

Sustainability Action Plan

2024



SUSTAINABILITY

Current Impact Areas

Remote Offices

Operating a remote office reduces the company's carbon footprint up to 58% per employee.

Bosha Design has been remote since October 2019.

Employee Support

Supporting employee well-being and work/life balance through flexible work arrangements, wellness programs, and promoting a diverse and inclusive work environment.

Social Responsibility

At Bosha we are taking actionable steps toward promoting fair labor practices, ensuring workplace safety, respecting human rights, supporting diversity and inclusion, and giving back to the local community.

Corporate Governance

We uphold high ethical standards in our decision-making processes and corporate governance. We work to prioritize transparency, integrity, and accountability, fostering trust among stakeholders.

Stakeholder Engagement

We actively engage with employees, customers, communities, and NGOs asking for critical feedback, and consider diverse perspectives.

SUSTAINABILITY

Areas to Explore

Develop a Sustainability Policy

In 2024 we are committed to review and update our employee handbook to ensure it supports our commitment to sustainable practices.

Lowering Carbon Footprint

We are moving from quarterly on-site, in-person meetings to one annual meeting to save on travel-related emissions.

Employee and Company Philanthropy

Our support of our employee' engagement in social-responsibility related initiatives includes one day off with pay.

Furthering Education

We actively encourage and facilitate employee education and training to advance their careers.

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SUSTAINABILITY

Areas to Explore

Engaging Partners to Support Sustainability

We engage with partners who share our values and commitment to our sustainability vision.

Reestablishing a Commitment to Innovation & Research

It's been in Bosha's DNA since 1996 to always be looking ahead and leveraging new technologies to ensure our client communicate effectively.

Furthering Bosha's Environmental Stewardship

We financially support organizations whose mission is environmental stewardship, such as the World Wildlife Fund and the US National Park Service.

SUSTAINABILITY

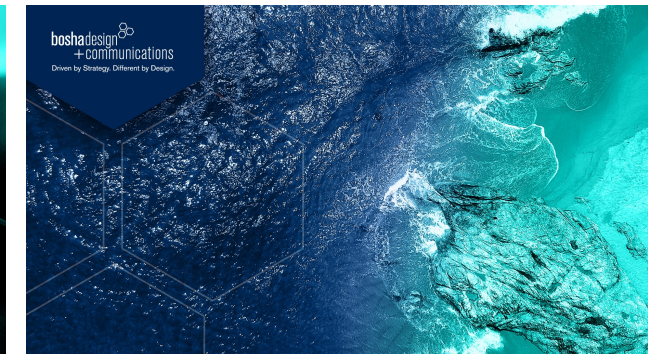
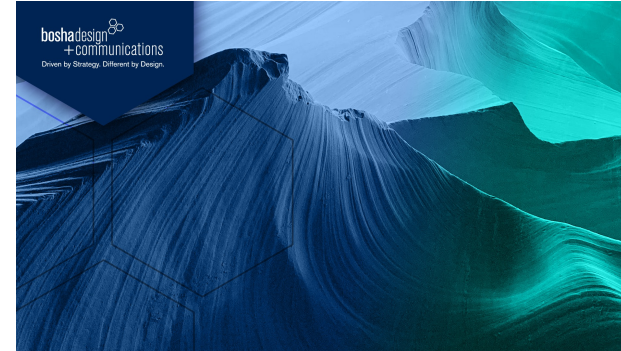
Vision Statement

The passion to create exceptional brand experiences is ingrained in the DNA of every Bosha team member.

While you'll receive a dedicated contact who is your primary point person, you'll have the opportunity to connect directly with strategists, designers, and members of our partner network.

Our comment to the environment is reflected in our new "earth-themed" virtual meeting backgrounds.

www.boshadesign.com



Commitment to Diversity, Equity, and Inclusion

BD+C's Environmental, Social, and Governance (ESG) policy fosters a corporate culture in which every individual is celebrated, respected, and empowered to contribute their unique talents to doing great things for our clients. We embrace diversity, equity, and inclusion (DEI) as the bedrock of our creative energy and experiences by working with minority business enterprises (MBE), disabled enterprises (DBE) and women enterprises (WBE) as creative partners, suppliers, sub-contractors, or in other capacities whenever we have an opportunity to do so.

We are certified as a women-owned business by the Women's Business Enterprise National Council (WBENC) and have developed mutually rewarding professional relationships with many other women-owned businesses. We are committed to equal employment opportunity without regard to race, national origin, color, religion, gender, age, physical ability, or sexual orientation for recruitment, selection, and advancement and proudly comply with all laws prohibiting discrimination. All BD+C employees are fairly compensated with generous benefits and are able to work flexibly and remotely.