

2024

Corporate Social Responsibility Report



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Introduction

Within the realm of international trade, we have become more aware of the interconnectedness of our world. As such, the context of Environmental, Social, and Governance (ESG) considerations is a critical lens through which organizations can be evaluated.

This second Corporate Social Responsibility (CSR) report highlights the key areas of continual growth and opportunities within the landscape of ESG at TecEx.

This publication covers the reporting period of **2024**.

TecEx remains committed to aligning our Company strategy with the Ten Principles on human rights, labor, environment, and anti-corruption. This report provides insight into our progress, including our approach to relevant topics such as human rights, pay equity, and design for sustainability.

Through years of excellent service delivery, TecEx has also achieved official recognition from several bodies for financial and professional competence. We also adhere to various standards of excellence.

At TecEx, we believe that these are essential values for any business:

- **Quality**
- **Sustainability**
- **Security**
- **Partnerships**

We Take Business Seriously

TecEx's objective revolves around furnishing our clients with excellent services. Our meticulous quality control framework guarantees the alignment of our products with our customers' needs.



This is made possible by our adept team of experienced experts. Our quality management system has been certified on the **ISO9001:2015** standard.

Sustainability

Our annual **Ecovadis** assessment is rated at Committed, at TecEx, we understand our impact on the world, and we strive to improve this. This rating is based on four key areas,



- Environment
- Labour & Human Rights
- Ethics
- Sustainable Procurement

Our first order of business is to improve our reporting and transparency with all our stakeholders.

Safe and Secure Data

As with any shipment, we handle your data and professional information with care.



Our in-house team of security experts constantly monitors our systems and always looks for room for any innovations. TecEx has a strong information security management system in place that protects our customers' data from unauthorized access, use, disclosure, disruption, modification, or destruction.

Our information security management system has been certified and conform to the updated **ISO27001:2022** standard.

Message From the CEO

02

Dear Stakeholders,

TecEx remains committed to our sustainability journey, guided by the above principles.

Through our continual pursuit of our environmental and sustainability goals we have progressed in a meaningful way, bringing many initiatives to light within our supply chain. As a result, we have made strides improving overall reporting, key metric visibility, appreciation as well as engagement.

This report will outline the details of those achievements, as well as the remaining challenges which we remain committed to tackling in the future.

Sincerely,

Justin Treger
TecEx CEO

Human and Labor Rights

TecEx is committed to upholding and respecting human rights for all. Our approach to managing global operations is centered around ethical principles and integrity, ensuring a positive impact on the people and communities closely tied to our business.

To ensure that TecEx adheres to the highest human rights standards across the entire value chain, especially with regards to discrimination and harassment as well as diversity and inclusion, we have implemented an internal complaint mechanism that allows any employee to raise any concerns with regard to the following:

- Fair working conditions and freedom from extreme economic exploitation,
- Protection against forced labor, modern slavery, and human trafficking,
- Freedom of Association and the Right to Collective Bargaining,
- Integrity of life and health, including protection against torture and inhumane treatment,
- Occupational Health and Safety,
- Protection of children and freedom from child labor.

In respect of our external suppliers, TecEx is strongly committed to upholding human rights standards, i.e., human and labor rights throughout the entire value chain, and as such, is implementing stringent human and labor rights clauses into our supplier contracts.

We also have human rights questions embedded into our due diligence questionnaires when onboarding our suppliers.

SUSTAINABLE DEVELOPMENT GOALS



Sustainable Development Goal 5

Achieve gender equality and empower all women and girls.

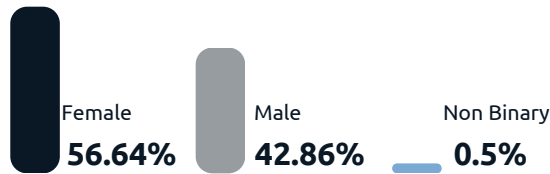
EU Reporting Requirement

Social matters and treatment of employees diversity on company boards (in terms of age, gender, educational and professional background).

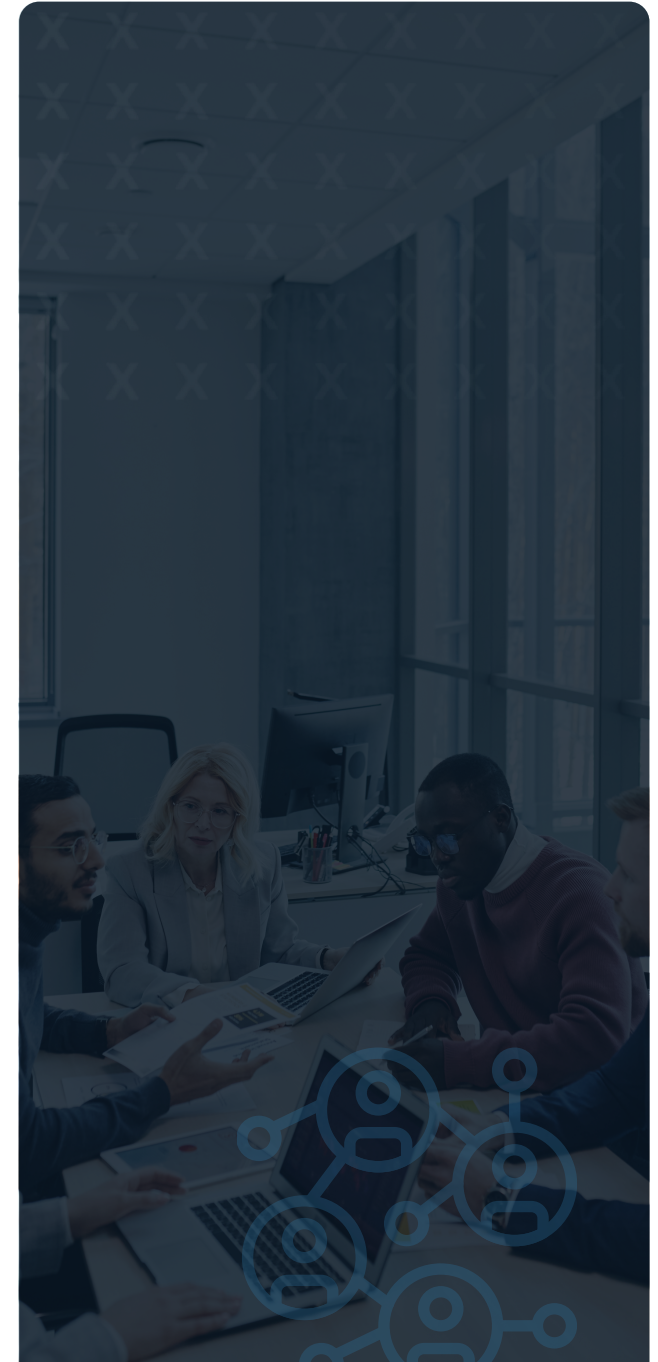
Harassment Policy

- ✓ All employees trained on Harassment

Gender Split

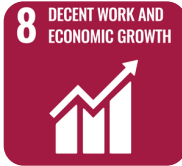


Gender Split: Executive and Upper Management



Human and Labor Rights

Sustainable Development Goal 8



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

EU Reporting Requirement

Social matters and treatment of employees diversity on company boards (in terms of age, gender, educational and professional background).

Qualification Split

Highest Level of Education	# of Employees
NQF Level 8: Honours	153
NQF Level 7 Bachelor's Degrees and Advanced Diplomas	114
NQF Level 8: Postgraduate Diplomas and Professional Qualifications	82
NQF Level 9: Masters Degrees (Research and Coursework)	22
NQF Level 9: Masters Degrees (Research Only)	12
NQF Level 4: Grade 12 Certificate and FET (Private and Public) Certificate	9
NQF Level 8: Masters in Business Administration (MBA)	4
NQF Level 5: Higher Certificates and Advanced National (Vocational) Certificate	2
NQF Level 10: Doctorates/PhD	1

Qualification Split: Executive and Upper Management

Highest Level of Education	# of Employees
NQF Level 8: Postgraduate Diplomas and Professional Qualifications	6
NQF Level 8: Honours	3
NQF Level 9: Masters Degrees (Research and Coursework)	2
NQF Level 8: Masters in Business Administration (MBA)	2
NQF Level 4: Grade 12 Certificate and FET (Private and Public) Certificate	1
NQF Level 10: Doctorates/PhD	1

Employees under 30

279/399

under 30

Age Split: Executive and Upper Management

7/26

under 30

NPS Promoter Score for off-boarded employees

52.5%

Promoters



Environmental Protection

As adverse environmental impacts are visible across the entire value chain, TecEx is actively working towards tackling these impacts by upholding high environmental standards.

TecEx's internal Policy is committed to reducing the impact on our immediate environment by:

- We train, teach, and school our employees on our environmental objectives at the initial training stage and continuously throughout their careers at TecEx.
- Maximizing the effective use of our resources. We strive to achieve this by increasing communication and awareness of our efforts in accordance with this Policy and fostering responsible environmental behavior amongst staff, contractors, and suppliers at all levels.
- Promoting environmental stewardship and providing a safe and healthy environment for our employees, contractors, and other stakeholders.
- Managing, monitoring, and striving to reduce the quantity of solid and liquid waste at our office.
- Not only complying with the applicable law in all our operations but also minimizing the risks and impacts through the development of robust systems to implement, measure, monitor, and disseminate excellent environmental performance both within its operations and to the broader community.

While we are not a freight provider and thus do not own any freight assets (i.e., planes and trucks) ourselves, we can't provide detailed GHG impact numbers without more input from our supply chain. To continue to uphold these environmental standards throughout the entire value chain, it is TecEx's external policy to integrate the following into the procurement process when choosing external suppliers:

- Inserting an Environmental Clause into our existing external supplier contracts.
- Requesting our suppliers to conform to this Policy, if possible, upon procurement.
- Request our suppliers' corporate responsibility policies or environmental policies, if any.
- Motivating our external suppliers to use renewable energy during their operations, where applicable.

We recognize that a large portion of our suppliers are small to medium-sized companies. We interact with them on a continual basis to facilitate growth, and in many cases, due to the size and location of our suppliers, strict adherence to policy is not always possible.

As our suppliers grow and the relationship matures, TecEx encourages measures to comply with environmental controls where possible.

We were able to engage with our landlords to provide their initial numbers from their initiatives for the precinct where our offices reside.

The TecEx Environmental Goals for 2025:

- Continue to engage with our landlords to provision of more comprehensive and accurate data.
- Engage with our supply chain to further refine the data for Purchased Goods and Services.
- Expand our Scope 3 basket.

Environmental Protection



Sustainable Development Goal 13

Take urgent action to combat climate change and its impacts.

EU Reporting Requirement

Environmental matters.

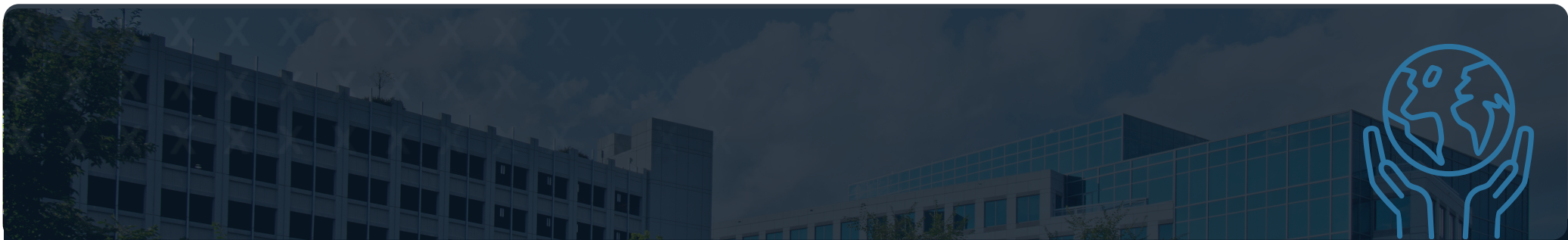
Calculations based on scientific evidence and best practice. Methodology breakdown available upon request.

Carbon Footprint

Parameter	Unit of Measure	Value 2023	Value 2024
Scope 1 Emissions	tCO2e	1,42	0,51
Scope 2 Emissions	tCO2e	673,65	64,43
Scope 1 and 2 Emissions	tCO2e	675,07	64,94
Scope 1 and 2 Emissions Intensity	tCO2e/employee	1,61	0,19
Scope 1 and 2 Emissions Intensity	tCO2e/m2	0,12	0,01
Scope 3 Emissions	tCO2e	1300,58	29803,55
Business Travel	tCO2e	623,44	3,92
Employee Commuting	tCO2e	675,71	2027,52
Waste Handling and Disposal	tCO2e	1,40	1,61
Purchased Goods and Services	tCO2e	Not Reported	27770,50

Air Conditioning Footprint

Parameter	Unit of Measure	Value 2023	Value 2024
NOx Emissions	tonnes	2,67	4,28
SOx Emissions	tonnes	5,20	0,70
Particulates	tonnes	0,47	1,08



Environmental Protection

Waste Footprint

Parameter	Unit of Measure	Value 2023	Value 2024
Waste Generated	tonnes	3,15	3,22
Waste Landfilled	tonnes	2,81	1,14
Waste Recycled	tonnes	0,34	2,08

Landlord's Initiatives

Parameter	Unit of Measure	Value	Unit of Measure	Value reduced by
Clean Energy Generation	% of Total energy	9,74%	tCO2e	6,64
Water Recycling	% of Total water	5,30%	kilometers	12,879
Waste Recycled	% of Total waste	64.46%	tonnes	2,08

Water Footprint

Parameter	Unit of Measure	Value 2023	Value 2024
Water Withdrawals	kilolitres	102,66	15,14
Effluent	kilolitres	3,79	0,26



Ethics

TecEx complies with all applicable laws, rules, and regulations when working on behalf of our clients, with regulatory agencies, and in the legal jurisdictions where TecEx conducts business. This includes laws and regulations related to:

- Labor and employment
- Health and safety
- Environmental protection
- Anti-corruption and anti-bribery
- Anti-money laundering
- Competition
- Intellectual property
- Data protection
- Consumer protection

Suppliers must also comply with TecEx's own policies and procedures, which are designed to ensure that TecEx's supply chain is ethical and sustainable:

- Suppliers must conduct their business in an ethical manner and act with integrity.
- TecEx will not use any supplier who does not maintain a high level of ethical standards as outlined in our Supplier Code of Conduct.
- Corruption, extortion, and embezzlement are prohibited. Suppliers must not pay or accept bribes or participate in other illegal inducements in business or government relationships.
- Suppliers must conduct their business in a fair and competitive manner, in compliance with all applicable anti-trust laws. They must also employ fair business practices, including accurate and truthful advertising.
- Suppliers must not use child labor and must not use any subcontractor who uses child labor.
- TecEx will not use any supplier who uses child labor or where one of TecEx's employees has been subject to a violation of harassment or discrimination.
- Suppliers must maintain the confidentiality and proprietary information of TecEx and its clients.



Sustainable Development Goal 16

Take urgent action to combat climate change and its impacts

EU Reporting Requirement

Anti-corruption and bribery.

Ethics Incidents vs Shipments

3/23766 or **0.012%**

Incidents investigated and resolved related to potential ethics violations such as bribery and corruption by our suppliers



Sustainable Procurement

TecEx requires suppliers to explicitly acknowledge and adhere to the principles embodied in the TecEx Supplier Code of Conduct and to ensure that their own suppliers will also comply with these principles.

Suppliers must enter into non-disclosure and data processing agreements with their own suppliers and/or sub-processors to ensure that TecEx's entire supply chain is adequately protected.

We strive to maintain the standards we set ourselves across the value chain.

To facilitate this, we have developed a Supplier Code of Conduct included in all our contracts with our suppliers.

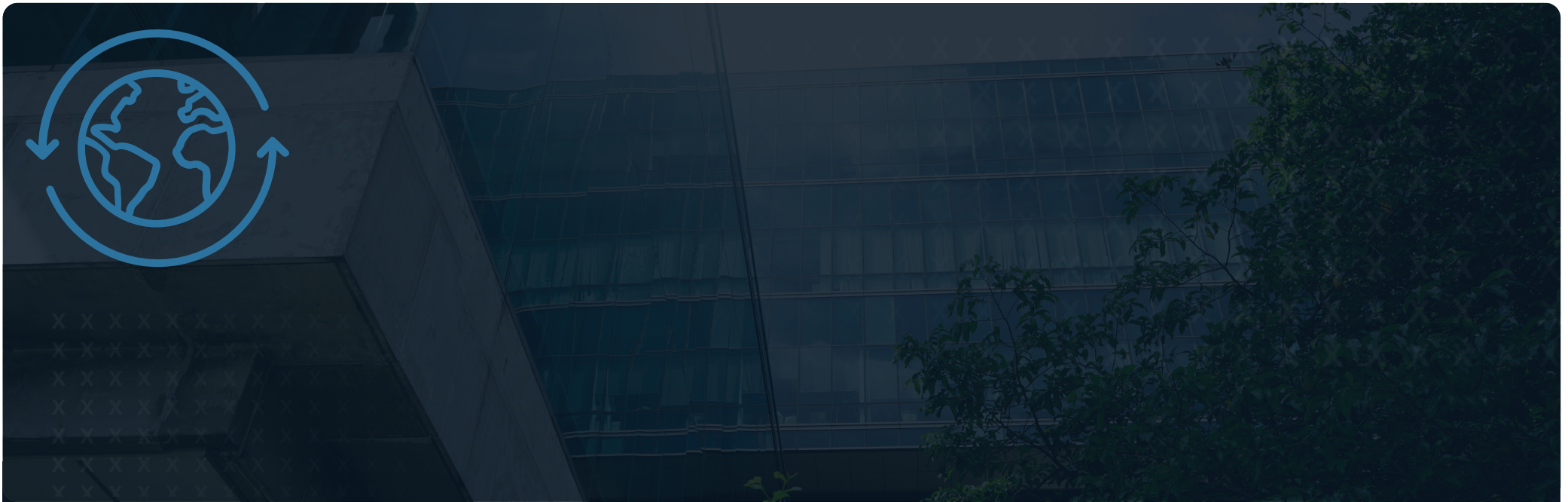
The [TecEx Supplier Code of Conduct](#) can be found on our website.

| Metric



of New or Requalified* Suppliers who have signed the TecEx Code of Conduct for the 2024 reporting period.

**Active or Reactivated Suppliers requalified on an annual basis.*





Conclusion

TecEx has established policies to reduce the environmental, human rights, as well as health and safety impact we have while performing our services to our clients.

While all the controls are important, and they play an important part in the selection of our suppliers, due to the diverse and global nature of our business, strict enforcement is not currently always possible.

We are committed to actively working towards more strict compliance processes across all parts of the value chain.



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or email us at info@tecex.com