



We are pleased to confirm Kick And Rush's commitment to supporting the ten principles of the Global Compact related to human rights, labor rights, environmental protection, and anti-corruption efforts.

This updated communication on progress is an opportunity to describe our process for promoting and supporting these principles among our stakeholders, including our employees, partners, suppliers, customers, and the public.

The Global Compact and its principles are one of the pillars of our corporate strategy, culture, and daily operations. We believe that our company should behave in an exemplary manner in terms of social and ethical responsibility, as we are responsible for the people who participate in the production and support of our products and services worldwide, and that our industry should strive to respect these essential principles.

Please find attached our CSR report, describing our progress since our first registration in 2014.

Sincerely,

Mohamed Akariou
CFO and Administrator of Kick And Rush SA


Kick And Rush sa
Boulevard de l'Europe 123
1300 Wavre
T: +32 (0)2 648 50 50
info@kickandrush.com
VAT: BE 0457.855.935



KICK AND RUSH CSR MANIFESTO

KICK AND RUSH's CSR (Corporate Social Responsibility) manifesto is considered a guarantee of progress and sustainability. Our goal is to establish our organization in a responsible, sustainable approach that is both socially and environmentally focused.

GOVERNANCE

The governance of CSR is supported by the senior management of KICK AND RUSH. The management is committed to adopting a responsible approach in all its decisions and establishes the necessary structures to oversee and support CSR efforts.

The CSR committee is integrated within the company's board of directors. This committee is responsible for defining a strong CSR policy that provides a comprehensive framework for the company's actions in terms of social responsibility, taking into account the expectations of stakeholders and recognized international standards, such as the UN Sustainable Development Goals.

CSR principles are integrated into all decision-making processes of our organization. We transparently communicate our sustainability performance. Our key indicators are published annually in our environmental statement.

Internal and external stakeholders are involved in the governance of the company's CSR. Their perspectives and concerns are taken into account in the decisions and processes of our organization.

OUR PILLARS AND COMMITMENTS

- Environment: being a driver of change in terms of environmental impact (moving towards a decarbonized society);
- Ethics: ensuring the integrity of our values with our stakeholders; fighting against all forms of corruption, money laundering, harassment, discrimination, forced labor or child labor; guaranteeing decent wages and encouraging freedom of association and collective bargaining.
- Human Rights: ensuring the health, safety, and well-being of our employees.

The management will ensure the achievement of set objectives and define new ones for the continuous improvement of the company.



ETHICS POLICY

Kick And Rush is regarded by its suppliers and clients as an honest, fair and ethical partner to do business with. Our reputation is based on our values as a company, the values of our employees, and our collective commitment to act with integrity throughout our organization.

ANTI-CORRUPTION – ANTI-COMPETITIVE PRACTICES

We are committed to acting in a professional and fair manner in all our transactions and business relationships, wherever we are. We take a zero-tolerance approach to corruption in all its forms and do not accept it in our business or from those with whom we do business.

We comply with all relevant laws to combat corruption in all jurisdictions in which we operate, and we will actively cooperate with law enforcement authorities in investigating and sanctioning any acts of corruption by anyone employed by our company or associated with it.

To prevent anti-competitive practices, we ensure the proper application of competitive procedures for suppliers, service providers or intermediaries for contracts or projects that we implement.

We also commit to not knowingly participate, directly or indirectly, in money laundering activities.

We strive for proactive management of conflicts of interest as it is essential to ensure good governance within our company. We ensure that all employees and executives of the company work in the best interest of the company and its mission, where no personal interest is prioritized.

We comply with all relevant laws to combat corruption in all jurisdictions in which we operate, and we will actively cooperate with law enforcement authorities in investigating and penalizing any act of corruption by anyone employed by or associated with our company.

RESPONSIBLE INFORMATION MANAGEMENT

We respect the principle of good faith in the management of personal data, we process personal data in strict legality, in accordance with Belgian legislation relating to the protection of personal data and the General Data Protection Regulation 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of individuals with regard to the processing of personal data and on the free movement of such data (“GDPR”).

We have developed a standard document that deals with the general conditions of personal data processing. This document details the purpose and hierarchy of norms (customers and



subcontractors), modalities of data processing, confidentiality compliance, obligation of assistance, organizational and technical security measures, applicable procedure in the event of a personal data breach, and responsibilities.

In order to comply with the ISO27001 standard, we have implemented the GLOBAL SECURITY AND DATA PROTECTION PLAN. This document aims to provide an overview of the information security management system in place at Kick And Rush. It will help prospects, clients, and suppliers assess the maturity of Kick And Rush's information security.

LEGAL OBLIGATIONS

Our financial statements provide a true and fair view of our company's performance during a fiscal year. They are prepared in accordance with the applicable accounting principles and ensure compliance at all levels.

We have appointed an auditor to obtain reasonable assurance that the annual accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue a report in accordance with legal requirements. The report details the required legal disclosures, the administrative and accounting organization of the company, internal control, management reporting, social balance sheet, documents to be filed with the National Bank of Belgium in accordance with Article 3:12 § 1st, 5th, 6th /1 and § 2 of the Companies and Associations Code, accounting, allocation and distribution of the results, independence and incompatible missions.

WHISTLEBLOWING SYSTEM

The whistleblowing system in place ensures confidentiality for whistleblowers regarding business practices and behaviors in the workplace.

The email address for reporting alerts is annelaure.cordier@kickandrush.com.

ACTIONS AND RESULTS

- The Code of Conduct and Anti-Corruption policy has been developed by Kick And Rush and communicated to employees through the intranet (Teams). Awareness-raising actions are organized throughout the year.
- The CSR manifesto is published on our website.
- Kick And Rush has signed the codes of conduct of the Belgian federation BAPP and the international federation IPPAG.
- Our responsible purchasing policy is attached to every purchase order sent to all our suppliers and subcontractors.
- At no time has our company been involved in any cases of corruption, money laundering, or anti-competitive practices.
- We regularly request social audit reports from our suppliers

- We are very proud, through our IPPAG federation, to support the WEEECAM project. The expected results are as follows:
 - ✓ The environmentally friendly treatment of 10,000 tons of hazardous waste.
 - ✓ The sale of thousands of tons of strategic raw materials and tens of thousands of refurbished devices.
 - ✓ The creation of 157 full-time local jobs and hundreds of contractual jobs.
 - ✓ Improvement of income and working conditions for informal workers in the electronic waste sector.
 - ✓ Carbon offsetting of nearly 100,000 tons.

KEY FIGURES

KPI - Ethics	2021	2022
Employees trained in the company's CSR policy	100%	100%
Number of incidents of corruption	0	0
Number of complaints about ethics in the workplace	0	0
Number of webshop security incidents (hacking)	2	1

The security incidents reported are those observed on some of our webshops. The alert measure is activated, and the client/consumer is informed. So far, we have not observed any impact related to hacking, whether it be financial or concerning the sensitive data of users on our webshops.



SOCIAL PRACTICES AND HUMAN RIGHTS

Kick And Rush's commitment to its employees is unwavering. The professionalism and quality of services that the company offers to its partners rely primarily on its human capital! We ensure the development of skills and the preservation of the safety and health of our employees.

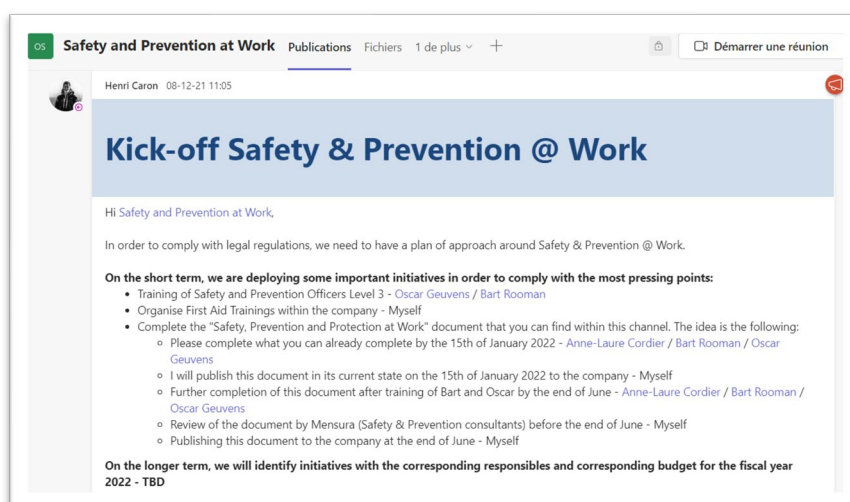
PRESERVING THE HEALTH OF OUR COLLABORATORS

In collaboration with the Occupational Medicine (Mensura), we are developing a Prevention and Protection Plan at Work 2021-2025 (PPPW).

The PPPW aims to:

- Provide an overview of the risks in the company, based on the analysis of risks in the workplace:
 - o Occupational accidents
 - o Psychosocial aspects
 - o Trainings
- Diagnose the prevention policy (Designate the internal prevention advisor, training of first aiders, legal controls, identification documents, etc.)
- Propose prevention measures and other measures to improve the well-being policy in the company
- Communicate information and/or documentation on good practices or appropriate practical means and tools to implement the proposed measures.

We have formed a team that will carry the project and implement it. Communication is done via Team through an appropriate channel.



PROMOTING EQUALITY AND HUMAN RIGHTS

Kick And Rush's commitment to its employees is unwavering. The professionalism and quality of services that the company offers to its partners primarily rely on its human capital.

We ensure the development of skills and preserve the safety and health of our employees.

PRESERVING EMPLOYEE HEALTH

In collaboration with the occupational health service (Mensura), we are developing a Prevention and Protection at Work Plan 2021-2025 (PPPW).

The PPPW aims to:

- Provide an overview of the risks in the company based on risk analysis in the workplace:
 - o Workplace accidents
 - o Psychosocial aspects
 - o Training
- Diagnose the prevention policy (appoint the internal prevention advisor, training for first aid responders, legal controls, identification documents, etc.)
- Propose prevention measures and other measures to improve the well-being policy in the company.
- Communicate information and/or documentation on good practices or appropriate practical means and tools to implement the proposed measures.

We have formed a team that will lead the project and implement it. Communication is done via a suitable channel on Teams.

PROMOTING EQUALITY AND DIVERSITY

Kick And Rush ensures that everyone, in their diversity, can find their place.

Diversity is present in our company at all levels of expertise (management, sales, purchasing).

We have established a contract for the provision of personnel in a situation of disability with our partner Axedis (Adapted Work Enterprise).

SKILL DEVELOPMENT

Kick And Rush offers various types of training to its employees:

- Welcome Pack for new hires



- Leadership training
- User training for the implementation of the new ERP
- Language training
- Safety training
- Training on Eco Labels products
- CSR training through our IPPAG organization.

In 2022, the total number of training hours was 6,000 hours. This works out at 120 h / worker.

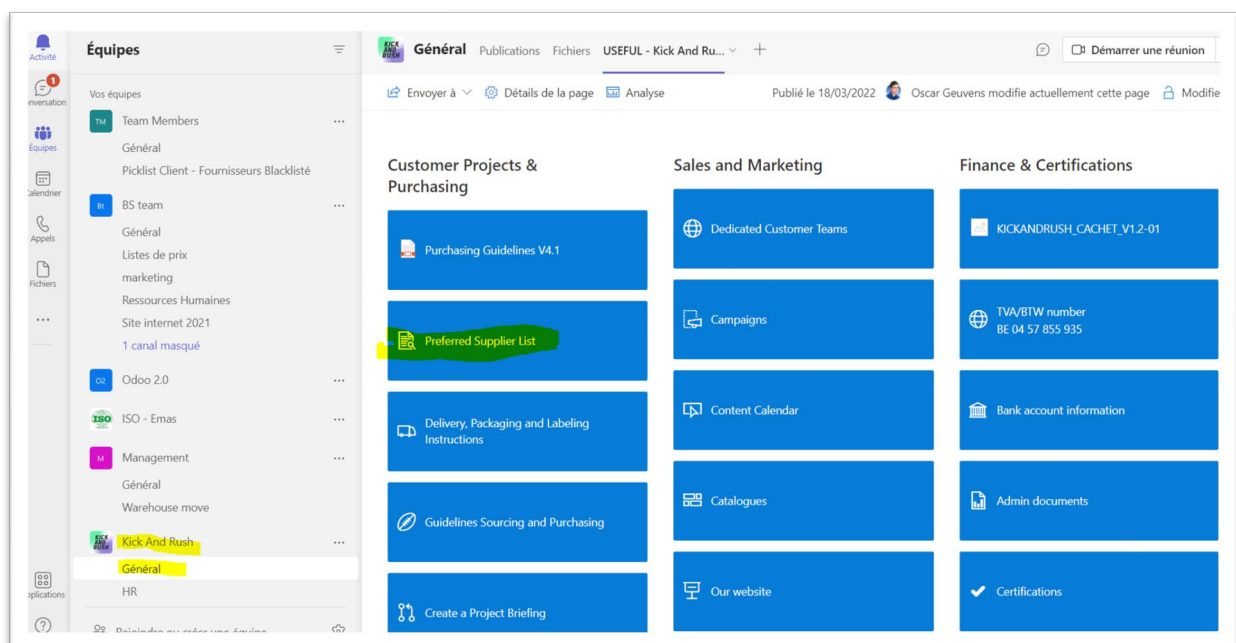
The training register is part of our ISO9001 certification program, which also integrates the career management plan.

RELATIONS WITH SUBCONTRACTORS AND SUPPLIERS

Kick And Rush is in constant communication with its suppliers and subcontractors. As a responsible company, we ensure that our counterparts apply ethical standards proposed by the United Nations (Global Compact):

- We do not limit communication of our ethical charter, but we require our major suppliers to sign it and respect its contents.

Our strategic suppliers are regularly evaluated. The evaluation is based not only on criteria for service quality but also on societal and environmental aspects. A document describing the supplier selection process is communicated internally on Teams.



In order to contribute to the development of the local economy, we prioritize using Supported Employment Enterprises (SEE) for our handling and other services. We have developed a customized business contract with the non-profit organization Axedis, allowing us to employ their workers for short to medium-term periods. Currently, two employees have been engaged for a one-year period. We will also work together to develop projects aimed at promoting responsible purchasing, such as recycled bags and cases made from advertising banners.

KEY FIGURES

Total	2018	2019	2020	2021	2022
Nombre de collaborateurs	22	22	47	49	52
Nombres de femmes parmi les collaborateurs	8	5	25	27	27
Nombre de collaborateurs appartenant à une minorité	3	3	5	5	5
Nombre de collaborateurs en situation de handicap	0	0	0	3	2
Pourcentage de femmes occupant un poste de gestion	20%	20%	42%	36%	36%
Pourcentage de femmes occupent un poste de direction	0%	0%	20%	20%	20%
Accidents de Travail (grave)	0,0%	0,0%	0,0%	0,0%	0,0%
Accidents de Travail (léger)	0,0%	4,6%	4,3%	2,0%	0,0%
Taux d'absentéisme	0,2%	0,2%	0,3%	2,9%	0,5%
Taux d'absentéisme (congés maternité)	0,0%	0,0%	1,0%	1,6%	0,8%

COMMENTS

- The number of employees doubled in 2020 thanks to the acquisition of a competing business.
- The percentage of women and men is fairly balanced.
- In 2021, in order to strengthen our social inclusion, we established a long-term collaboration with our subcontractor, the non-profit organization Axedis, for the provision of their personnel at our company;

Absenteeism:

- In 2021, the absenteeism rate increased, which can be attributed to:
 - An increase in the company's workforce.
 - A new structure and organization.

- The COVID crisis hindered team integration efforts and the development of a common corporate culture.

- In 2022, the absenteeism rate returned to normal.

KICK AND RUSH's objective is to reduce this rate to lower levels.

Work Accidents:

- Serious accidents: Since 2018, we have not recorded any serious accidents.
- Minor accidents: Under this category, we include minor musculoskeletal accidents (MSA), minor burns, falls, and trips in the office or during sports and team-building activities organized by the company.



ENVIRONMENTAL PROTECTION

Our goal is not only to ensure a good understanding of the products available on the market and a good comprehension of their real characteristics, but also to be able to communicate truthful information about the products to both our clients and our suppliers.

Our Environmental Management System (EMS) allows us to understand whether a promotional product is eco-friendly or not, and what its exact eco-friendly characteristics are. Our approach within the EMS is consistent with our quality standards, including the control of our supply chain.

Our EMS was built according to the EMAS Easy methodology, which is more suitable for the size of our company. It includes an analysis of our environmental impact, but also allows for continuous improvement through objectives to achieve. We have identified the responsibilities of each actor within the EMS, action plans for each part of our activity, as well as the means to implement them and finally, audits to verify the proper functioning of the EMS.

The board of directors of KICK AND RUSH has committed to and signed the sustainable policy, which is based on 3 pillars: "Customer satisfaction, Social responsibility, and Environmental policy".

Our goal is to continuously improve our environmental results with the following objectives:

DIRECT IMPACT (OFFICE ACTIVITY)

- Implement a waste management system to reduce and recycle the waste in our offices.
- Encourage the efficient use of energy, water, and paper in our offices.
- Save energy, especially electricity in our offices, but also optimize results for mobility.
- Promote responsible and appropriate behavior through training, information, and engagement of all staff.

INDIRECT IMPACT (BUSINESS ACTIVITY)

- Adapt our sales and purchasing procedures for promotional products to limit our environmental impact.
- Offer our clients products and services with quality and eco-responsible characteristics.
- Influence our supply chain and network of partners to further reduce environmental impacts (suppliers, transport).
- Prevent potential sources of pollution.



This commitment is essential to the long-term strategy of Kick and Rush.

The company and its staff are committed to this policy to protect the environment, prevent potential pollution, and continue to minimize our impact on it.

SELECTED ACTIONS

Renewal of the ISO14001 / EMAS certification (April 2023);

Updating the compliance of our products with REACH and RoHS II regulations (among other European regulations). (2022)

We have increased our purchases of eco-friendly products. (2022)

We participated in a symposium in India, organized by our organization Ippag, with the aim of promoting ecological dynamics in the region. (April 2019). Since then, other initiatives have been implemented to continue the recommendations from the projects initiated in India.

We developed a tool with our organization Ippag to calculate the carbon footprint impact of all promotional products. (2019)

Key figures and concrete actions are detailed in our environmental statement. (2022-2023).

