

GrndWorX

focus on what counts

GrndWorX BV (Netherlands) | GrndWorX Sàrl (Switzerland)

SUSTAINABILITY POLICY

Version 1.0

March 2026

Introduction

GrndWorX is a boutique B2B marketing consultancy operating across Europe through two entities: GrndWorX BV in the Netherlands and GrndWorX Sàrl in Switzerland. Three partners and a network of specialist freelancers.

No office. No manufacturing. Our environmental and social footprint is structurally small.

This policy applies to all activities conducted under the GrndWorX brand, regardless of entity. It sets out what we do, what we have committed to, and where we are heading.

How We Work

Our operating model is remote-first by design. This eliminates commuting, office energy consumption, and the overhead that comes with physical premises.

- **Remote-first:** All work is delivered remotely, including most client engagements. No dedicated office space.
- **Train-preferred travel:** Business travel defaults to rail. Air travel is the exception.
- **Carbon compensation:** Where air travel is unavoidable, we compensate through Gold Standard certified Verified Emission Reduction (VER) projects, purchased per tonne of CO2 and retired on the public Gold Standard Impact Registry.
- **Agroforestry:** Through Treedom, we fund tree planting by local farmers in developing countries – supporting livelihoods, biodiversity, and long-term carbon absorption. These projects contribute to UN SDG 4 (Quality Education), SDG 5 (Gender Equality), and SDG 10 (Reduced Inequalities).
- **Digital by default:** Minimal printing, cloud-based collaboration, no physical archiving. We use AI tools in our workflow. At our scale, the energy implications are negligible.

Our Team

GrndWorX has three partners, including a female co-founder. Our extended network of freelancers reflects the diversity we hold as a structural value: a high proportion are women, independents, and small business owners.

All team members and freelancers are compensated at or above professional market rates.

We do not discriminate on grounds of gender, nationality, age, race, ethnicity, religion, disability, sexual orientation, or any other protected characteristic. This is grounded in the EU Race Equality Directive (2000/43/EC) and the Employment Equality Directive (2000/78/EC). Zero tolerance applies to harassment, bullying, and discrimination of any kind.

Our Suppliers

We favour small, local businesses and independent professionals: accountants, designers, translators, and specialist consultants. A significant share of our core client linked suppliers is women-led.

Suppliers are selected on quality, proximity, and trust. We do not default to large incumbents when diverse alternatives are available and fit for purpose.

Community Commitment

We allocate time, not just money. Through Volunteer-The Hague, we signed up for pro bono marketing and strategy support to non-profits in The Hague as of March 2026.

Governance and Ethics

We comply with all applicable Swiss, Dutch, and EU legislation covering labour, human rights, anti-discrimination, and data protection (GDPR).

As a knowledge-based professional services firm with a European supply chain, our exposure to human rights and labour risks is structurally low.

Zero tolerance applies to corruption, bribery, fraud, and conflict of interest. Our Code of Conduct – covering anti-corruption, data protection, sensitive transaction approval, and whistleblower procedures – is available as a separate document and applies to all team members and collaborators.

Formal Sustainability Assessment

In 2026, GrndWorX is completing the EcoVadis supplier sustainability assessment. This process will establish a verified baseline across environment, labour and human rights, ethics, and sustainable procurement.

The assessment has been initiated and will be completed in the first half of 2026. Results will be published when available.

What We Are Working On

Our commitments for 2026:

- Track and compensate 100% of business air travel through Gold Standard certified VER credits in the year incurred.
- Maintain the annual GHG and environmental metrics log, updated in Q1 of each year.
- Maintain our Treedom subscription, funding tree-planting projects that support UN SDG 4 (Quality Education), SDG 5 (Gender Equality), and SDG 10 (Reduced Inequalities).
- Complete the EcoVadis sustainability assessment and publish the outcome.
- Review this policy annually. Publish updates on this page.

This policy is approved by all partners and applies to all activities conducted under the GrndWorX brand.

Patrick Ide • Dorit Erzmoneit • Willem Redert

Partners, GrndWorX
March 2026

Supporting documents available on request