2026

Our Sustainability Pledge



adherent



Commitment To Best Practices

At Adherent, our purpose is to enable a safer, more sustainable world by helping companies navigate global compliance and ESG challenges.

We hold ourselves to the same high standards that we advocate for our customers, embedding environmental responsibility, social impact, and strong governance into everything we do.

Our approach is guided by international best practices in sustainability.

We endeavour to ensure that our initiatives support the principles underpinning frameworks such as the UN Sustainable Development Goals (SDGs), the Global Reporting Initiative (GRI), and the International Sustainability Standards Board (ISSB).

We recognize ESG as an evolving journey and commit to continual improvement, accountability, and transparency.

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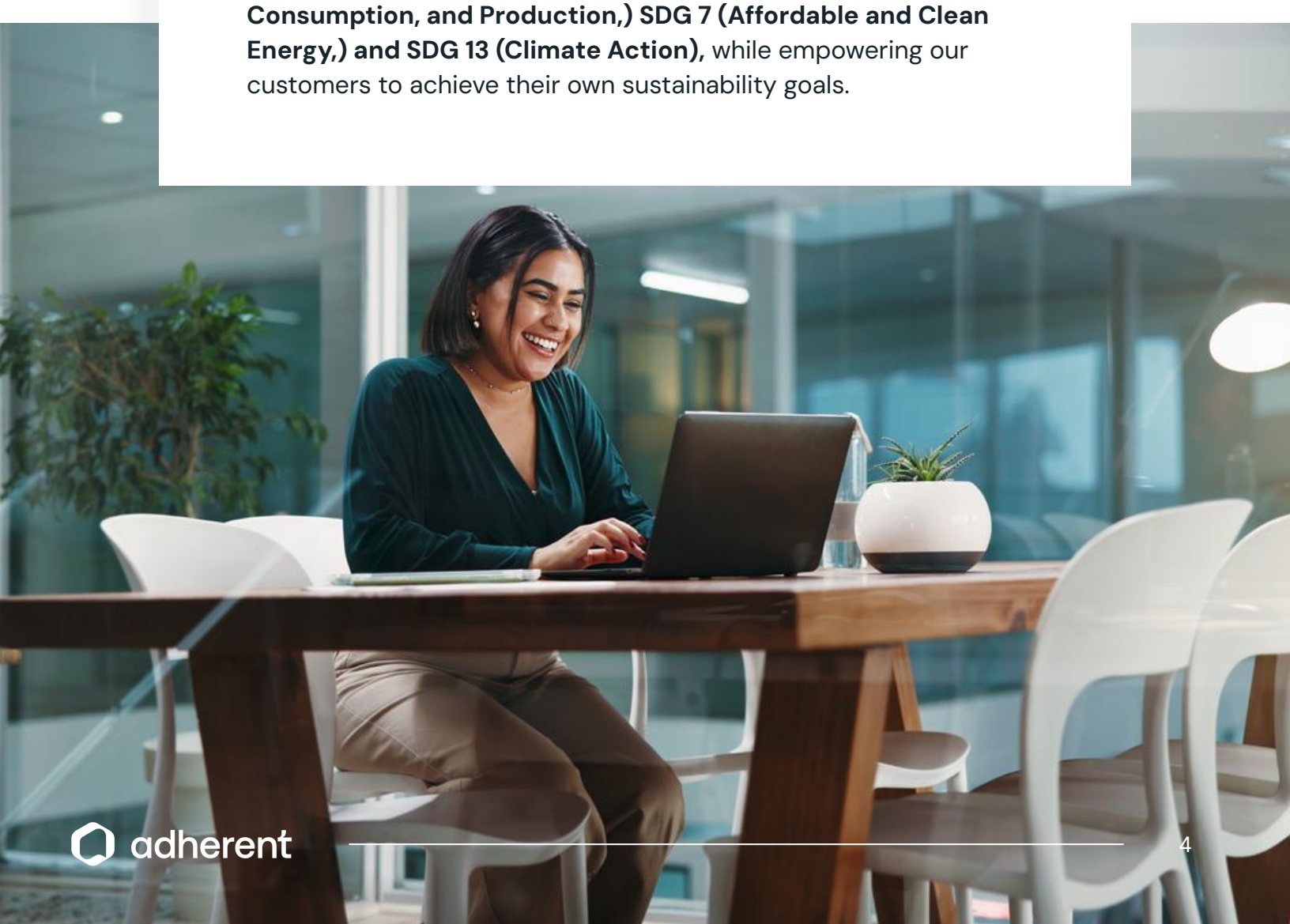
Environmental

Reducing our footprint while enabling sustainable products worldwide.

We are committed to helping global companies build safer, more sustainable products in a world of constant change.

We promote a **remote-first working environment** to reduce carbon footprint and support flexible work. In our office locations, we encourage **energy efficiency, hybrid work schedules, recycling, and paper-free practices**, all while complying with environmental regulations.

Through these efforts, we contribute toward **SDG 12 (Responsible Consumption, and Production,) SDG 7 (Affordable and Clean Energy,) and SDG 13 (Climate Action),** while empowering our customers to achieve their own sustainability goals.

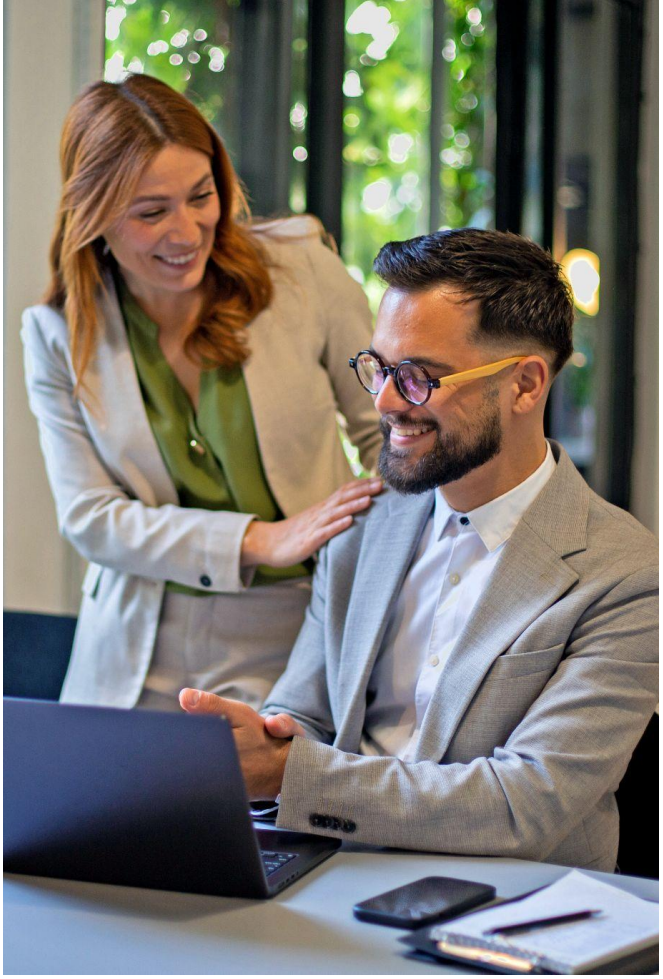


Social

Investing in people, communities, and shared knowledge.

We pledge to provide an **inclusive, diverse, safe, and welcoming workplace** that fosters respect and dignity for all. Our policies prohibit discrimination based on age, disability, marital status, gender, national origin, pregnancy, race/color, religion, or sexual orientation.

We value the unique contributions of every team member, supporting professional development and promoting a strong work-life balance.



Our global workforce spans **29 nationalities,** with **57% female representation** across the company and **50% of executive leadership roles held by women.**

We are proud to offer flexible work policies, wellness programs, and opportunities for relocation and cross-border collaboration, all within a “work-from-anywhere” philosophy.

To further our commitment to professional growth, we established an Executive Leadership Team (ELT) in October 2024 and have introduced a leadership training program to **enhance the skills of our people** and strengthen our future leadership pipeline.

We extend our social impact beyond our workforce by contributing to knowledge-sharing. Through **free webinars, white papers, podcasts, and training**, we help corporations navigate critical issues such as ESG reporting, energy efficiency, circular economy, human trafficking and slavery, and climate change.

Employees also benefit from an **Educational Assistance Programme** and access to international learning platforms, including LinkedIn Learning.

We uphold local labor laws, ethical recruitment practices, and maintain high standards of fairness in every country where we operate. We also publish our annual **Ireland Gender Pay Gap Report.**

Volunteering & Community Engagement

We actively encourage colleagues to give back to their communities.

Each employee may take **up to half a day of paid leave annually** to volunteer with a registered charitable organization or community initiative.



In addition, we organize and support **Employer-Supported Volunteering (ESV) activities,** including our annual **Big Beach Clean** in partnership with the International Coastal Cleanup initiative. This global event mobilizes communities to remove litter from coastlines and protect marine ecosystems.

Our culture of altruism also extends to **charitable giving and matching funds.** We supplement employee donations to selected charities and contribute directly to causes such as the **World Food Programme, Simon Community, and humanitarian relief for Ukraine.**

These initiatives advance the spirit of **SDG 3 (Good Health and Well-Being), SDG 4 (Quality Education), SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), and SDG 10 (Reduced Inequalities)** by fostering inclusive workplaces and strong communities.

We ensure **inclusive and equitable quality education** and promote **lifelong learning opportunities** for all employees, while also championing **sustained, inclusive, and sustainable economic growth, full and productive employment,** and decent work for all.

Corporate Governance

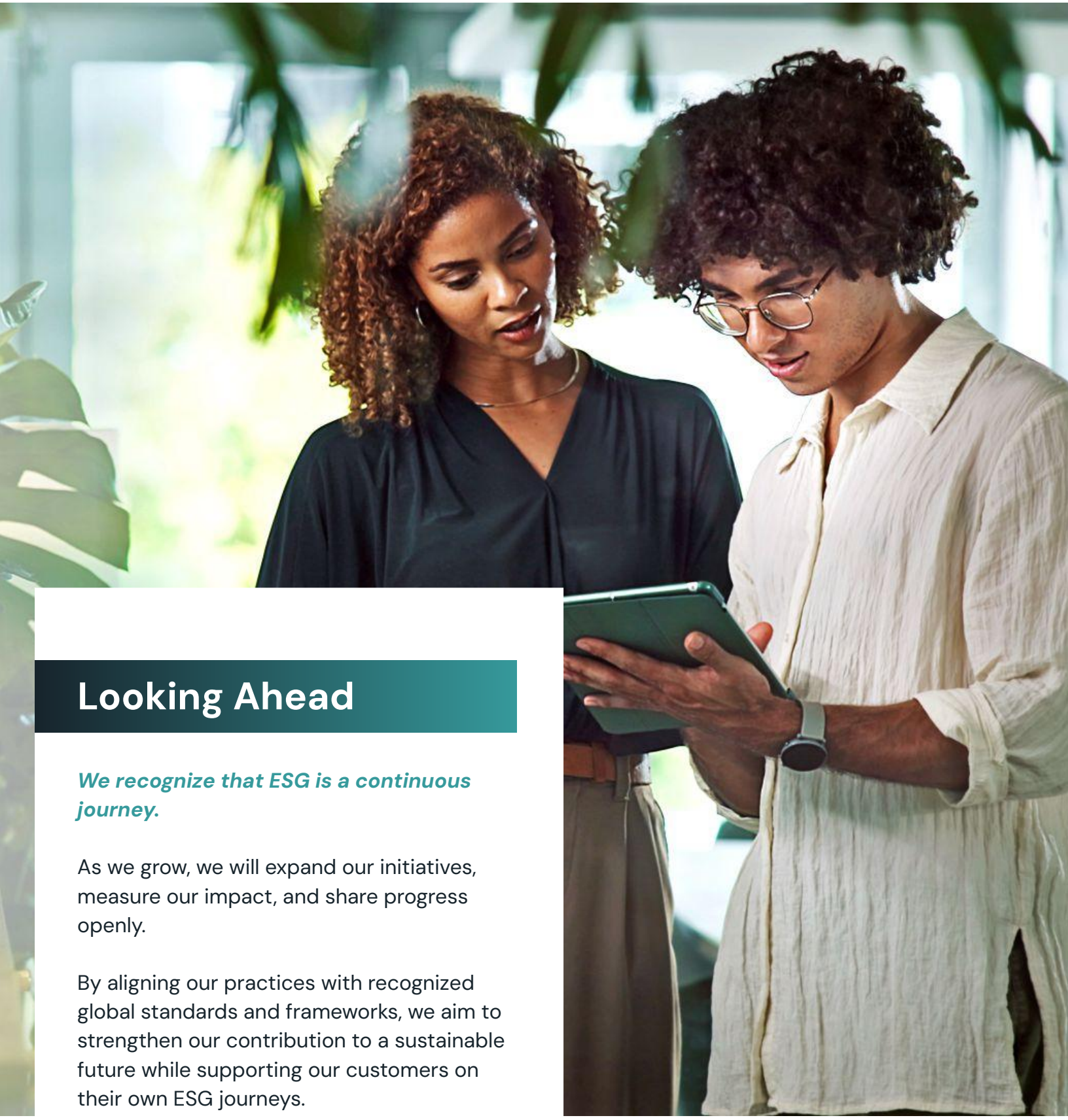
Leading with integrity, accountability, and transparency.

We are guided by **accountability, transparency, and integrity.** Our senior management team leads with our core values - *Respect, Trust, Winning Together, and Innovation* — and upholds our Code of Conduct to ensure ethical decision-making.

We embed governance into daily operations to protect the interests of employees, shareholders, customers, and society at large. We believe that strong governance safeguards the environment, fosters socially just communities, and sustains fair workplaces.

This commitment aligns with global expectations of good governance and supports **SDG 16 (Peace, Justice and Strong Institutions).**





Looking Ahead

We recognize that ESG is a continuous journey.

As we grow, we will expand our initiatives, measure our impact, and share progress openly.

By aligning our practices with recognized global standards and frameworks, we aim to strengthen our contribution to a sustainable future while supporting our customers on their own ESG journeys.

Our Numbers

127K+
Regulations

195
Countries covered

28
Languages



About Adherent

Adherent is an agentic AI product compliance platform that allows teams to anticipate and respond to ever-growing, ever-changing regulatory requirements. Global product companies rely on Adherent to mitigate risk while capturing growth. Founded in 2002 and active in nearly every country, Adherent is trusted to manage compliance for billions of products across appliances, electronics, medical equipment, toys, cars, apparel, and more. Only Adherent's AI leverages nearly 25 years of trusted regulatory insights and a proprietary dataset, shifting the focus of compliance from a cost center to a revenue driver.

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