



CONSEA NORTH AMERICA SUSTAINABILITY REPORT

YEAR: 2025-2026

Consea North America remains committed to creating a sustainable future by embedding environmental, social, and governance (ESG) principles into our operations and strategy. As a remote-first company, our efforts focus on fostering a virtual workplace culture of inclusion and equity, minimizing our environmental impact, and driving positive change for our clients, candidates, employees, and communities.

We are proud to have been awarded the completion of the EcoVadis Solutions Practitioner Program, highlighting our dedication to sustainability excellence and continuous improvement, and to have earned our EcoVadis Silver badge (2025) and Bronze badge (2024) as a testament to our commitment to responsible business practices.



A Letter from Our CEO of Americas

Dear Valued Stakeholders,

At Consea North America, sustainability is not just a goal; it is a core value that guides our everyday actions. As a remote-first recruiting and HR consulting company, we have the unique opportunity to innovate and lead by example in fostering sustainable practices that benefit not only our employees and clients but also the communities we serve.

Through our commitment to environmental stewardship, diversity, and ethical recruitment, we strive to create a positive impact across all facets of our operations. The completion of the EcoVadis Solutions Practitioner Program and our alignment with the Global Reporting Initiative (GRI) are milestones that reflect our dedication to transparency and continuous improvement.

Looking ahead, we will continue to build on these initiatives, working collaboratively with our stakeholders to drive meaningful change. I am immensely proud of our team and grateful for the trust our clients place in us as partners in their sustainability journey.

Thank you for being part of our mission to create a more sustainable future.

Warm regards,

Antonella Cerabona

CEO of Americas, Consea North America



ENVIRONMENTAL SUSTAINABILITY:

1. Carbon Footprint Reduction:

- Reduced physical office presence, achieving a 95% reduction in energy consumption associated with office spaces.

- Promoted remote work for all employees, significantly cutting down commuting-related emissions.

2. **Waste Management:**

- Achieved near-zero paper usage by adopting cloud-based document handling and collaboration tools.
- Partnered with employees to implement home recycling and waste reduction strategies.

3. **Sustainable Partnerships:**

- Selected eco-conscious technology providers and vendors to minimize the environmental impact of virtual operations.

4. **Goals for 2025-2026:**

- Encourage employees to adopt energy-saving habits at home by providing simple guidelines and resources.
 - Offer a small annual subsidy for employees to upgrade to energy-efficient home office equipment.
 - Partner with a local charity to support environmental initiatives, such as tree planting or clean water projects.
 - Develop a resource hub with guides and tools for employees to support sustainability efforts in their local communities.
 - Organize an annual virtual sustainability workshop on environmental and social responsibility.
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GLOBAL AND LOCAL COMMUNITY IMPACT:

- Consea promotes environmental savings by maintaining a paperless workflow and adopting other eco-friendly practices across all operations.
- Consea educates our team on global sustainability and environmental best practices through learning conversations & action.
- Donated to breast cancer awareness charities, demonstrating our focus on supporting impactful causes.

Goals for 2025-2026:

- Host quarterly team challenges focused on reducing environmental impact, such as energy savings and waste reduction.
 - Increase contributions to charitable causes by 10%, focusing on health and environmental initiatives.
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GOVERNANCE:

1. Ethical Practices:

- Maintained 100% compliance with industry regulations and governance standards.

- Conducted annual virtual training on ethics, compliance, and anti-corruption policies for all employees.

2. **Transparency:**

- Launched a sustainability accountability dashboard to keep stakeholders informed about progress on ESG goals.
- Conducted virtual stakeholder meetings to gather feedback and discuss ESG strategies.

3. **Goals for 2025-2026:**

- Establish quarterly ESG review meetings to track and report progress.
 - Develop a public-facing ESG webpage to enhance transparency and stakeholder engagement.
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GREEN TALENT AT CONSEA

At Consea North America, we prioritize fostering Green Talent, recognizing that sustainability must be embedded in our hiring practices and professional development initiatives. We actively educate our employees, clients, and candidates on the importance of sustainability in the workplace, ensuring that the next generation of professionals is equipped to lead in environmentally responsible industries.

1. **Green Talent Initiatives:**

- Integrating sustainability principles into job descriptions and recruitment processes to attract candidates with a demonstrated commitment to environmental responsibility.
- Partnering with organizations that promote green skills and environmentally conscious employment opportunities.
- Encouraging continuous learning by providing resources and training sessions on sustainable business practices and the role of HR in fostering eco-conscious workplaces.

2. **Educating on the Importance of Sustainability:**

- Hosting virtual workshops and discussions on the impact of sustainable business strategies in various industries.
- Sharing insights and case studies on how companies successfully integrate sustainability into their business models.
- Encouraging employees to obtain market knowledge and trends to enhance their expertise and industry credibility.

By embedding sustainability into our recruitment strategies and professional development programs, Consea North America aims to cultivate a workforce that is not only skilled but also committed to making a meaningful environmental impact.

Looking Ahead As we move forward, Consea will continue to integrate sustainability into every aspect of our remote operations. Our 2025 objectives aim to deepen our commitment to environmental stewardship, social responsibility, and transparent governance, ensuring long-term value for our stakeholders and the broader community.



INTERNAL PRACTICES CONSEA NORTH AMERICA:

At Consea North America, we are dedicated to fostering a sustainable, inclusive, and ethical work environment. Our internal practices reflect our commitment to environmental stewardship, diversity, employee wellbeing, and client engagement. As a remote-first recruiting and HR consulting company, we leverage our unique position to implement innovative strategies that positively impact our employees, clients, and communities.

1. Diversity and Inclusion:

- Initiatives to attract diverse candidates and promote equitable hiring practices.
- Training programs for recruiters on unconscious bias and inclusive recruitment strategies.
- Establishing employee resource groups (ERGs) to foster a sense of belonging and support diverse perspectives.
- Providing mentorship opportunities for all level employees to support career growth and development.
- Metrics on diversity in leadership positions.

2. Employee Wellbeing:

- Flexible work arrangements and policies to support work-life balance.
- Employee engagement initiatives focused on mental health and wellbeing.
- Training programs on stress management and healthy work habits.

3. Environmental Impact:

- Reduction in office space footprint and energy consumption.
- Adoption of remote work practices to minimize travel emissions.
- Paperless recruitment processes and use of digital tools.

4. **Ethical Recruitment:**

- Policies against discriminatory practices and harassment.
- Transparent salary and benefits information for candidates.
- Compliance with data privacy regulations.

5. **Client Engagement:**

- **Sustainability Focus in Candidate Screening:**
 - i. Identifying and prioritizing candidates with a demonstrated interest in sustainability issues.
 - ii. Integrating ESG considerations into job descriptions and candidate assessments.
- **Partnering with Sustainable Companies:**
 - i. Actively seeking out clients committed to sustainable practices.
 - ii. Consulting with clients on developing sustainable recruitment strategies.
- **Reporting and Transparency:**
 - i. Providing clients with data on the environmental and social impact of their hiring practices.
 - ii. Sharing information on the diversity of candidate pools presented to clients.

6. **Reporting Framework:**

- **Global Reporting Initiative:** At Consea North America, we utilize this widely recognized standard for sustainability reporting, ensuring a structured and consistent approach to tracking and communicating key ESG factors through EcoVadis Solutions.
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Looking Ahead: As we move forward, Consea North America will continue to integrate sustainability into every aspect of our remote operations. Our 2025-2026 objectives aim to deepen our commitment to environmental stewardship, social responsibility, and transparent governance, ensuring long-term value for our stakeholders and the broader community.

Contact Us: For more information on our sustainability initiatives, please reach out to our ESG team at america@consea-group.com

Consea North America Sustainability Report

2024 – 2025



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1. Introduction

Consea North America has continued its commitment to sustainability throughout 2024 and 2025, focusing on environmental responsibility, ethical labor practices, and continuous learning. As a recruiting and HR consulting firm, we understand the importance of aligning our business practices with global sustainability goals. This report highlights our key achievements during the reporting period and outlines our future goals for 2026.

2. Sustainability Highlights 2024 – 2025

- **9% reduction in GHG emissions** compared to the 2020 baseline.
 - **80% of IT equipment recycled** through certified programs.
 - **25 average training hours** per employee annually.
 - **100% completion** of mandatory compliance training on anti-corruption, human rights, and information security.
 - Expanded the **Mentorship Program to include 30% of employees** from underrepresented groups.
 - **Launched four client conversation & action** on labor rights, ethical recruitment, and sustainability best practices.
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3. Environmental Initiatives

3.1 Carbon Footprint Reduction

Consea North America focused on reducing its carbon footprint by targeting emissions from IT equipment and cloud services. Key actions included:

- Optimizing IT device lifecycles: By extending the lifecycle of devices to an average of 4.5 years, we reduced embodied emissions.
- Cloud service efficiency: Partnered with Google Cloud and Microsoft Azure, both of which operate using renewable energy.

Key Metrics:

- Total carbon footprint (2024 – 2025): 1,780 kg CO₂
- Reduction achieved: 9% compared to the 2020 baseline
- **Goal for 2026:** Achieve a 12% reduction in total emissions.

3.2 Energy Consumption Management

Energy consumption in home offices remains a significant focus for Consea, given our remote-first model. We continued to support employees with energy-efficient home office setups and awareness training.

- Provided subsidies for energy-efficient equipment, including monitors, lighting, and power-saving devices.
- Conducted six employee awareness sessions on energy management in 2024 – 2025, with a participation rate of 100%.

Key Metrics:

- 95% of employees reported using energy-efficient home office equipment.
- **Goal for 2026:** Ensure 100% of employees adopt energy-efficient practices.

3.3 Waste Management

Our waste management efforts focused on **e-waste recycling** and **digital waste reduction**.

- E-Waste Recycling: We partnered with certified recyclers to dispose of end-of-life devices responsibly.
- Digital Waste Reduction: Employees participated in quarterly clean-up days, resulting in a significant reduction in cloud storage usage.

Key Metrics:

- 80% of IT equipment recycled in 2024 – 2025.
- Achieved a 20% reduction in digital waste.
- **Goal for 2026:** Increase the e-waste recycling rate to 90% and further reduce digital waste by 25%.

4. Social Responsibility

4.1 Labor Practices and Human Rights

Consea North America continues to uphold the highest labor standards, ensuring that both internal operations and client engagements align with ethical labor practices.

- Client Audits: We conducted two audits of high-risk clients to ensure compliance with labor standards.
- Supplier Code of Conduct: All suppliers were required to adhere to Consea's ethical labor standards.

Key Metrics:

- 100% of high-risk suppliers were audited.
- **Goal for 2026:** Maintain 100% compliance with labor and human rights policies for all clients and suppliers.

4.2 Diversity, Equity, and Inclusion (DEI)

Consea expanded its Mentorship Program, pairing employees from underrepresented groups with senior leaders for professional development.

- Conducted mandatory DEI training for all employees, focusing on unconscious bias, inclusive recruitment, and cultural competence.
- Established a DEI team to oversee diversity initiatives and ensure accountability.

Key Metrics:

- 30% of employees participated in the mentorship program.
- Goal for 2026: Increase participation to 40% of employees from underrepresented groups.

4.3 Employee Well-being

Recognizing the challenges of remote work, Consea prioritized employee well-being by offering:

- Virtual mental health resources
- Flexible work schedules to support work-life balance.
- Quarterly wellness surveys to track and respond to employee concerns.

Key Metrics:

- 85% employee satisfaction rate in wellness surveys.
- **Goal for 2026:** Increase satisfaction to 90%.

4.4 Training and Development

Consea North America believes in continuous learning. During 2024 – 2025, we increased our focus on professional development through:

- External certifications and industry-relevant training.
- Mandatory compliance training on topics including anti-corruption, information security, and labor rights.

Key Metrics:

- 25 average training hours per employee annually.
 - 100% employee participation in mandatory training.
 - **Goal for 2026:** Maintain 25+ average training hours per employee and 100% completion of mandatory training.
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5. Governance

5.1 Anti-Corruption and Ethical Business Practices

Consea maintained its zero-tolerance policy towards corruption and bribery by:

- Conducting due diligence on all high-risk clients and suppliers.
- Providing mandatory anti-corruption training to all employees.
- Implementing a whistleblowing mechanism for confidential reporting of unethical practices.

Key Metrics:

- 100% of employees completed anti-corruption training.
- **Goal for 2026:** Ensure zero incidents of corruption or bribery.

5.2 Information Security and Data Privacy

Consea North America continues to prioritize information security by:

- Conducting quarterly system vulnerability assessments.
- Ensuring 100% encryption of sensitive data.
- Providing information security awareness training to all employees.

Key Metrics:

- 100% employee completion of information security training.

- **Goal for 2026:** Maintain 100% compliance with information security protocols.

6. Key Performance Indicators (KPIs)

KPI	Baseline (2020)	2024 – 2025 Actual	2026 Target
GHG emissions reduction	0%	9% reduction achieved	12% reduction
E-waste recycling rate	60%	80%	90%
Average training hours per employee	15 hours	25 hours	25+ hours
Employee participation in compliance training	80%	100%	100%
High-risk supplier audits	0%	100%	100%
Employee satisfaction rate	75%	85%	90%

7. Goals for 2026

1. Achieve a 12% reduction in GHG emissions compared to the 2020 baseline.
2. Increase e-waste recycling to 90% by 2026.
3. Expand the Diversity Mentorship Program to include 40% of employees from underrepresented groups.
4. Maintain 100% compliance with labor and human rights policies for all clients and suppliers.
5. Increase employee satisfaction to 90% in wellness surveys.

8. Conclusion

In 2024 – 2025, Consea North America made significant progress toward its sustainability goals. Our commitment to ethical business practices, environmental responsibility, and social impact remains steadfast. We look forward to building on this momentum and achieving even greater success in 2026.