



Figurad
Solid Audit Partner.

E.S.G. Charter

A guide to our commitment to a more sustainable future.

Figurad's sustainable roadmap

At Figurad, we are committed to sustainability and assume our social responsibility. Figurad's E.S.G. (Ecological & Social Governance) Charter was defined in a strategic workshop with our employees, led by Cojak. When you embark on such an ambitious and long journey, you need an experienced guide.

To keep us on track, we relied on the United Nations Sustainable Development Goals (S.D.Gs) to draw up our roadmap. In this chapter, we share our E.S.G. principles that help form the core of our corporate identity. This document shows our milestones and our future plans to become a fair and conscious brand.





Figurad's Sustainable Roadmap: S.D.G's Choice.

De Sustainable Development Goals (S.D.G's) are a universal call to end poverty, inequality, climate change and other global challenges. These 17 goals, drawn up by the United Nations, seek a more sustainable future for all, where economic growth goes hand in hand with social inclusion and environmental protection. The S.D.Gs provide a comprehensive framework for global action. Each goal is linked to specific targets to be achieved by 2030. By working together and making concerted efforts, we can transform the world and ensure a sustainable future for generations to come.

Figurad is committed to contributing to the following S.D.G.'s.

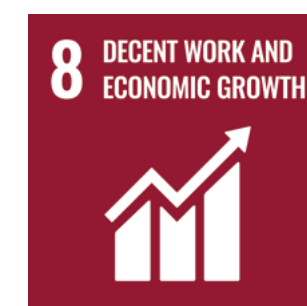
People



Planet



Profit



SUSTAINABLE DEVELOPMENT GOALS



“Sustainable development is more than a goal. It is our responsibility to our planet and future generations.”

**António Guterres,
United Nations Secretary-General.**

UITGEWERKT

IN ONTWIKKELING

IMPLEMENTEREN

OPTIMALISATIE

People



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY

Work Life balance
Planning system
Team sports groups

ISQM well being
2025
Increase follow-up meetings
2nd quarter 2025
Prevent staff outflow

Sustainable snacks
end 2024

External communication

3-week starter course

Expand workshops
2025
Survey training
2025
New Audit Tool
2025

Info session IBR certificate newcomers
2025
Summer education internal/external speakers
July 2025
Templates & knowledge structural sharing standard tool
December 2024

Uniformise work events
end 2025
Communication training management
end 2025
IBR follow-up
end 2025

Same opportunities
gender neutrality (same gender interlocutor)

External/internal communication

Planet



6 CLEAN WATER AND SANITATION



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION

rainwater toilet

Sorting trash
ESG training
2025

Decrease in paper use archiving tool
end 2025
Digitisation of one-off jobs
end 2025

Nudging waste campaign
September 2025
Pocket corner Breadbox
September 2025

drinking bottle
RJC audits

Complete Green Car Fleet
2027

Temperature regulation office
end 2025
Thick jumper day

Solar panels on the building
end 2026

Remote work (home & Teams clients)
Charging posts (2027 full electrical)
Heat pump

Profit



7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH

Heat pump
Green Car Fleet

Contract green energy
end 2025
Nudging campaign lights and TV screens
end 2025

Solar panels on the building
end 2026

Sustainable supplier selection
end 2025
Select and support local charity
end 2025
Teambuilding
end 2025

RJC audits

Ethical suppliers
end 2025



Figurad

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Figurad's partners would like to sincerely thank all our employees, suppliers and customers for their support and commitment. You are essential in strengthening and embodying our new brand identity and spreading our shared mission and values.

Ann De Causmaecker

Bart Meganck

Dieter Biebaut

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Figurad

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