



ANNUAL SUSTAINABILITY REPORT 2023



"Accelerating together the development of solutions with a positive impact on climate, communities, and biodiversity."

SUMMARY



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MESSAGE FROM OUR PRESIDENT & CEO

“2023 was a challenging year for the international economy and this has been true on the voluntary carbon market (VCM) as well. Several polemics relating to carbon offsetting projects or methodologies - sometimes fully justified, sometimes completely not - have made the headlines in the newspapers.

*The good news is that this **constant scrutiny** on the carbon markets have led VCM players to **significantly reinforce market best practices**, giving birth to a **more robust and more resilient market**, which places **integrity as its top priority**.*

In 2023, many progresses have been realized on the market integrity journey:

- *On the supply-side, the **IC-VCM** (Integrity Council for the Voluntary Carbon Market) has released its [Core Carbon Principles](#) (CCP), allowing corporates and organizations to be able to easily identify top-quality certified carbon credits.*
- *On the demand-side, the **VCMI** (Voluntary Carbon Market Integrity initiative) has released its integrity [Claims Code of Practice](#), giving corporates clear guidelines on how they can communicate on their carbon offsetting strategy.*
- *On the certification side, the key market standards such as **VCS and Gold Standard** have updated their general protocol or have **released new methodologies** which are more aligned with scientific state of the art and are more conservative.*
- *At global level, the **ICROA** (International Carbon Reduction and Offset Alliance) - which Removall is an officially accredited member - has conducted a tremendous work which led to the publication at the beginning of this year of its **new [Code of Best Practices](#)**.*
- *Last but not least, at COP28, several international organizations including the Science Based Targets initiative (**SBTi**), the **VCMI**, the **IC-VCM**, **We Mean Business** Coalition (WMB), the Climate Disclosure Project (**CDP**), and the [GHG Protocol](#) came together to establish **an ‘end-to-end’ integrity framework** that provides **consistent guidance on decarbonization, including the use of carbon credits** for residual emissions, therefore reinforcing the reputation and overall integrity of the voluntary carbon market.*

All these positive developments are completely transforming the carbon market into a more resilient, robust, transparent, and credible market, as shown by the end-of-year data: in spite of a difficult economic context, 2023 has been an historical year for the market, with **the largest ever volumes of carbon credits being retired on public registries.**

These figures prove that **carbon finance has become a key mechanism** for corporates and organizations to proactively participate in **climate change mitigation** and to **bring much-needed funding to emissions reductions and carbon sequestration projects** over the world.

At Removall, we have been pleased to modestly contribute to these developments in 2023, by **reinforcing our internal processes and integrity actions**, and by **speeding-up our sustainability plans.**

To mention just a few highlights of last year progresses, we have:

- **Changed our legal status to become an officially recognized Purpose-Driven Company**, in line with French Regulations.
- Became an **official ICROA accredited organization.**
- Undergone a **successful additional third-party audit of all our carbon offset operations.**
- Successfully **passed our first EcoVadis Assessment**, with a **silver medal** obtained for our first reporting year.
- **Structured our impact reporting processes**, with our **first Removall Impact Report** to be published in the coming weeks.
- Expanded our horizons to **address other pressing environmental challenges** with **plastic credits** and **biodiversity credits.**

Other very important actions have been led in 2023 and are presented in this new edition of our Sustainability Report.

We are extremely proud of all these achievements in 2023 and want to thank all our CSR committee members, as well as all our dedicated teams, for participating in Removall's growth and sustainability journey.

As we always want to improve and do more, we will keep-up the pace in 2024!"



Jérôme Beilin,
CEO and Co-Founder



Patrick Demaegdt,
President and Co-Founder

A. REMOVAL'S ACTIONS OVERVIEW

We are proud this year again to report significant progress in our mission to **promote sustainability and combat climate change**, through climate project bringing positive impacts for both ecosystems and communities.

With recent additions to our team, we have assembled a diverse team of **21 full-time employees and 5 part-time collaborators**.

As a project developer designing and operating certified, high-integrity and high-impact carbon offset projects, we have successfully earned the trust of **more than 30 new French, European and international customers** in 2023, building a base of 50+ prestigious clients around the world.

We have also developed and invested in 6 carbon projects to date, with new investments in Rwanda, India, Senegal and Mozambique. All our investments are financing premium projects with strong and tangible positive impacts on populations and ecosystems.

Through our support to a range of **26 new certified carbon reduction and sequestration projects internationally**, our activities have resulted in the **reduction or sequestration of over 1.3 million tons of CO₂ equivalent over the world**, benefiting to more over 600,000 individuals in developing countries and contributing to 12 out of 17 Sustainable Development Goals.

By financing an additional **12 new forestry projects in France**, we have also contributed to the long-term **sequestration of over 26,000 tons of CO₂ equivalent** on the French territory.

The key figures presented in this report reflect our commitment to sustainable development in all our actions, as well as our support and investment in new carbon projects all over the world.

2023

COMPANY'S FIGURES

21

Full-time employees
(in 2023)

50  50

Gender parity achieved

32

Years old,
average age



New representation
office in Rio, Brazil

+50

French, European and
international clients to
date

PROJECT FIGURES

+26

New certified carbon reduction and sequestration projects supported internationally (+60 projects in total in the last 3 years)

+250

A pipeline of more than 250 carbon reduction and carbon removal projects being analyzed by our project development for investment by Removal

+12



New projects supported in France in 2023, which will allow for the long-term sequestration of +26 000 tons of CO₂ equivalent (+32 projects in total in the last 3 years)

6

Projects under management, developed and invested by Removal under management with new additional carbon projects located in Rwanda, India, Senegal and Mozambique

SUSTAINABLE DEVELOPMENT FRAMEWORK & FIGURES

6

Definition and implementation of 6 new sustainability policies internally

3

Completion of 3 solidarity actions

1ST

Ecovadis assessment, with a silver medal obtained

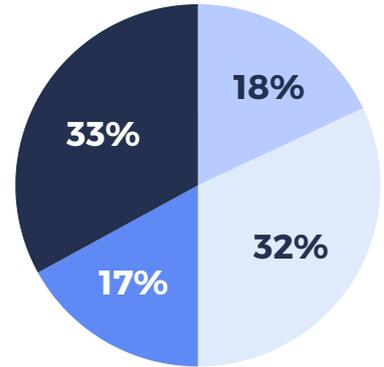
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New activities launched: Plastic pollution mitigation and Biodiversity-positive contributions

1

Conducted a Plastic Pollution Awareness Training ("Fresque du Plastique")

OUR SERVICES' POSITIVE IMPACTS



■ Waste Management ■ Nature-Based Solutions
■ Household & Community ■ Renewable Energy

Map 1: Locations of supported projects in 2023

Chart 1: 2023 supported projects' typologies



Million tons of CO₂ equivalent reduced and sequestered on behalf of our customers, across 11 countries (see map above).



beneficiaries in developing countries, thanks to projects we have supported on behalf of our customers.



Sustainable Development Goals to which we have contributed through our projects: SDGs 1, 3, 4, 5, 6, 7, 8, 9, 10, 13, 14, 15 (i.e. a contribution to 12 out of 17 SDGs).



B. ALIGNED WITH OUR CORE MISSION

Our purpose:

“Accelerating together the development of solutions with a positive impact on climate, communities, and biodiversity.”

At Removall, as an officially **purpose-driven company** recognized by the French law, we are fully dedicated to accelerating the development of solutions with a positive impact on climate, communities, and biodiversity.

Our commitment to sustainable development and environmental protection is ingrained in our identity and principles. We firmly advocate that every company bears a critical responsibility in **conserving natural resources, combatting climate change, and uplifting local communities.**

Recognizing climate change as an undeniable reality and the paramount challenge of our era, we are **resolute in our pursuit of aligning with the target of limiting global warming to 1.5°C**, as outlined by the Paris Agreement. Urgent and collective action from all economic entities is crucial to realizing a net-zero carbon world. In 2023, the urgency was underscored as it marked the warmest year on record, with temperatures reaching 1.46°C ^[1] above pre-industrial levels.

In addressing this imperative, organizations must meticulously assess their carbon footprint and implement measures to significantly reduce greenhouse gas emissions, following a **science-based emissions reduction pathway** aligned with a 1.5°C target.

Additionally, they can **proactively extend their actions** beyond their value chain by addressing unavoidable emissions through the **support of high-quality certified carbon offset projects.**

These projects not only mitigate or prevent emissions but also safeguard and fortify carbon sinks, which is recalled recently by the **Science Based Target Initiative through their Beyond Value Chain Mitigation concept.**

^[1] *EU's Copernicus Climate Change Service (2023)*

The IPCC (2022) notes that annual climate **finance flows need to increase by 4 to 8 times** in developing countries until 2030. **Carbon finance emerges as a powerful tool in addressing this need.** With over 15 years of existence, the carbon market has matured significantly. Recent efforts to enhance transparency and quality, such as the **IC-VCM** (Integrity Council for the Voluntary Carbon Market) Core Carbon Principles and **VCMI** (Voluntary Carbon Market Integrity Initiative) Claim of Practices initiatives, signify its ongoing improvement.



As an engaged actor, Removall is committed to achieving favourable environmental and social results in all our undertakings. **We strive to stimulate the evolution of carbon finance** into an effective tool for impactful investment, thereby enhancing its capacity to effect substantial change.

Consistent with this mission, Removall remains steadfast in its commitment to the core values previously established, guiding our efforts to deliver projects with positive environmental and social impacts. These values continue to serve as the foundation for decision-making and shape the daily operations of our company.

Our 4 values remain at the hearth of our daily actions:



Solidarity

We invest in projects that improve livelihoods of local communities and regenerate natural ecosystems.



Rigor

We respect the best practices of the market and carefully select the best projects in the world. All our projects are certified according to the most demanding standards.



Transparency

We work directly with project developers and guarantee our clients full visibility on the use of their funds.



Commitment

We believe that it is crucial to take action now by investing massively for the climate.



C. SUSTAINABILITY AT THE FOREFRONT

Removall remains steadfast in its commitment to **upholding major international standards of sustainable development**, including through our membership to the United Nations **Global Compact** (French branch member) and our daily support to United Nations Sustainable Development Goals (SDGs).

The Global Compact, initiated by the United Nations, serves as a source of inspiration for encouraging businesses to adopt responsible practices encompassing human rights, labor standards, environmental stewardship, and anti-corruption measures.

Since becoming a signatory to the Global Compact in 2022, Removall has rigorously adhered to its principles. **Our unwavering dedication to upholding all ten principles of the Global Compact is followed by actions throughout our operations.** In addition, Removall is preparing its **inaugural report** on its engagement with the Global Compact **in 2024**. This forthcoming disclosure underscores our commitment to transparency and accountability as we strive to uphold the principles and values outlined by this esteemed initiative.

This commitment extends to promoting and safeguarding international human rights within our sphere of influence, ensuring non-complicity in human rights violations, upholding freedom of association and collective bargaining rights, eradicating all forms of forced or compulsory labor, abolishing child labor, eliminating employment discrimination, advocating for a preventative approach to environmental challenges, fostering greater environmental responsibility, promoting the advancement and dissemination of eco-friendly technologies, and combating corruption in all its forms, including extortion and bribery.

Removall recognizes the pivotal role of the United Nations' Sustainable Development Goals (**SDGs**) in shaping a sustainable future for all. As part of our commitment to sustainability, we have identified the key SDGs that align with our business objectives and are dedicated to contributing to their realization.

Specifically, Removall has identified SDG 7 (Affordable and Clean Energy), SDG 8 (Decent Work and Economic Growth), SDG 13 (Climate Action), SDG 14 (Life Below Water), SDG 15 (Life On Land), and SDG 17 (Partnerships for the Goals) as particularly relevant to our operations.



As we prepare our inaugural impact report for 2024, we aim to showcase our efforts and progress in advancing these SDGs. Through collaborative initiatives with various stakeholders, including NGOs, governments, businesses, and local communities, Removall actively supports efforts focused on biodiversity conservation and the promotion of sustainable practices on a global scale.

Furthermore, in 2023, **Removall has taken additional steps to ensure adherence to these principles by developing the Removall's Suppliers Code of Conduct.** This Code of Conduct is now being integrated into the **contracts** we sign with all our project partners, reinforcing our commitment to responsible business practices across our supply chain.

D. FOSTERING SUSTAINABILITY ACROSS OUR NETWORKS

At Removall, our dedication to promoting responsible practices and solutions for climate resilience, ecosystems, biodiversity, and communities remains unwavering.

Guided by the principles of sustainable development, **we continue to implement tangible initiatives aimed at fostering positive impacts both within our industry and beyond.**

As a responsible company, we have actively engaged with various associations and organizations **dedicated to environmental conservation and community welfare.**

Collaborating with entities such as the International Carbon Reduction and Offset Alliance (**ICROA**), the International Emissions Trading Association (**IETA**), the Institut de la Finance Durable, Mouvement Impact France, OREE, the UN Principles for Responsible Investment (**PRI**), and the Project Developer Forum (PDF), we aim to meaningfully contribute to their initiatives.

In addition to our ongoing efforts, we have expanded our global impact by **operating 6 carbon projects we invested in.** These investments further bolster our commitment to mitigating emissions and promoting sustainability on an international scale.

Additionally, they are projected to :

Positively impact over 1 million beneficiaries throughout the projects' duration in developing countries, leading to enhancements in quality of life through improved employment opportunities, better health outcomes, and increased access to education

Contribute to 8 Sustainable Development Goals through the projects we have developed and invested in: SDGs 1, 2, 3, 5, 6, 8, 13, 14 (i.e. a contribution to 8 out of 17 SDGs)

Through continuous dedication, we participate in significant endeavors focused on combating climate change, conserving fragile ecosystems, protecting biodiversity, and empowering local communities.

Moreover, we cultivate partnerships with experts, researchers, and stakeholders to **innovate and implement sustainable solutions addressing today's environmental and social challenges.**

In this new sustainability report, we detail the concrete actions undertaken in 2023 to advance sustainable development. We rigorously assess our progress, celebrate our achievements, and identify areas for further improvement. We aspire for this report to serve as an inspiring resource for other companies, encouraging them to join us in our critical mission of safeguarding our planet and supporting communities.



E. GOVERNANCE FRAMEWORK

Recognizing the strategic significance of sustainability, Removall has established **robust governance to drive its CSR initiatives** since the beginning of its activity.

Oversight is provided at the highest level through the Corporate Social Responsibility (CSR) committee, which operates **under the purview of Removall's Executive Committee**.

The CSR committee is entrusted with defining and overseeing the implementation of the Corporate Social Responsibility Policy. Specifically, it manages the Company's:

- Culture, fostering ethical business practices, integrity, and sustainability.
- Sustainability strategy, ensuring alignment with the Company's objectives and effective governance.
- Action plan, including associated budget allocation.

The Executive Committee plays a pivotal role in setting top-level expectations and providing strategic direction. It validates the sustainability strategy and associated budget, including sustainability targets integrated into the Company Objectives.

In terms of organizational structure and policy framework, the CSR Committee, established in 2022, has continued to evolve and expand its scope. Its core mission remains centered on:

- **Setting ambitious environmental and social commitments** for the Company.
- **Identifying strategies** to achieve these commitments.
- **Facilitating implementation** across the entire value chain.
- **Engaging employees** in sustainability initiatives.
- **Providing transparent communication** on progress to internal and external stakeholders.
- **Coordinating performance monitoring and reporting** in collaboration with relevant departments to track progress toward our commitments.

To effectively manage these activities, the CSR Committee has structured itself around **four key areas: Governance, Environment, Human Resources & Social, and Ethics**.

Following the establishment of this governance structure, we are proud to highlight a significant milestone in our sustainability journey, with the certification of one of our CSR team members on the French Bilan Carbone © methodology.



03

AN APPROACH ALIGNED WITH OUR STRATEGIC DIRECTION

A. REFLECTING ON 2023 MILESTONES

1. IMPROVEMENT OF OUR SUSTAINABILITY POLICY AND RESULTS

In its second year of operation, the CSR Committee at Removall continued its steadfast efforts to consolidate the company's commitment to social and environmental responsibility. Building upon the foundation laid in the inaugural year, the committee focused on **advancing key initiatives and embedding sustainability principles across the organization.**

One of the primary objectives was to solidify Removall's purpose as a mission-driven entity by defining **clear socio-environmental objectives and establishing metrics to monitor progress.** This endeavor remained on course, with the company's purpose officially validated in 2022.

Consequently, **we have officially become a mission-driven company in September 2023,** with a change in our statutes and a redefinition of our commitment to society and the environment in accordance with the French "Loi PACTE" (Action Plan for Business Growth and Transformation).

This marks a significant change and milestone in our commitment and dedication to sustainability, as **only [1008 French companies](#) have a purpose under the Loi PACTE.**

As a mission-driven company under this legislation, we recognize the regulatory obligations that we commit to fulfill. We will be required to publish a mission report audited by an accredited Third-Party Organization (TPO) at least every three years, as mandated by the legislation. Furthermore, we have appointed a **Mission Representative**, member of the CSR Committee, as required by the law, responsible for overseeing the implementation of our mission and ensuring that our activities align with our stated societal and environmental objectives.

To ensure the pervasive integration of sustainability values within the company and its partnerships, the CSR Committee has been actively **developing essential policy documents.**

These include the definition and implementation of:

- a [Sustainability Charter](#)
- an [Ethical Charter](#)
- a [Supplier Code of Conduct](#)
- a [Diversity Charter](#)

All those documents are available in the Appendix.

Since its inception, the Diversity Charter has been supported by "Les entreprises pour la Cité" network and managed on a daily basis by a dedicated team. The Diversity Charter also benefits from the spokespersonship of leaders from large companies and SMEs present in the territories. By signing the charter, Removall committed to:

- 1 Sensitize and train our leaders and managers** involved in recruitment, training, and career management, and gradually all employees, to the issues of non-discrimination and diversity.
- 2 Promote the application of the principle of non-discrimination** in all forms in all management and decision-making actions of the company or organization, especially in all stages of human resources management.
- 3 Foster the representation of the diversity** of French society in all its differences and riches, including cultural, ethnic, and social components, within the workforce and at all levels of responsibility.
- 4 Communicate our commitment to all our employees** as well as to our clients, partners, and suppliers to encourage them to respect and implement these principles.
- 5 Make the development and implementation of diversity policy** a subject of **social dialogue** with employee representatives.
- 6 Regularly assess the progress made** and inform both internally and externally of the practical results resulting from the implementation of our commitments.

Throughout 2023, Removall has diligently upheld its commitments outlined in our Sustainability Charter, demonstrating our leadership and dedication to achieving the Sustainable Development Goals (SDGs). Here's a summary of our accomplishments:

- Certification of one of our employees in the Bilan Carbone© Methodology: **Achieved.**
- Evaluation of all greenhouse gas emissions using this method in our 2024 report on 2023 GHG emissions: **Successfully initiated in Q4 2023.**
- Public release of the results of the company's carbon footprint: **Accomplished.**
- Offsetting 100% of our unavoidable emissions through high-quality certified projects: **Implemented.**
- Measurement of progress towards the targeted SDG commitments in the Charter for Sustainable Development: **Completed through our Purpose-driven Reporting.**
- Education of our community and stakeholders on various sustainable development topics through dedicated publications: **Carried out as planned, see Annex 1.**
- Strengthening of our partners' commitment to environmental issues and encouragement of them to adopt more sustainable practices: **Achieved through the establishment of a Supplier Code of Conduct attached to contracts.**
- Strengthening of our commitment to local communities through the organization of a clothing drive for disadvantaged individuals: **Successfully executed.**
- **Signing the French «Charte de la Diversité »** (Diversity Charter).
- Invested in **11 days of training on average, on key topics** for our business.

2. EVALUATION OF OUR CARBON FOOTPRINT AND OFFSETTING

The CSR Committee conducted a comprehensive assessment of Removall's carbon footprint in 2023, resulting in the identification of opportunities for environmental improvement.

Removall emitted **55.21 tCO₂e in 2023**, primarily attributed to a significant number of business travels related to the development of Removall's activities worldwide.

Additionally, new emission categories, such as Waste and Digital Usage, were considered. The findings from this assessment will inform targeted strategies to mitigate the company's environmental impact moving forward.

Removall already relies on key internal environmental policies (transportation, zero waste, responsible purchasing, eco-friendly practices) **to engage employees and stakeholders in mitigation efforts.**

In line with our commitment to sustainability, **we have taken proactive steps to offset 100% of our emissions**, contributing to climate mitigation at the level of our emissions. **We have carefully selected two projects that align with our values and objectives.** These projects, the **Bhava Blue Carbon Project** and the **Azulejo Renewable Biomass Project**, exemplify our dedication to supporting initiatives that promote carbon sequestration, biodiversity conservation, and community development.

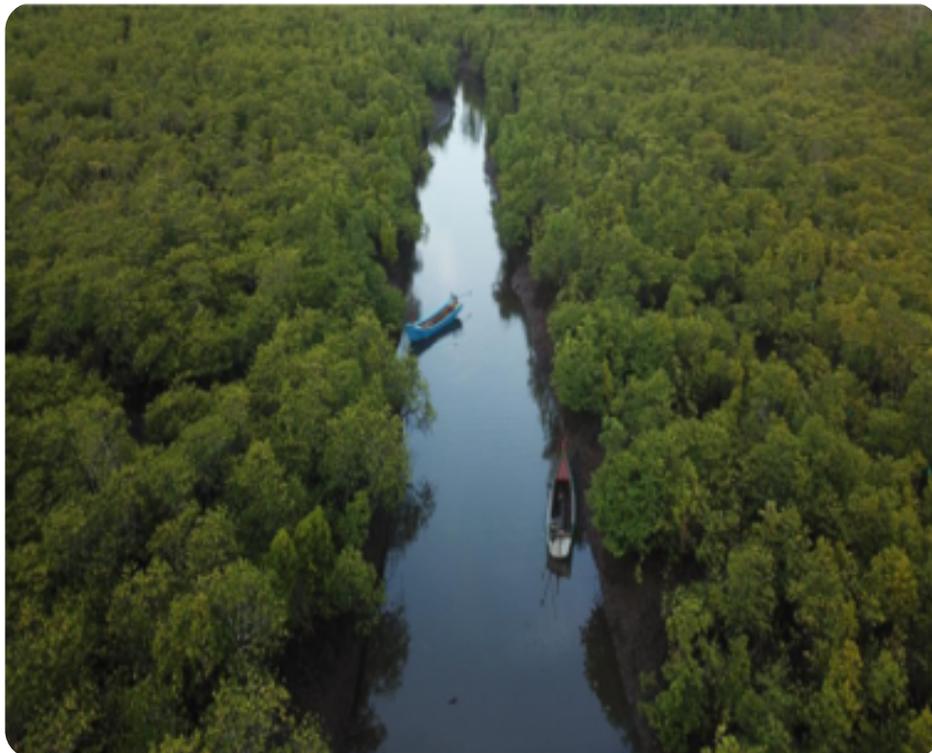
On the next page, you will find the descriptions of the two projects selected to offset our emissions.

BHAVA BLUE CARBON PROJECT

The Bhava Blue Carbon project is implemented across 2,146 hectares of degraded land in the northern region of the Ayeyarwaddy Division in Myanmar. The restoration efforts encompass lands belonging to Magyi, Thabawkan, and Thaegone village tracts.



The primary objective of the project is to sustainably manage mangrove ecosystems for carbon sequestration, natural disaster risk reduction, and poverty alleviation through the promotion of sustainable livelihoods among coastal communities. Additionally, the project aims to enhance food security by bolstering seafood resources and mitigating the risk of erosion and salt intrusion in low-lying agricultural lands due to rising sea levels. A crucial aspect of the project involves the conservation of biodiversity and the establishment of Myanmar's first mangrove gene bank.



AZULEJO RENEWABLE BIOMASS PROJECT



The Azulejo Renewable Biomass Project seeks to transform local tile factories that previously relied on Caatinga, Amazon, and Cerrado resources for fuel. By utilizing biomass agricultural waste such as coconut or cashew tree residues as fuel, the project facilitates a transition to clean energy. Furthermore, technological enhancements have improved combustion performance and reduced ash emissions.

This transition effectively reduces the greenhouse gas emissions of the factories by eliminating the need to harvest trees for furnace fuel. Additionally, the project generates revenue that benefits surrounding communities, facilitating access to water, education, and raising awareness about environmental issues.

This comprehensive approach underscores our dedication to environmental stewardship and reinforces our ongoing efforts to minimize our impact on the planet while driving positive change within our organization and beyond.



3. THIRD PARTY AUDITS AND ACCREDITATIONS: ECOVADIS, ICROA AND ECOCERT

In 2023, the committee diligently pursued the [Ecovadis](#) certification, **attaining the prestigious silver medal status**, which serves as a testament to Removall's unwavering dedication to sustainability and ethical business practices. Throughout the first quarter of 2023, comprehensive data collection was undertaken to complete the Ecovadis questionnaire. This process not only facilitated our certification but also provided valuable insights for our sustainability efforts.



Additionally, taking into account feedback from our inaugural Ecovadis evaluation, we implemented enhanced data collection methods, alongside new policies and processes aimed at improving our sustainability rating in 2024.

2023 was also the synonym of a significant accomplishment for Removall: **accreditation as an ICROA solutions provider**. This achievement underscores Removall's commitment to upholding the highest standards of integrity and best practices within the voluntary carbon market.

Through a comprehensive third-party audit of all our offset operations, Removall **has demonstrated compliance with the ICROA Code of Best Practice**, earning this esteemed recognition. This accreditation serves as a testament to our dedication to sustainability and environmental responsibility. **By attaining ICROA accreditation, we affirm our commitment to transparency and ethical practices in all our carbon offset initiatives.**



Furthermore, we are proud to report the **successful completion of an audit by Ecocert on our carbon credits management process**. This validation underscores the **robustness of our internal procedures**, ensuring transparency and accountability in all our carbon offsetting operations.

4. SOLIDARITY ACTIONS: EMMAÜS, ESPACES, ACTED

Additionally, in the past year, our CSR Committee successfully introduced a **plastic pollution awareness training** ("Fresque du Plastique"), conducted a **solidarity action** by collecting employees' unused clothes, books, and board games, to donate to [Emmaüs](#), and organized for all our team a Solidarity Day at "Le Jardin Du Piqueur", located in the heart of the Saint-Cloud national park with the support of [Day One](#).

This special occasion allowed our teams to work with the [Espaces association](#), alongside persons in the process of professional reintegration by planting vegetable and cereal seedlings that will be used at the Café Solidaire, trimming hedges, and also renovating an embankment.



Inclusion through urban ecology has been the objective of the Espaces association since its creation. The major challenge they tackle is developing an innovative project for the management of changing urban spaces by helping people in difficulty to integrate socially and professionally.

Earlier this year, we sought to extend our support to the victims of the Syrian and **Turkish earthquake** that occurred on February 6th through the NGO [ACTED](#). Our contribution took the form of a **financial donation**, enabling the distribution of essential provisions including food, water, hygiene products, and shelter to over 50,000 people in need across the provinces of Adiyaman, Hatay, and Kahramanmaras. We firmly believe in the significance of swift responses to crises of this nature and express our gratitude to ACTED for their outstanding efforts on the ground.



B. DEFINING REMOVALL'S PATH FORWARD (2024)

In 2024, Removall has set ambitious objectives categorized into four subcategories: **Governance, Environment, Social and HR, and Ethics**. Here's a breakdown of the objectives within each category:

Governance:

- Evaluate the possibility of aligning with an SME Science Based Targets initiative (SBTi) Net Zero target;
- Prepare the Global Compact Communication Progress Report for the first year;
- Prepare for our external audit as part of our Purpose-driven company status;
- Improve our Ecovadis certification score.

Environment:

- Conduct a biodiversity depletion or water scarcity awareness training (Fresque de l'Eau / Biodiversité);
- Evaluate the possibility of sourcing Guarantees of Origins to mitigate our Scope 2 emissions from electricity sourcing;
- Implement regular internal debates on sustainability topics.

Social and HR:

- Organize a new solidarity event similar to the clothing collection conducted in 2023;
- Arrange a new solidarity half-day action;
- Implement first aid training;
- Strengthen collaboration between the CSR and HR departments;
- Enhance KPI tracking of employee trainings.

Ethics:

- Establish a system to address harassment, conflict of interests, and corruption issues;
- Conduct training on anti-corruption practices;
- Put in place a GDPR (General Data Protection Regulation) training.

These objectives reflect Removall's commitment to continuous improvement across various aspects of governance, environmental stewardship, social responsibility, HR practices, and ethical standards. We are dedicated to achieving these goals to further our sustainability efforts and uphold our values as an organization.

04

CONCLUSION AND END-WORDS

As we conclude our 2023 report, we reflect on the **remarkable progress and achievements made throughout the year**. Building upon the foundation laid in previous years, **Removall has continued to drive positive change and uphold its commitment to sustainability**.

Our journey towards sustainability is a collective effort, and **we are proud of the dedication and engagement of all Removall employees**. From organizing teambuilding seminars to define our company's purpose to conducting various sustainability initiatives, our team has demonstrated unwavering commitment and collaboration.

Transparency and accountability are at the forefront of our values, and this annual sustainability report exemplifies our commitment to being transparent with our stakeholders.

By sharing our progress, challenges, and aspirations, we aim to foster trust and open dialogue with our customers, employees, and the wider community.

Looking ahead, Removall remains steadfast in its dedication to working towards a more sustainable future and contributing to the achievement of the United Nations' Sustainable Development Goals (SDGs).

We recognize that our journey is ongoing, and we are committed to continuously improving our practices to align with our sustainability goals.

As we move forward, we will build upon the momentum of 2023 and strive to make even greater strides towards sustainability in the years to come.

Together, we will continue to drive positive change and make a meaningful impact on our planet and society.

OUR PUBLICATIONS AND CONTRIBUTION TO INCREASE PUBLIC AWARENESS AROUND CLIMATE CHANGE & CLIMATE FINANCE

- 1 COP28 Outcomes
- 2 ICVCM's Core Carbon Principles
- 3 Nature as a critical climate solution
- 4 How does the Label Bas-Carbone work and how it differ from international standards?
- 5 Contributing and achieving carbon neutrality: introduction to the PAS 2060 and ISO 14068 standards
- 6 Ecosystem Marketplace report "All in on Climate: The Role of Carbon Credits in Corporate Climate Strategies"
- 7 Diving into Removall's philosophy for high integrity carbon project development
- 8 Removall's carbon offset project types and their impacts
- 9 VCMI's Claims Code of Practice
- 10 The changing landscape of both Compliance and Voluntary Carbon Markets
- 11 Carbon footprint assessment 2022
- 12 Proposal for a Regulation establishing a Union certification framework for carbon removals
- 13 The SBTi insists on carbon offset and Beyond Value Chain Mitigation (BVCM) importance
- 14 CSRD & Carbon neutrality
- 15 Removall supports French forestry projects and develops a partnership with FRANYLVA
- 16 Summary of IETA's report on the GHG Market
- 17 Integrity in the VCM at a glance: Current leading initiatives

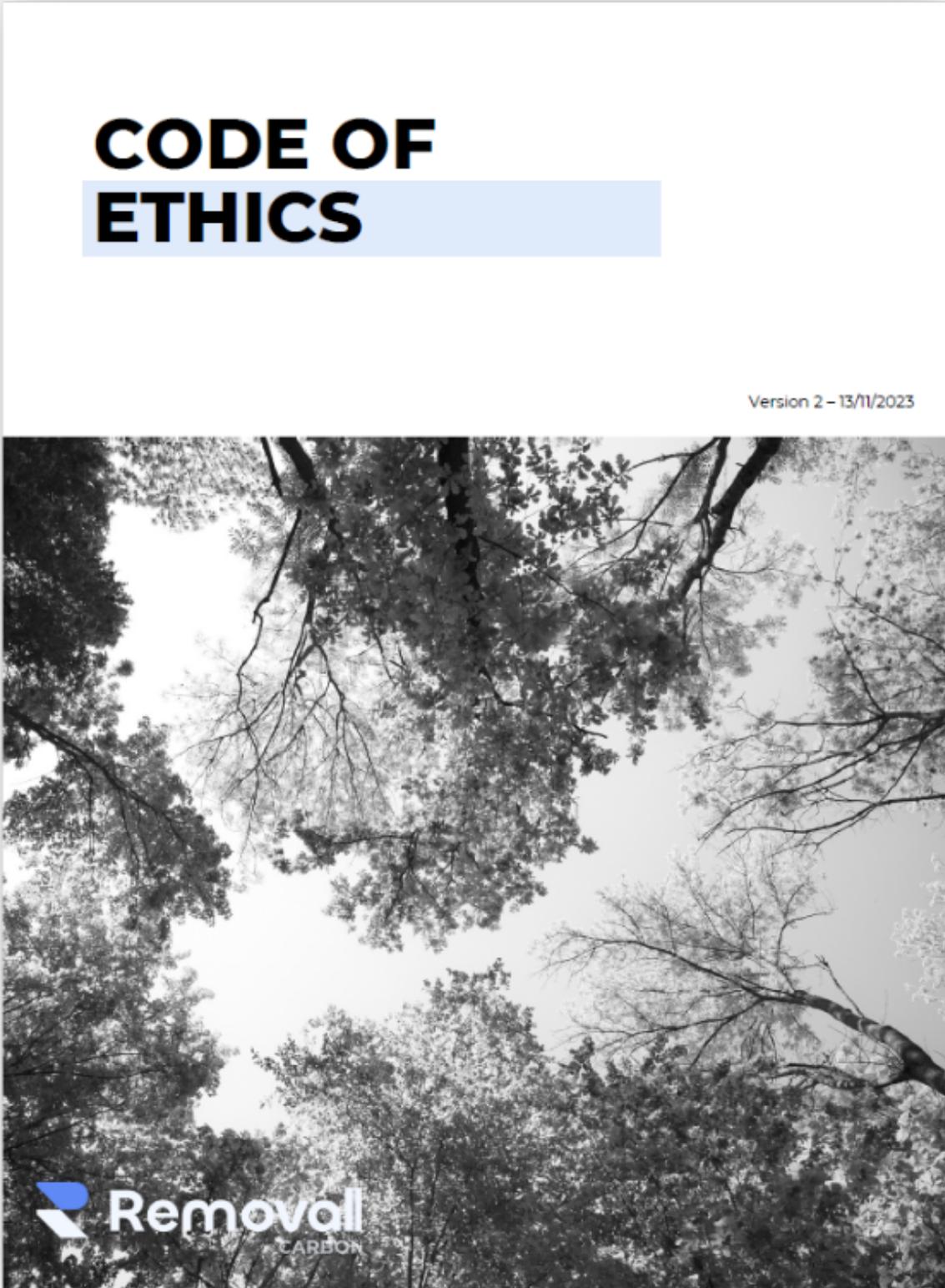
SUSTAINABILITY CHARTER - *CLICK ON THE IMAGE TO OPEN THE DOCUMENT*

SUSTAINABLE CHARTER

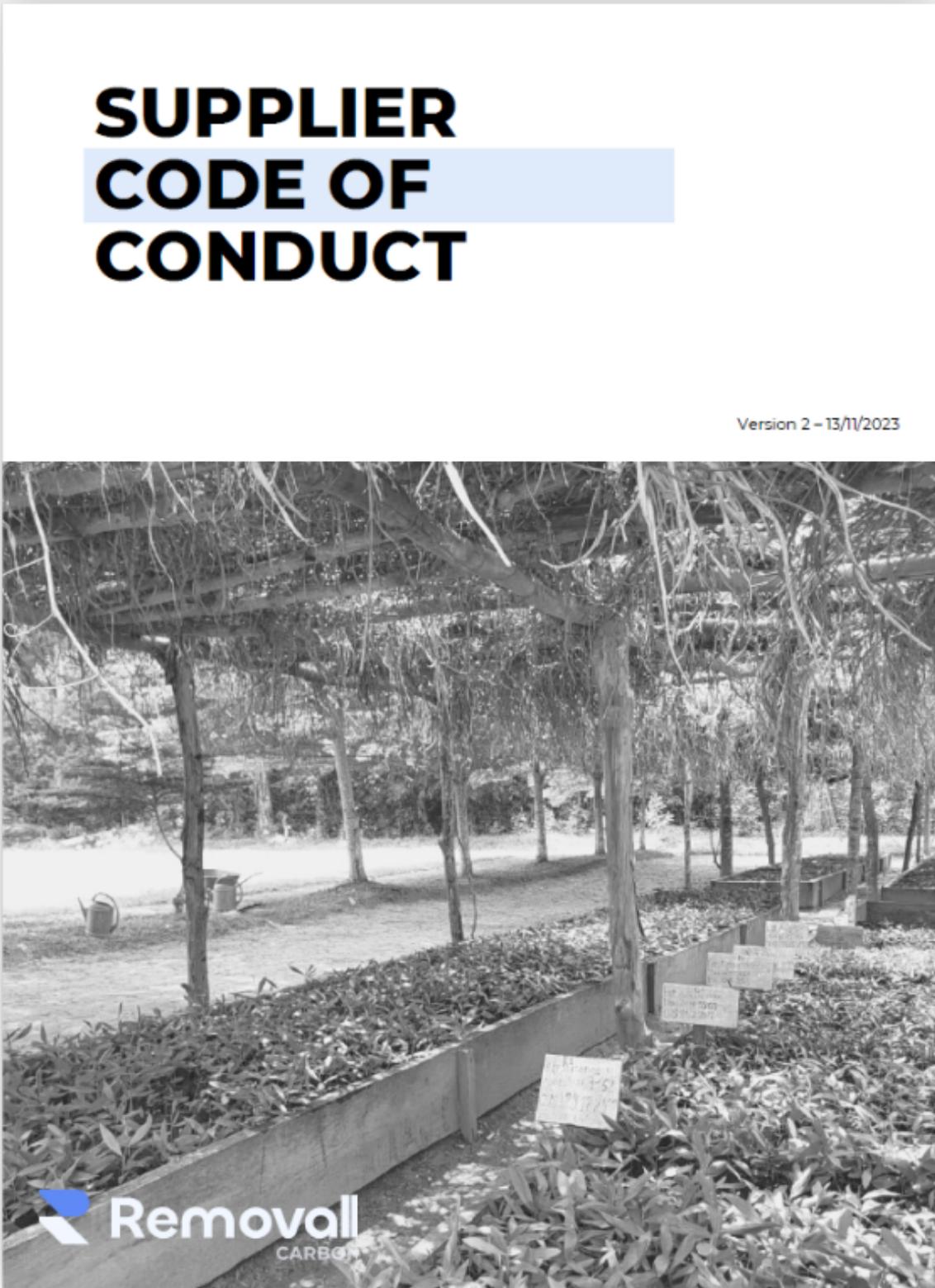
Version 2 – 13/11/2023



ETHICAL CHARTER - *CLICK ON THE IMAGE TO OPEN THE DOCUMENT*



SUPPLIER CODE OF CONDUCT - *CLICK ON THE IMAGE TO OPEN THE DOCUMENT*



DIVERSITY CHARTER - CLICK ON THE IMAGE TO OPEN THE DOCUMENT



SIGNER ET AGIR

La diversité est le fondement d'une société performante socialement et économiquement. Inscrite dans la politique globale, de l'entreprise ou de l'organisation, la Charte de la diversité a pour objet de favoriser l'égalité des chances et la diversité dans toutes ses composantes.

La Charte de la diversité contribue à développer un management respectueux des différences et fondé sur la confiance. Elle améliore la cohésion des équipes, source d'un meilleur vivre ensemble et donc de performances.

Les engagements de la Charte de la diversité, traduits en actions mesurées et évaluées régulièrement, sont facteurs de progrès social et économique. Leur mise en œuvre dans toutes les activités de l'entreprise ou de l'organisation renforce la reconnaissance auprès de toutes les parties prenantes internes et externes en France et dans le monde.

Par la signature de la Charte de la Diversité,
nous, entreprise ou organisation, nous engageons à :

- 1 Sensibiliser et former nos dirigeants, et managers impliqués dans le recrutement, la formation et la gestion des carrières, puis progressivement l'ensemble des collaborateurs aux enjeux de la non-discrimination et de la diversité
- 2 Promouvoir l'application du principe de non-discrimination sous toutes ses formes dans tous les actes de management et de décision de l'entreprise ou de l'organisation et en particulier dans toutes les étapes de la gestion des ressources humaines
- 3 Favoriser la représentation de la diversité de la société française dans toutes ses différences et ses richesses, culturelle, ethnique et sociale, au sein des effectifs et à tous les niveaux de responsabilité
- 4 Communiquer sur notre engagement auprès de l'ensemble de nos collaborateurs ainsi qu'à nos clients, partenaires et fournisseurs, afin de les encourager au respect et au déploiement de ces principes
- 5 Faire de l'élaboration et de la mise en œuvre de la politique de diversité un objet de dialogue social avec les représentants du personnel
- 6 Evaluer régulièrement les progrès réalisés, informer en interne comme en externe des résultats pratiques résultant de la mise en œuvre de nos engagements.

Fait à PARIS, le 24/04/2023

Pour
REMOVALL CARBON
Jérôme BEILIN,
Co-fondateur et CEO

Secrétariat Général de la Charte de la Diversité
Yann Tanguy

Secrétaire Général

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