

**CTC RESOURCING SOLUTIONS**  
**SUSTAINABILITY**  
**REPORT 2024**

Founded in Basel in 1997, CTC Organizations is a trusted Recruitment and HR solutions partner specialized in the Life Sciences industry. In line with the growing expectations from clients, partners, regulators and society, CTC has initiated a structured sustainability program that integrates environmental, social and governance (ESG) principles into its long-term strategy.

This report outlines CTC's alignment with the Voluntary Sustainability Reporting Standard for SMEs (VSME, Comprehensive Module) and presents key ESG actions and performance highlights for the reporting period of January to December 2024.

Sustainability is deeply rooted in CTC's values and daily operations. Accordingly, **the organisation is committed to achieving carbon neutrality by 2030 and net-zero emissions by 2040**, in line with the VSME framework and leading international standards.

This report is based on the VSME Comprehensive Module and informed by the following guiding frameworks:

- Swiss and EU ESG regulations (including the Code of Obligations and Environmental Protection Act)
- CSRD expectations of mayor industry stakeholders and clients
- The GHG Protocol and ISO 14064 standards for emissions reporting
- The United Nations Sustainable Development Goals (SDGs)

Primary data has been collected by the CTC ESG & Sustainability Alliance and subsequently reviewed and validated by CTC's sustainability consulting partner, Centigo. Through this process, CTC has identified the ESG topics most relevant to its operations, stakeholders and value chain.

These five pillars form the foundation of this report and include:



# 01

## CLIMATE ACTION

Environmental KPI's (Scopes 1-3).

**100% renewable electricity** (nature made star - certified hydropower)

-8% electricity reduction vs. 2022

**Scope 1 emissions:** 3,83 tCO<sub>2</sub>e

**Scope 2 emissions:** 14,52 tCO<sub>2</sub>e (market based)

**Scope 3 emissions:** 0,69 tCO<sub>2</sub>e

**Carbon footprint** methodology developed together with Centigo

Preparing to set near-term reduction targets with **SBTi (1.5°C pathway)**



# 02

## RESPONSIBLE RESOURCE USE

Engaging operational efficiency.

Target set to maintain 2024 water consumption up to **103m<sup>3</sup>**

Target set to maintain 2024 level of waste at **0.63t**

Target set to continue active sourcing **100% renewable electricity**

Exploration of **green heating** and water stewardship initiatives

Improved the **recycling systems** and **green office bin structure**

Focus on **reusing materials, circular economy and local sourcing**



# 03

## INCLUSION, BELONGING AND WELLBEING

Building a healthy and inclusive workplace culture.

**60% female /40% male representation** across staff

Gender pay **gap** analysis in progress

Zero reported **health and safety incidents**

Culture grounded in respect, psychological safety and belonging



# 04

## RESPONSIBLE PROCUREMENT

Partnering with suppliers who share ESG values.

**Supplier Code of Conduct** launched and implemented

**ESG Questionnaire** rolled out to key suppliers

Increasing transparency/accountability across the entire value chain



# 05

## ETHICAL GOVERNANCE

Responsible and compliant business practices.

ESG Governance fully integrated into the leadership oversight

**CTC ESG & Sustainability Alliance** established in 2024

Sustainability embedded in decision-making and client partnerships

**Long-term sustainability roadmap** developed and activated

As outlined throughout this report, CTC's sustainability disclosures are informed by as well as aligned with internationally recognized reporting frameworks to ensure transparency, comparability and accountability.

This approach integrates key principles from:

- GRI Standards (Global Reporting Initiative): Stakeholder inclusiveness, sustainability context, materiality and completeness. Where applicable, disclosures align with relevant GRI indicators.
- TCFD (Task Force on Climate-related Financial Disclosures): While not required to disclosure under TCFD, CTC has begun integrating aspects of climate risk governance, strategy, risk management and metrics/targets in line with TCFD guidance.
- VSME (EFRAG Voluntary SME Sustainability Reporting Standard): This report is structured in accordance with the VSME Basic and Comprehensive Modules, supporting European SMEs to develop consistent and comparable sustainability reports.

CTC will continue to monitor evolving regulations and best practices to further strengthen the quality and robustness of future disclosures. This report will be released on an annual basis. For more information about our sustainability efforts or potential partnership opportunities, please contact us at: [sustainability@ctcresourcing.com](mailto:sustainability@ctcresourcing.com).

“Sustainability at CTC means shaping futures: For our candidates, for our clients and for the planet we all depend on.”

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