissions and footprint on an annual basis and offset it. This extends to our annual offsite seminar and annual investors meetings.

Caroline Feyaerts, one of our office managers, explains the crucial role that the team plays in keeping track on day-to-day actions, such as minimising paper use and extending the life of electronics, that mount up to have a big impact across our offices in the course of a year.

Regular followers of Kartesia will know that we've been assessing its portfolio's carbon footprint on an annual basis since 2015. More details of this can be found in the climate reporting section of this report.



KARTESIA CARBON EMISSIONS IN TOTAL TONS OF CO₂e



³At 31/12/2021

*Including taxi travel and hire cars, source: Carbon Footprint Ltd.

2.3. ENVIRONMENTAL AND CLIMATE COMMITMENT

Kartesia assessed its greenhouse gas (GHG) emissions from 1st January 2021 to 31st December 2021 with the help of external supplier Carbon Footprint Ltd, which designs recommendations to help us to build upon the results of the appraisal and our carbon management over the coming year.

Kartesia's total location-based emissions are 99.81 tonnes of carbon dioxide equivalent. Emissions have decreased 5.9% compared with the previous year and reduced 49.7% from the baseline year, due to travel restrictions in the pandemic context but also thanks to the internal promotion of videoconferencing to reduce

non-essential business travel.

To offset our 2021 carbon footprint, we invested in a UK tree planting project. Our funding supports the planting of trees in the Southeast region. The project mainly plants in school locations, helping to educate children and support wildlife habitats whilst sequestering carbon emissions. For each tCO₂e offset, one tree has been planted in the UK and an additional tCO₂e is offset through a Verified Carbon Standard (VCS) Tree Budding project⁴ to guarantee the emission reductions.

FOCUS ON... KARTESIA ECO-FRIENDLY OFFSITE SEMINAR 2021

Sustainability is something Kartesia is committed to improving at every level. Internal sustainability actions are part of it, and as such, we made our 2021 offsite seminar in Greece a paperless event. We also offered a low-carbon menu to our team members.

As a team building activity, we organized a refuse collection contest. This activity fostered a collaborative environment between teams but also a sense of accomplishment.

We assessed the carbon emissions of all elements of the offsite, including hotel stays, travel, freight, waste and food, with the help of the service provider Carbon Footprint Ltd. To offset the footprint of this event, Kartesia invested in one of Carbon

Footprint Ltd's projects, The Pacajai REDD+ Project, that helps to reduce deforestation in the Amazonian rainforest in Brazil. The project is working to provide legal land-use permits that will result in official land titles for those villages that actively participate in forest protection. Through funds raised, the project can continue to improve food security through agroforestry techniques, while introducing sustainable livelihood alternatives to local communities. With over 56,000 hectares of land dedicated to these inhabitants, it is expected that each family will receive approximately 140 hectares, and each town will have its own land donated to it.



⁴ Carbon Footprint Ltd's UK tree planting programme incorporate "Tree Budding", meaning that for each tree pledged, as well as planting a tree, they also offset one tonne of CO₂ through a VCS project, which guarantees offsetting one tCO₂. This ensures that the carbon offsetting (i) is fully verified; (ii) meets international standards - including meeting strict additionality requirements, (iii) meets BSI's PAS 2060 specification on carbon neutrality, (iv) meets the Carbon Footprint Standard and (v) continues to take additional CO₂ out of the atmosphere during the life of the tree in addition to delivering all the other great benefits of the UK Tree planting programme.

MEET CAROLINE FEYAERTS

Brussels Office Manager, talking about employee wellbeing and environmental measures at Kartesia

What is your working experience at Kartesia?

My name is Caroline, I joined Kartesia as an Office Manager in November 2018. Prior to that I was working at the International University Sports Federation for 12 years.

I enjoy working at Kartesia because it is a very dynamic company in fast development. In addition to being an Office Manager, I am also a member of the Corporate Team, which was recently created to offer a more defined structure, with higher quality services to all team members as well as more effective processes matching Kartesia's growth. In parallel, I have been able to have further diversification in daily tasks, develop new systems/processes and focus more on new projects, which is very encouraging.

Kartesia is a great place to work at because every day is different. Interesting challenges await and it is an ongoing learning process. The great support, teamwork and recognition are key values, which do not only create positive energy but keep me going. On a more personal note, I wish to highlight the importance of the human and multicultural features at Kartesia, making the adventure a fascinating one: "we are all different, yet we get along and work well together".

Although the Kartesia team is spread out over 7 offices, we are all part of the same team. One "positive" aspect resulting from Covid-19, and I believe it is the case for many companies, was the reinforcement of relationships – through video conferencing. We managed to establish a new working and living model, and adapted to the change by supporting one another. This perfectly reflects the spirit of Kartesia.

How is employee wellbeing a priority for the Managing Partners?

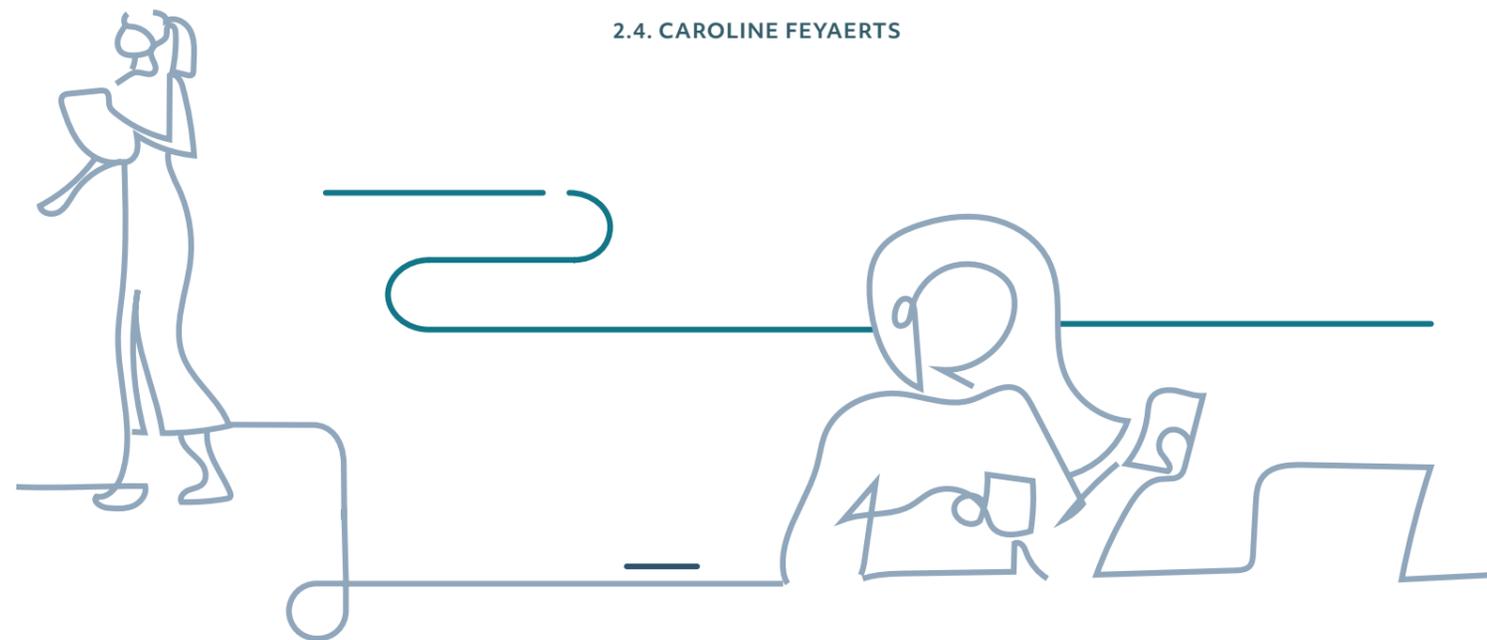
We started focusing quite significantly on employee wellbeing at Kartesia over the last two years. There was already several measures in place such as an employee Staff & Development Policy or an anti-discrimination policy. But we set up some new initiatives like an employee wellbeing survey or a 360 review program. We also have the Kartesia For Women initiative. As one of the main objectives of Kartesia For Women is to inspire women to join the

private debt industry, especially in investment roles, we have published several interviews of our female employees. By publishing the interviews, talking openly about our initiative, new policies, and D&I training, we have successfully increased the number of female candidates applying for new positions.

On top of that, each local office makes sure our employees can reach their goals in a safe and comfortable environment. In Brussels for instance, we have height adjustable desks or sitting balls available for team members. We are also encouraging sport during lunch time with free spinning or HIIT sessions for all employees. Note that our Brussels offices are equipped with shower, for sporty team members or for employees coming by bike. Every week, a basket of fruit is delivered to the office. And once a month, we have the Friday Monthly Burger team lunch (with vegetarian options of course). We also have a break room, that can also be used as a breastfeeding room for our employees that are just coming back from their maternity leave.

What is your role, as Office Manager, regarding environmental measures taken by the firm?

We have several environmentally friendly measures in all our office such as water fountains, recycling bins, etc. All our employees receive a Kartesia reusable water bottle to reduce the consumption of plastic recipients. And we have a print-only-when-you-need policy. The Office Managers also assist our ESG team to be carbon neutral, by collecting the required data for the carbon assessment amongst all offices on an annual basis. Finally, we always recycle our old furniture, unused laptops or smartphones with specialized local companies such as aSmartWorld. aSmartWorld is a Belgian company that collects, tests and refurbishes mobile devices in order to sell them or to distribute them for a good cause. The company is working to build a more sustainable and human world. They are also extending the lifespan of everyday products and helping to avoid the abundant use of scarce and expensive raw materials. By extending the lifespan of electronic devices, they significantly reduce the associated CO2 emissions.



Which measures were taken during the COVID-19 pandemic?

We created COVID-19 workplace safety guidelines in all our offices to prevent the continued spread of the virus and reduce its impact on employees. Amongst the various measures taken, we effectively equipped all employees to work remotely and created a homeworking policy. We worked with our IT provider to provide everyone a secure, remote access to core business systems. Note that, with the increasing number of successful cyber-attacks worldwide following the global pandemic, we also ensure we were protected by an insurance covering cyber-attacks. Of course, we also keep our offices clean and equipped with hydro-

alcoholic gels, masks and free COVID-19 self-tests. On an ongoing basis, we also consider the risk to workers who are particularly vulnerable to coronavirus, like pregnant employees, and put controls in place to reduce that risk. The Managing Partners are talking to the employees and provide them information on a regular basis. They also remind all of us the basic safety and hygiene measures, to continue to operate your business safely. Communication has been key for us since the beginning of the crisis. ■

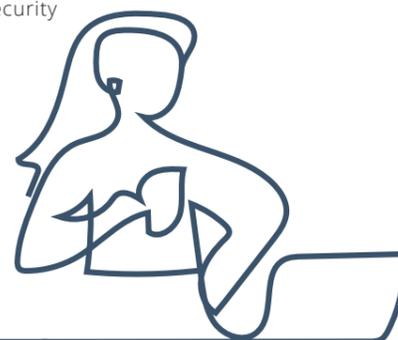


Caroline Feyaerts, Office Manager

It goes without saying that at Kartesia we make business ethics and compliance a priority. It is a value that is instilled and shared across the organisation, and everyone has a responsibility to uphold them to the highest level.

Central to this, and in light of an increase in cyber-attacks in the last 12 months, cybersecurity is top of mind for many of our colleagues. Whilst many of our processes around this have been in place for many years, we this year spent time reviewing our processes and procedures, as well as looking to grow the team with a new IT Manager hire.

In this section you will also hear from Camille Wisniewski, Head of Legal & Compliance, and Benoit Lapuh, Compliance Officer, talking about good governance and compliance at Kartesia, how we think about and manage risk, as well as ensure ESG is part of everyone's considerations.



FOCUS ON... IT & CYBERSECURITY

Data protection for employees or portfolio companies' sensitive data, is a key governance topic. At Kartesia, we are very cautious to prevent data leaks and thefts. Both IT and cybersecurity equipment and processes are necessary to ensure data protection, which is why during 2021 and into 2022, we set up several audits, processes and improvements:

IT Team

- Recruitment of a new IT Manager starting in June 2022

Cybersecurity

- Annual 3rd party external & internal penetration test
- Annual internal vulnerability audit
- Update of IT Security policy
- Internal security checks
- Deployment of Mimecast Web Security
- Phishing attempt simulation tests

Audits

- Annual review of the Business Continuity Plan / Disaster Recovery
- Annual Disaster Recovery test

2021 IT objectives successfully achieved

- Quarterly employee training sessions
- Migration to Zoom telephony
- Resolution of SharePoint access slowness using Cloud



3

phishing campaign tests with average phish-prone of 4% vs. industry benchmark of 26%

100%

employees trained on cyber-security

0

successful cyber attacks

MEET CAMILLE WISNIEWSKI AND BENOIT LAPUH

Head of Legal & Compliance and Compliance Officer, talking about good governance and compliance at Kartesia

What is good governance for Kartesia?

CW: At Kartesia we make business ethics, compliance and alignment of interests a priority. We organize the firm so that we are transparent, effective and efficient. But next to that, we also promote gender equality and fairness.

What are the key elements of Kartesia's corporate compliance program?

BL: We have a detailed compliance policy. The aim of this compliance policy is to anticipate, identify and assess the compliance risks of Kartesia, as well as to assist the Senior Management in controlling these risks, such tasks to be carried out on an ongoing basis and without delay. Compliance risks vary and may include reputational risk, legal risk, litigation risk, risk of sanctions, as well as some operational risk aspects, in connection with all activities of the firm. The compliance policy objective is to promote honest and ethical conduct of our company and all our employees, and to ensure compliance with laws, regulations, rules and professional standards, as well as with our code of conduct in order to protect both the interests of Kartesia and of its stakeholders and the integrity of the financial markets. Compliance and AML trainings are mandatory obligations and are conducted on a yearly basis.

How do you ensure that procedures are properly implemented across the firm?

CW: Mainly thanks to the Kartesia Procedures Manual and the Compliance Monitoring Plan.

- The manual was created at inception and is updated on an annual basis. This internal publication summarizes policies, procedures and guidelines adopted by Kartesia to reach its long-term goals. Next to improving compliance, managing risks, driving improvement and ensuring that operational needs are met, the Manual also guarantees an efficient coordination between the various offices. The policies and practices in appendix to the manual are reviewed on an annual basis to ensure & encourage good behavior. This manual is provided to each new employee. The updated version is also presented and discussed with the whole Kartesia team at the annual Procedures & ESG day.

- The Compliance Monitoring Plan aims at ensuring the proper implementation of all regulatory and internal obligations. Controls are designed to review all business lines on a yearly basis and put in place follow ups on identified deficiencies. This document provides a continuous assessment of the processes of Kartesia and enable their improvements following regulatory and internal developments.

We also have other processes in place in order to ensure proper implementation of our procedures, such as the 1-1 meetings for our new joiners. Each new joiner has the opportunity to meet his / her colleagues from each department. Those meetings have several benefits such as strengthening relationships between the various teams and encouraging a problem-solving mindset.

Is there strong ESG engagement across the whole firm?

BL: Yes. We operationalize ESG within Kartesia, meaning all staff members need to take responsibility for our values. For us, it is about fully integrating ESG into the organization, not treating it as a separate department or a marketing tool. We have a centralised ESG department, but everyone is doing the job. We have clear ESG procedures and training for the whole Kartesia team. Damien Scaillierez (Managing Partner), Coralie De Maesschalck (Head of CSR & ESG) and Ilham Ansriou (ESG Analyst) are in charge of CSR & ESG at Kartesia (updating procedures and policies, etc.). Coralie De Maesschalck attends all the investment Committees. Any arising ESG material issue is discussed with the deal team member in charge of the deal, the investment Committee members and her during the investment committee. The Deal team is in charge of performing the ESG due diligence and collecting the ESG questionnaire for all primary investments on an annual basis. During the due diligence process, they will identify the relevant ESG topics with the support of the ESG team. ESG and Deal team members are enrolled in the CANDRIAM Academy, which aims to educate all employees on the value of ESG. All employees also receive an ESG update at the annual Procedures & ESG Day. ■

Russia invaded Ukraine on 24 February 2022, marking a major escalation of the Russo-Ukrainian War, which began in 2014 following the Ukrainian Revolution of Dignity. The scenes unfolding this year in the international landscape are nothing short of a tragedy.

At Kartesia, we are focused on supporting our portfolio companies with any advice relating to the implementation of sanctions, the associated energy crisis and the repatriation of any employees in Russia or Ukraine. We have also donated €208,000 to support the Red Cross, SOS Village d'Enfants and UNICEF in their efforts to provide humanitarian aid to the people of Ukraine. We made a donation for each euro donated by our employee and continue to explore how

our employees can provide additional support. The thoughts of everyone at Kartesia are with the people of Ukraine.

At the time of this report, Kartesia has almost zero exposure to Russia and Ukraine and has never invested in Russian assets or companies headquartered in Russia. Nevertheless, we still closely monitor the situation and review our portfolios on an ongoing basis to assess any direct and indirect impact. We work with all our portfolio management teams and stakeholders to make sure they are managing the situation accordingly to our expectations and in compliance with the evolving sanction framework.

1

Responsible investing policy

Covering all investment strategies



100%

of employees attending annual Procedures & ESG Day

100%

of investment teams involved in its implementation



Long-term 2022 incentive plan for senior team members

55%

of employees hold formal ESG responsibilities



Okechamp SA currently employs 51 people from Ukraine. They are co-workers employed in various positions in Poznań,

Grodzisk and Borucin in Poland. Due to the ongoing hostilities in Ukraine, the company is trying to help and support them as much as they can.

1. Okechamp have launched fundraising events in all locations to support workers from Ukraine and their families. These funds were transferred to those in need.
2. The funds were used for 2 purposes: in particular, to cover the costs associated with the arrival of the families of their workers from Ukraine from the war zones. One of the great successes was helping to secure housing and a livelihood for the family of their employee with 8 children. The family lived in the small village of Klynove in the Donetsk region. The team is pleased that they were able to be brought safely to Poland.
3. As a company they also donated money in the form of aid. Okechamp paid 40 financial allowances. The money went to our employees from Ukraine.
4. As co-workers, they also organise collections of food, clothing and bandages, they support with kind words, and help according to the situation and the need.



Groglass CEO suggested to its employees to help individually through private donations and then

matched donations to Latvian Red Cross. The company also covered the costs for family members' relocation.



UCAM took several support actions, including sending basic necessities to Ukraine,

including canned food, diapers, cookies, milk and cleaning and hygiene products. The university also provided assistance to refugees by bringing them to Murcia and providing them with lodging and support.



The positive impacts of our social, environmental and governance commitments and initiatives can be linked to 6 SDGs.

The Sustainable Development Goals (SDGs) are a set of 17 objectives, developed by the United Nations in 2015, as a universal framework to improve the well-being of society and the planet by 2030. It is widely used to assess the impact of a firm on the addressed sustainable objectives.



GOVERNANCE



16.5 Substantially reduce corruption and bribery in all their forms.

16.6 Develop effective, accountable, and transparent institutions at all levels.

- | | |
|---|---|
| <ul style="list-style-type: none"> External & Internal penetration test Internal vulnerability audit Internal security periodic checks Update of IT security policy Deployment of Mimecast Web security » Phishing attempt simulation tests | <ul style="list-style-type: none"> 100% of employees trained on cybersecurity 3 phishing campaign tests: average phish prone 4% vs. industry benchmark 26% 0 successful cybersecurity attack 1 annual audit of Business Continuity Plan 1 annual audit of Disaster Recovery test |
|---|---|

SOCIAL



5.1 End all forms of discrimination against all women and girls everywhere.

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels [...].



8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

8.6 By 2020, substantially reduce the proportion of youth not in employment [...].



10.2 By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, or economic or other status.

10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action [...].



16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels.

16.B Promote and enforce non discriminatory laws and policies for sustainable development.

ENVIRONMENT



12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.



13.2 Integrate climate change measures into [...] strategies and planning.

13.3 Improve education, awareness-raising [...] on climate change mitigation, adaptation, impact reduction and early warning.

SDGS' TARGET

KARTESIA'S INITIATIVES

KARTESIA'S INDICATORS

- | | |
|---|---|
| <ul style="list-style-type: none"> Kartesia for Women Initiative Parental leave policy Gender pay gap monitoring Preventing Discrimination and Harassment training | <ul style="list-style-type: none"> 10% of women at executive level 35% of female employees 25% of senior female employees 40% of junior female employees |
| <ul style="list-style-type: none"> Kartesia Inclusion, Diversity & Development program Anti-harassment policy Preventing Discrimination and Harassment training Staff training and development policy Kartesia New Generation Initiative | <ul style="list-style-type: none"> 42% of employee aged under 30 20% of employees trained on leadership and inclusion 9% of employees were previously interns 6 internships ongoing |
| <ul style="list-style-type: none"> Kartesia Inclusion, Diversity & Development Program Non-discrimination Policy Kartesia New Generation Initiative MBTI workshop | <ul style="list-style-type: none"> 20 nationalities 21 spoken languages |
| <ul style="list-style-type: none"> Kartesia Inclusion, Diversity & Development Program | <ul style="list-style-type: none"> 20% of employees trained on leadership and inclusion |
| <ul style="list-style-type: none"> Formalized Sustainability Policy Kartesia Going Green Initiative Collaboration with aSmartWorld to recycle smartphones Collaboration with BXLRefugees and Maison d'Enfants Reine Marie-Henriette to recycle hardware and furniture | <ul style="list-style-type: none"> 18 polycom and 10 sidecars donated to non-profit in Belgium 9 polycom and 8 sidecars recycled with Anderwerk (GER) 18 mobile phones recycled with aSmartWorld (BE) <ul style="list-style-type: none"> Representing a saving of 178kg of CO2 emissions Allowing the financing of 4 smartphones for Hobo (a non-profit supporting homeless people in Brussels) |
| <ul style="list-style-type: none"> Formalized Sustainability Policy Kartesia Going Green Initiative Kartesia assess and offset carbon emissions since 2018 | <ul style="list-style-type: none"> 99.81 tCO2e GHG emissions (vs 106.1 tCO2e in 2020) 1.54 tCO2e GHG emissions per employee (vs 2.11 tCO2e in 2020) |