

Towards a better future
2030





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Forword

We are proud to present our very first sustainability report—a significant milestone in our journey to make a positive impact on the world. As a company, we believe that sustainable practices are not just a responsibility but an opportunity to contribute to a better, greener future.

This report outlines our commitment to continuous improvement in sustainability. It reflects our determination to take action, foster innovation, and inspire others to join us in shaping a more sustainable world. Together, we can turn aspirations into achievements and pave the way for a brighter tomorrow.

In our sustainability journey, we have chosen to focus on three specific UN Sustainable Development Goals (SDGs) that align with our mission to make a meaningful impact:

1. **SDG 7: Affordable and Clean Energy**

While eliminating energy consumption entirely is not feasible, we are committed to compensating for our usage and finding greener solutions. Whether through carbon offset programs or improving the efficiency of our operations, our goal is to ensure that our energy footprint contributes positively to the planet.

2. **SDG 5: Gender Equality**

Promoting gender equality is central to our vision. We aim to support organizations in integrating equality into their core values and operations by developing software solutions that enable more effective implementation of inclusive practices.

3. **SDG 10: Reduced Inequalities**

Through our technology, we strive to empower organizations to address systemic inequalities and build more equitable systems. By providing tools and insights, we aim to make it easier for our clients to champion change within their organizations and communities.

Our mission goes beyond compensation; we seek to enable our software users to better address these challenges. By empowering organizations with the right tools and solutions, we aim to amplify their ability to contribute to a more sustainable and equitable world. For example, by enabling transparency in customers' social information to support data-driven decision-making — E.g. visually displaying diversity within the organization — we empower users to take this into account when recruiting.

With this report, we present our status and our first attempt to share where we stand and what we aim to achieve on our sustainability journey. It reflects our dedication to transparency, accountability, and progress as we strive to make a positive impact.

This is just the beginning, and we are excited to take you along as we work toward our goals. Thank you for joining us on this path—happy reading!

Basic information

For our first sustainability report, we have chosen to adopt the VSME standard as inspiration. This framework provides a clear and structured approach to measuring and communicating our efforts, ensuring that our progress is both transparent and aligned with recognized best practices.

By using the VSME standard, we aim to deliver a report that reflects our commitment to accountability and continuous improvement in our sustainability journey.

This report covers our regional offices:

Regional office address

Nørregade 10A, 4600 Køge, Denmark

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Affordable and Clean Energy: Moving Toward Zero Impact

The challenges we face in minimizing our environmental impact primarily revolve around three key areas: consumption, transport, and the energy used in developing and operating our IT solutions.

- **Transport:** The emissions generated through business travel and logistics are a focus area where we strive to optimize and reduce our footprint.
- **Consumption:** This includes the materials and resources we use, such as office supplies and IT hardware, which we aim to manage responsibly to reduce waste and extend product lifespans.
- **Energy Usage:** From powering our development processes to running IT operations, energy efficiency and sourcing sustainable energy remain critical priorities for us.

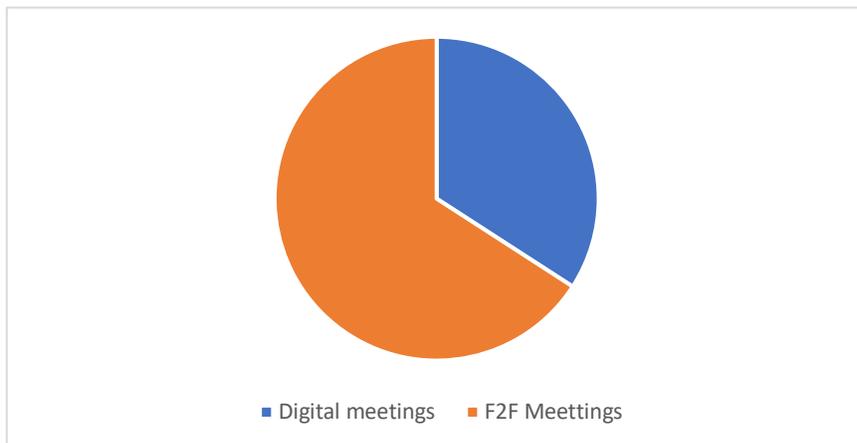
Down below, we will present our status and outline how we aim to address / practice these key areas.

Transportation

Under transportation, our primary impact comes from traveling to meet clients, attending fairs, and other events where in-person presence is needed. To address this, we actively practice minimizing transportation by prioritizing online meetings whenever possible.

However, achieving zero face-to-face meetings is not our goal, as we believe that in-person interactions can be highly valuable and foster positive outcomes. Instead, our focus is on reducing travel to only the most relevant and impactful meetings. For the instances where transportation is necessary, we are committed to compensating for the environmental impact generated.

This year, we held a total of 168 meetings, of which 110 were digital (65%).



Consumption: Minimizing and Extending Resources

As a company with a naturally low consumption footprint, we strive to reduce our impact through sustainable practices further. We avoid printing entirely, prioritize using IT devices for as long as

possible, and ensure that end-of-life devices are either recycled responsibly or donated to extend their usability.

In addition, we are committed to compensating for the resources we consume, such as fossil fuels, water, and electricity. This ensures that our operational impact is balanced through efforts to support sustainability initiatives, helping us contribute to a more sustainable future, with the goal of achieving full compensation by 2030.

Our status reflects these values: zero printing, extended device usage, and a focus on resource compensation for the use of fuels, water and electricity,

- No single Printing this year
- No new devices/waste this year.
- Sort the garbage according to the guidelines from the municipality.

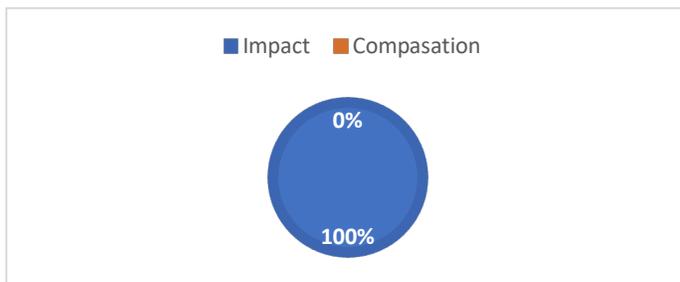
Energy, Consumption, and CO₂ Neutrality

As part of a small office hotel where everyone shares everything, we, of course, have both, electricity, As part of a small office hotel where everything is shared, we naturally have both electricity and water consumption. It is not possible to track individual usage, so our goal is to minimize consumption in our daily work. To support this, most of our meetings are conducted online rather than face-to-face.

In the future, we aim to compensate for the use of fossil fuels and electricity, with the ultimate goal of achieving CO₂ neutrality by 2030. We are committed to continuously monitoring and reducing our impact while offsetting the resources we consume.

Below, you will find an overall score reflecting our progress and the extent to which we are already compensating for our environmental footprint. This score provides a clear picture of where we stand today and how far we have come on our journey toward our 2030 neutrality goal.

- Compensate for the energy use by offsetting the CO₂ emissions (0%) 2024



Gender Equality and Reduced Inequalities

Our efforts in promoting gender equality and reducing inequalities are divided into two key areas:

- **Within Our Own Company**
We are committed to fostering an inclusive and equitable environment for all employees. This involves creating policies and practices that support diversity, ensure equal opportunities, and empower everyone to contribute meaningfully.
- **Empowering Change Through Our Software**
Perhaps the more significant aspect of our impact lies in how our software can inspire and enable other organizations to prioritize these values. By developing new features and functionalities, we aim to nudge users toward integrating gender equality and inequality reduction into their operations.

Our goal is to not only practice these values internally but also to create tools that make it easier for others to build a better, more equitable world. Through innovation, we can drive meaningful change on a broader scale.

Ad) Gender Equality and Reduced Inequalities in ReQruiting

This company operates primarily on a contractor-based model. While we have one full-time employee, the rest of our organization consists of dedicated contractors, including:

- **2 Developers**
- **1 Marketing Specialist**
- **1 Finance Specialist**
- **1 Support Specialist** (providing assistance and contributing to writing and related tasks)

In line with transparency, we disclose the total workforce size in full-time equivalents (FTE) or headcount, providing a clear view of our operational structure.

Overview in numbers

a) by type of employment contract: temporary and permanent;

b) by gender; and

c) if applicable, by country.

Contract type	Number of employees (per head)
Part time	0
Full time	1
Timebound	0

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Total number of employees	1
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Gender	Number of employees (per head)
Man	1
Woman	0
Other	0
Not specified	0
Total number of employees	1

Country	Number of employees (per head)
Denmark	1
Total number of employees	1

Status Health and Safety.

ReQruiting has no recordable work-related accidents, nor any fatalities as a result of work-related injuries and work-related ill health in the reporting period, and since the establishment of the company in 2016.

Status Workforce – Remuneration, collective bargaining, and training.

All my work is outsourced, and I ensure that my collaborators comply with the EU AI Act and GDPR regulations.

Status Convictions and fines for corruption and bribery.

The undertaker has not had any cases of convictions or fines in the reporting period, or since the establishment in 2016, for violation of anti-corruption or anti-bribery laws.

Ad 2) Empowering Change Through Our Software

We are dedicated to developing software designed to help small and medium-sized enterprises (SMEs) minimize administrative tasks including and simplify their journey toward achieving ESG (Environmental, Social, and Governance) ambitions. Our approach is divided into two key areas:

1. Streamlining ESG Documentation:

We are creating tools to simplify the extraction and documentation of the "S" (Social) and "G"

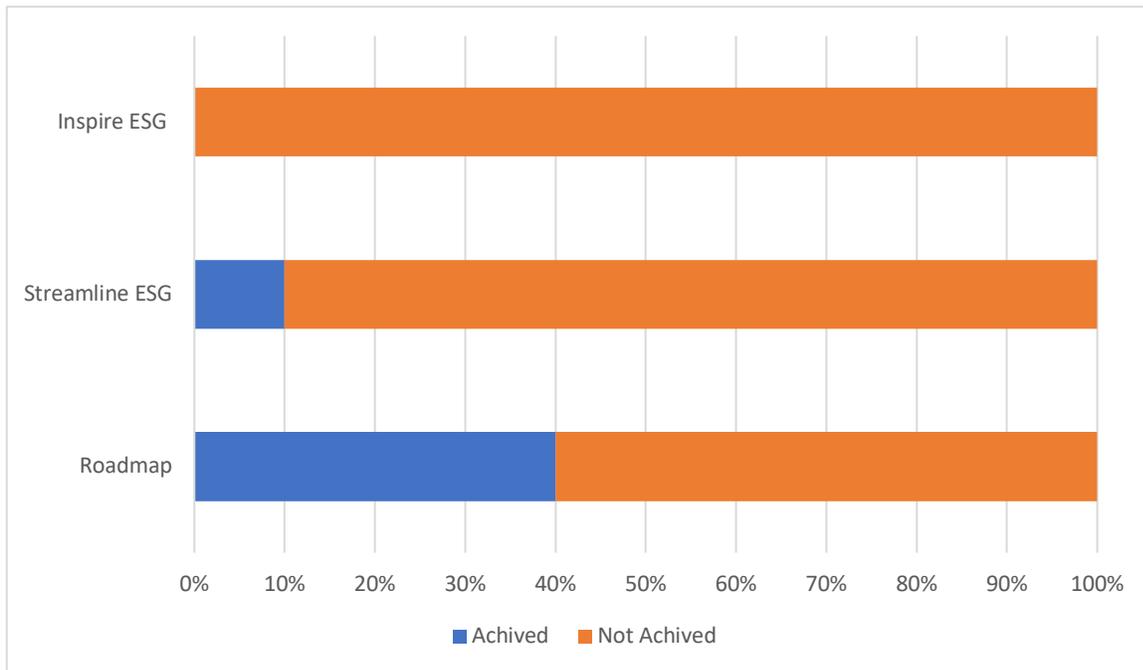
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(Governance) components in ESG reporting. This will enable businesses to better understand and effectively present their ESG data. To achieve this, we aim to first establish a system that consolidates all relevant information and then ensure that this information can be easily retrieved for reporting purposes.

2. Inspiring ESG Compliance:

Beyond documentation, our software is designed to inspire businesses to meet ESG requirements by offering actionable insights and recommendations. While ESG compliance can be subjective, our goal is to guide organizations toward adopting practices that align with these standards.

In 2024, we developed a comprehensive roadmap for this initiative, laying a strong foundation for success. Building on this, we have planned two major updates critical to achieving these objectives. The first update will focus on enhancing development and delivering an intuitive overview of a company's ESG performance, making it easier for organizations to assess and improve their ESG strategies.



The above shows that we have planned 40% of the roadmap and developed 10% of the tools for streamlining ESG, while 0% of the features designed to inspire ESG compliance have been completed. It is planned in the coming year to implement a "one-click" button for retrieving the necessary data for the

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"S" (Social) component. This will be supported by integrating HR tools, such as a one-click function to generate reports on gender representation within an organization.



ReQruiting's ESG Efforts and Status

ReQruiting has taken significant steps to align with its ESG goals, focusing on three core areas: energy consumption, social equality, and governance practices. More importantly, it is also committed to helping other companies more easily achieve their sustainability goals.

- **Social and Governance Impact:** ReQruiting actively supports gender equality and reduced inequalities. The company's software is designed to help SMEs streamline ESG documentation and inspire compliance with social and governance standards.
- **Reduce/minimize or compensate for ReQruiting consumption:** ReQruiting prioritizes reducing its environmental impact by minimizing energy use, extending the lifecycle of IT devices, and avoiding waste generation. In 2024, ReQruiting achieved zero printing, generated no waste, and made no new device purchases. The goal is full CO₂ neutrality by 2030.
- **Transportation:** ReQruiting has shifted 65% of its meetings to online platforms, reducing travel-related emissions. For necessary in-person meetings, the company commits to offsetting its environmental impact.
- **Operational Transparency:** With a contractor-based workforce, ReQruiting ensures compliance with the EU AI Act and GDPR regulations.

Status: ReQruiting is at an early stage in its ESG journey, having established a solid foundation for sustainability. It has made progress in reducing its operational footprint and is on track to meet its long-term goals by 2030. This first report showcases the company's commitment to transparency and continuous improvement.

Søren Brændsgaard

Founder of ReQruiting

Referencer til hjemmesiden, VSME standarden, datavirk for requiring