

The background features a dark teal, almost black, field of bokeh light spots. Overlaid on this is a large, semi-circular shape containing several detailed, light teal leaves with visible vein structures. The leaves are arranged in a cluster, with one large leaf at the top and another slightly below it, both overlapping a central stem.

The Kbrw Sustainability Manifesto

June 2024

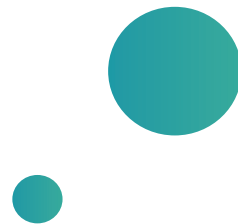




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Introduction



What's the point of innovation if not to make the world a better place? At Kbrw, we believe that Tech companies have a responsibility in building a more sustainable future, and that every gesture counts. That's why we strive to reach higher environmental, social and governance (SDG) standards in everything we do - and encourage our ecosystem to do the same.

- Arnaud Wetzel,
CTO & Co-founder of Kbrw

Welcome to the [Kbrw Sustainability Manifesto](#), our strategic commitment to adopting and promoting sustainability principles throughout our operations and those of our suppliers and partners and to supporting those principles for our customers.

In this manifesto, we highlight the critical importance of sustainability and its benefits for our customers, stakeholders, and the planet. We also outline our strategic framework for integrating sustainable practices within Kbrw.

We invite our customers and partners to join us in this transformative journey towards a more sustainable future. Together, we can harmonize technological innovation with sustainable growth, achieving long-term success and making a lasting, positive impact on our world and society.

1. Who is this manifesto for?



This manifesto is intended for two distinct audiences, who nevertheless share similar goals.

1.1 It's for you

First and foremost, it is for the various decision-makers at organizations we work with and that we hope to work with. Our engagement with eventual customers of our Warehouse and Order Management System solutions is often via CIOs, CTOs, VPs of Operations, Supply Chain Management, IT Directors, and Heads of Logistics. Our sustainability credentials, which are frequently examined as part of the procurement process, are a testament to the crucial role that organizations play in supporting and recognizing our sustainability efforts.

We recognize the prevalent dedication in many organizations, with executives and entire teams, towards compliance with ESG and CSR strategies.

For that additional constituency – from chief executives to compliance officers, from chief risk officers to directors of ESG – our manifesto unambiguously and publicly sets out Kbrw's comprehensive commitment to ESG principles, which, we believe, mirror your own values and commitments.

1.2 And it's for us

Second, this manifesto is a permanent reminder to Kbrw's own leadership, team, suppliers, partners and wider stakeholders.

In a world in which we are all more aware of the impact of our actions (or inactions) on it, it is a reminder of how Kbrw will conduct itself as we strive to lead at what we do, and how we require other stakeholders to do likewise.



2. How our manifesto benefits our customers and stakeholders

Kbrw's commitment to sustainability:

- ✓ Ensures our customers can trust the environmental and social integrity of our operations;
- ✓ Insulates our customers' brands from criticism of our part of their supply chain;
- ✓ Means a design priority of our solutions is always to optimize supply chain efficiency, and to reduce waste, energy consumption and emissions;
- ✓ Helps customers comply with 'upstream' environmental regulations or commitments;
- ✓ Improves efficiency and reduces waste, translating to cost savings for our customers.



3. Why sustainability is important to Kbrw

Sustainability goals are essential to Kbrw, its customers, and other stakeholders. Kbrw is committed to achieve a positive impact on the environment, society, and the business itself.

3.1 Our CSR culture

Our values form the basis of our strategy and CSR approach, reflecting our commitment to People, Ecological Sustainability, and Governance.

Our vision is to foster positive impacts beyond direct business implications on our ecosystem - customers, suppliers, employees, and partners - to contribute to a more sustainable world.

People

Our talent is essential to innovation, creativity, and a rich corporate culture. We aspire to create a welcoming environment where everyone can flourish and fully develop.

Ecological impact

Aware of the ecological impact of our IT solutions, we strive to minimize our energy consumption by adopting eco-responsible practices and making sustainable purchasing choices daily.

Governance

Intending to maintain unshakeable trust between Kbrw and all its stakeholders, we are committed to transparent and ethical governance practices that ensure the integrity of our solutions.



3.2 Meeting your expectations

A key element of the value delivered by our solutions is their positive, direct contribution to our customers' sustainability objectives. Our solutions:

- ✓ Improve our customers' operational efficiency, with positive environmental impacts such as reducing inventory and unnecessary deliveries;
- ✓ Deliver social benefits, such as improving their workforce welfare and reducing or eliminating unduly onerous daily tasks through smart or intuitive solutions:

We also aim to help our customers meet their compliance goals indirectly. We:

- ✓ Procure I.T. on as sustainable a basis as possible;
- ✓ Employ sustainable purchasing;
- ✓ Ensure an equitable and inclusive working environment for our employees and our suppliers;
- ✓ Follow compliance standards in terms of data privacy and protection, data security.

3.3 Meeting your customers' expectations

Modern consumers increasingly expect sustainable practices from retailers and brands, encompassing the entire supply chain from sourcing raw materials to product delivery. Research indicates that any shortcoming in meeting these expectations prompts consumers to seek alternatives.

While we do not presume that your end customers will necessarily consider Kbrw's sustainability when making a purchase, we are determined that our sustainability efforts will be seen as a positive contribution.

3.4 Important foundations for achieving our long-goals

As a leading provider of Order Management Systems (OMS) and Warehouse Management Systems (WMS), we aim to set a benchmark for sustainability in the industry and secure operational and financial benefits.

Kbrw's ambition is to be one of the top global SaaS solution providers of supply chain solutions. To do so, we will need to bring various partners from our ecosystem into our orbit – partners who share the same values. This manifesto represents some of our most important values.



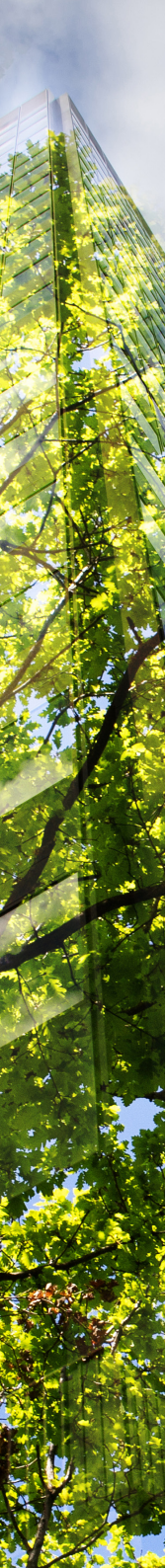
4. Our framework for driving sustainability

Kbrw is dedicated to the principles outlined in this manifesto. We acknowledge that this must be accompanied by investment in accountability (people), transparency (metrics), and continuous improvement (process).

4.1 People & Accountability

Accountability for meeting our Sustainability Manifesto's commitments will be ensured by establishing roles and committees to provide appropriate governance. These roles and committees will include:

- ✓ A **Board-level sponsor**, representing and accountable to other senior management. This person will have overall responsibility for the delivery of our manifesto commitment and the review of ongoing corrective actions.
- ✓ A **dedicated CSR "tribe"** of around 12 individuals from diverse functional and technical departments at Kbrw is entrusted with upholding and propelling the company's overall responsibility approach across all departments and ensuring proper adherence to implemented policies.
- ✓ A **day-to-day CSR coordinator** will harness the CSR tribe's passion and skills to execute our strategy and meet our commitments.



4.2 Metrics & Transparency

Our commitment to transparency will manifest as a commitment to metrics and measurement. These metrics include:

- ✓ **Measuring our carbon footprint**, via evaluation work by recognised independent organisation, through a detailed report in accordance with the Bilan Carbone®, a methodology normalised by ADEME, The French Agency for Ecological Transition. Our first audit, in 2023, serves as a basis for our carbon footprint reduction trajectory.
- ✓ **Measuring our progress**, using EcoVadis, a global provider of sustainability ratings and intelligence for businesses, track actions, corrections and improvements. The EcoVadis assessment is a service that rates a company's material sustainability impact based on thorough documentation analysis, helping measure, improve, and communicate environmental, social, and ethical performance across the value chain.
- ✓ **Setting targets**. From our starting point in March 2024, we aim at gaining 5 points on our EcoVadis score by 2025.

4.3 Process & Continuous improvement

We are dedicated to continually reviewing and enhancing our sustainability strategies to meet evolving standards. The team members mentioned above will convene regularly to assess metrics and establish new targets, ensuring continuous improvement.



Kbrw is proudly EcoVadis certified, reflecting our unwavering commitment to sustainability, ethical practices and making a positive impact globally.

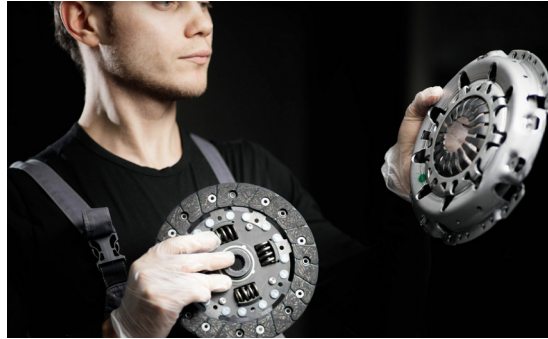
5. Our sustainability commitments in action



Anti-waste basket



To help grocery retailers reduce food waste, Kbrw proposes an innovative use case of anti-waste basket to help Casino Group optimize their anti-waste baskets. The solution allows stores to propose 'anti-waste' baskets containing food close to expiration date with discounted price via the Casino Max app.



Circular economy



To help the Stellantis Group reach their sustainable goals, Kbrw has provided a SaaS solution that effectively optimises the remanufacturing or recycling processes, offering improved lead time, traceability and audibility functions to increase the productivity of the entire recycling logistics.



Food bank



Kbrw helps the Banque Alimentaire de Paris et d'Ile-de-France (BAPIF) in their voluntary collect processes. Our solution helps improve the entire collect process by digitizing the collect, inventory and counting, allowing enhanced traceability, audibility and transparency for the charity association.

[Contact us](#)