GRC+

Sustainability Policy

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LATEST VERSION
grc.plus/esg

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GRC+ is a remote-first professional services firm. Our environmental footprint is modest, but we still want to keep it as low as we reasonably can, and to be open about it. This policy applies to GRC PLUS B.V. and its group companies.

1 Where our footprint comes from

- **Travel** to client sites, audits and events: our largest source of emissions.
- **ITInformation Technology**: laptops, phones and the cloud services we use.
- **Energy** used in home offices and shared workspaces.

2 What we do

- **Remote first.** Meetings are online unless being in the room adds real value. Audits and workshops on site are planned to combine visits.
- **Train before plane.** For trips in Europe up to about 700 km, or about six hours, we take the train. Flights are economy class.
- **Efficient ITInformation Technology.** We use cloud and hosting providers with renewable energy commitments, keep devices for at least four years, and buy refurbished where it makes sense. Old devices are wiped securely and recycled through certified partners.
- **Paperless.** Contracts, invoices and reports are digital. We print only when a client asks.
- **Suppliers.** Our supplier code of conduct asks suppliers to comply with environmental law and reduce their own impact.

3 Measuring and reporting

We estimate our greenhouse gas emissions each year using the GHG Protocol, covering travel, energy and the main purchased services, and publish the main figures on this page. Our first measurement covers 2026.

4 Social responsibility

- We offer internships to students and give them real work and supervision.
- We hire on skills, as set out in our equal opportunities policy.
- We share knowledge through free articles, guides and talks.

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5 Sustainability in our client work

Rules such as the Corporate Sustainability Reporting Directive (CSRD) and the Corporate Sustainability Due Diligence Directive (CSDDD) are governance and control questions as much as environmental ones. We help clients set up the controls, data quality and assurance readiness these requirements ask for.

6 Review

This policy is reviewed every year by management. Questions or suggestions: sales@grc.plus.

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