

# ESG

## STRATEGY



At White Raven, we're dedicated to sustainable practices that positively impact the environment, society, and governance. This strategy outlines our commitment to aligning values with actions, meeting stakeholder expectations, and building a better, more responsible future. Explore how we're making a difference.







# Environmental

## **Energy Efficiency and Travel**

We are committed to reducing our carbon footprint. As a home office-based business, we use energy-efficient laptops and screens, ensuring they are powered off when not in use.

We minimise the need for paper by maintaining digital documentation, with the exception of tax-related documents required for the Dutch Government Tax.

In line with our sustainable practices, we primarily travel by bike for local meetings within The Hague and opt for train travel for longer-distance customer meetings.

## **Sustainable Giveaways and Materials**

When our customers request giveaways, printed materials, or corporate clothing, we exclusively offer options that are sustainably produced, prioritising products with responsible supply chains to minimise environmental impact.

## **Sustainable Banking**

We are proud to have our corporate banking account with Triodos Bank, recognised as one of the most sustainable banks globally, aligning with our commitment to responsible finance.



### **Personal Lifestyle Choices**

On a personal level, our team members are dedicated to environmental sustainability. We predominantly consume locally sourced products.

In addition, we prioritise personal care products that do not contain microplastics and are exclusively produced in The Netherlands, contributing to the reduction of plastic pollution.





# Social

## **Diversity and Fair Compensation**

In our interactions with business partners, diversity is a key consideration.

Currently, 65% of our partners are women and individuals from minority backgrounds.

We uphold fair compensation practices, ensuring that all partners are remunerated according to Dutch tariff standards, promoting equity within our network.

## **Voluntary Work**

We are dedicated to giving back to the community. Our team members are encouraged to participate in voluntary work. We allocate time for volunteering and dedicate two hours per week to this endeavor.





# Governance

## **Ethical Business Practices**

We adhere to ethical business principles. We do not engage with competitors of our existing customers to avoid conflicting interests. Integrity is an important value of our company.

We are dedicated to maintaining the security and confidentiality of data for our valued customers and partners. We strictly adhere to a policy of not sharing project details or sensitive information with third parties.

## **Transparency**

We maintain a commitment to transparency in our operations. Our governance practices are reflected in our interactions with partners and customers, fostering openness and honesty in all aspects of our business.

## **Continuous Improvement**

Our Environmental, Social & Governance (ESG) strategy is an ongoing process. We regularly assess and adapt our practices to remain in alignment with our values, the evolving needs of our stakeholders, and emerging sustainability standards.



# Future Actions

While our current ESG strategy reflects our ongoing commitment to responsible business practices, we understand the need for continuous improvement and adaptation in a rapidly changing world. Looking ahead, we have identified several key areas where we plan to take future actions to enhance our ESG efforts:

## **Carbon Neutrality**

We are committed to accelerating our efforts to achieve carbon neutrality. By 2025, we aim to invest in energy-efficient technologies for our home office.

## **Social Inclusion**

We will further diversify our network of partners. We are dedicated to creating pathways for underrepresented groups to access opportunities.

## **Community Engagement**

In the spirit of giving back, we plan to expand our community engagement initiatives. We aim to increase our time spend on volunteer efforts by 20%, and to focus more on supporting local communities where we operate.

## **Sustainable Innovation**

We will continually seek innovative ways to serve our clients. This includes exploring new product and service offerings that align with our ESG values.

## **Governance Enhancement**

We will strengthen our governance framework by implementing best practices for accountability and transparency to monitor our progress.

## **Stakeholder Collaboration**

We will continue to engage with our stakeholders, including customers, partners, employees, and local communities, to better understand their evolving ESG expectations and collaborate on meaningful initiatives.

These future actions demonstrate our commitment to improving our ESG performance, as well as our proactive approach to addressing emerging challenges and opportunities.



By integrating personal sustainability practices into our ESG strategy, we aim to not only lead by example but also to make a positive impact on the environment, society, and governance, both personally and professionally. This approach ensures that we are responsible entrepreneurs and citizens, committed to making a positive contribution to society and the environment while serving our clients effectively.



[whiteraven.eu](http://whiteraven.eu)  
[info@whiteraven.eu](mailto:info@whiteraven.eu)