ReShopMe

‘Firms that do not get onboard will be left behind.’

ESG & SDGs Memorandum ReShopMe Limited

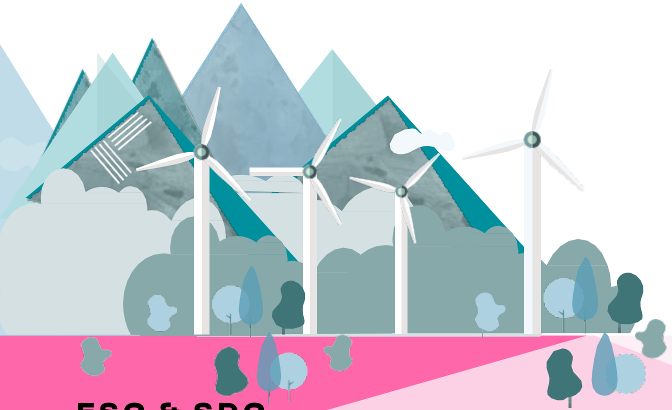
Sustainably Buy & Sell Preloved Fashion

Review

On reviewing our environmental, social, and governance (ESG) reporting program, we use the Ansarada ESG Pulse Check to help us focus on the topics that matter most to our stakeholders.

In a fast-changing and dynamic global business environment, it is no longer a question of if we should manage our ESG impact and performance but how. Investors, regulators, suppliers, customers, and employees want to know what companies are doing to address ESG challenges.

This memorandum provides a snapshot of our strengths and areas for improvement.



ESG is embedded in the DNA of our business from the Board and senior leadership team right down to staff, suppliers and community. ESG is at the heart of our policies, programs and systems across the entire organisation.

In fact, our sustainability strategy is our business strategy. We have boosted our leadership skills to benefit from the latest industry insight and ESG expertise to ensure emerging ESG issues are firmly on our radar.

We proactively manage a full set of ESG/SDG direct and indirect business impacts, risks and opportunities along the value chain for maximum stakeholder value creation.

This enables us to grasp the financial implications of our ESG impact and is transforming ESG into a growth platform by creating more innovative products and services whilst minimising risk and our environmental footprint.

We are ready to take the next step with the ESG Innovate Journey and be truly recognised for the ESG innovator we are. This includes adding an industry standard SaaS platform, and publication of externally audited ESG and SDG key metrics.

Ranking, Goals and Outcomes

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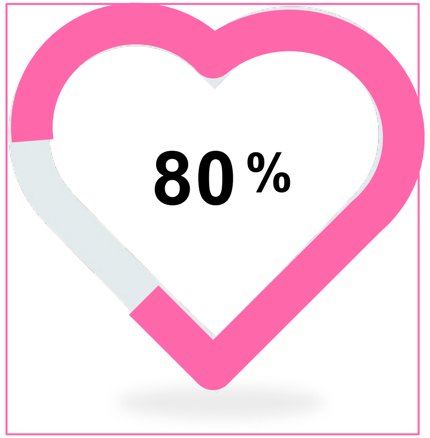
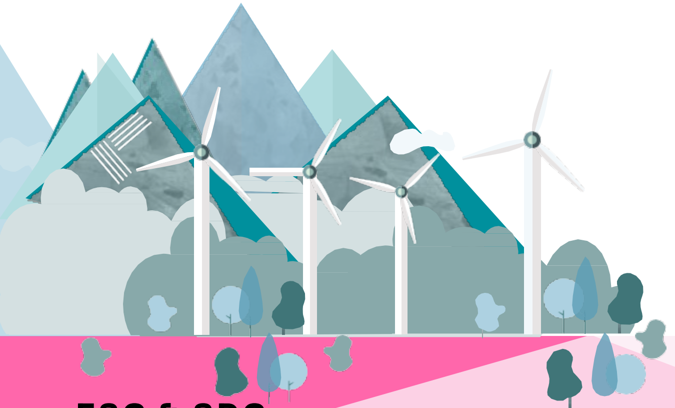


Advancing

ESG Pulse Check
score and ranking

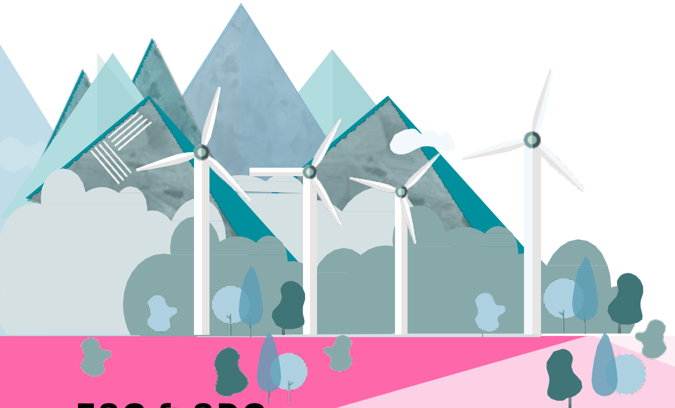
Actively monitor ESG commitments	Simplify stakeholder ESG communications	Align the organisation on ESG to create value
Proactively manage ESG risks	Get confident on regulatory compliance	Be attuned to emerging market risks and opportunities

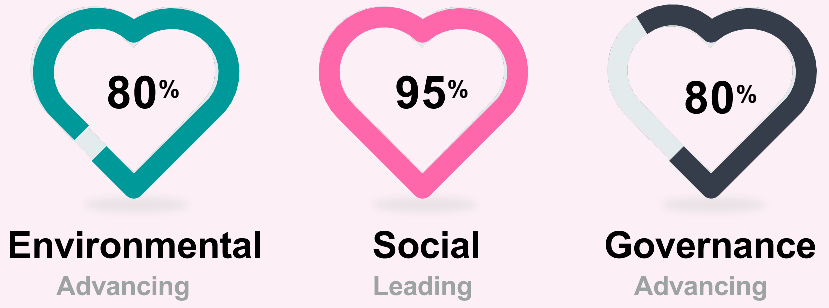


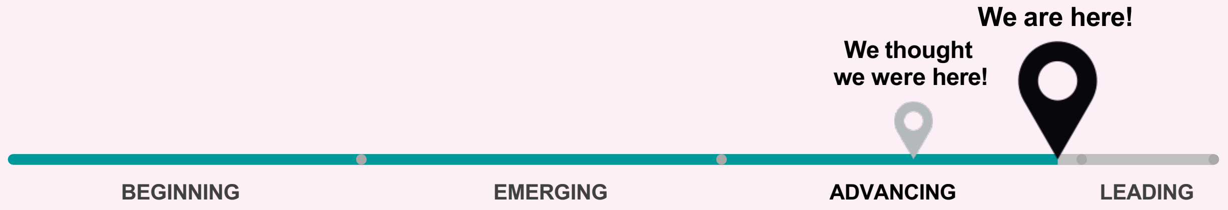
Ahead of Expectation

WHY ARE WE INTERESTED IN ESG?

- Risk and compliance management
- Stakeholder pressure from customers, suppliers, investors and/or employees
- See the opportunities and want to formalise the work we have done / intend to do
- To attract and retain talent with a strong ESG centred culture
- Understand the financial implications of ESG
- Currently we have a management system in place that is predominantly, spreadsheet, document and email based
- We are moving to SaaS software as our integrated management system for our GRC (Governance, Risk & Compliance) related information and processes







Before we began the ESG Pulse Check we rated ourself as Advancing and our results show we are Advancing. This means we are exactly in line with expectations and it’s time to consolidate our ESG commitments and take further improvement steps.

Environmental Impact

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How do we manage carbon footprint and climate-related risk?

Operational energy efficiency and cost-savings

Reducing our absolute emissions

Creating products and services that contribute to Net Zero

We measure ...

Direct carbon emissions (Scope 1) using a recognised framework

Organisational energy use (Scope 2) using a recognised framework

Publicly report our Scope 1 and 2 emissions

We have set reduction targets for our Scope 1 and Scope 2 emissions, and we are ...

Using a recognised framework

Implementing initiatives to reduce our carbon footprint (via Hydrogen Reduction)

Publicly reporting on our progress on meeting our targets

We have ...

Set a science-based emissions reduction target (aligned with Paris Agreement)

Begun quantifying our Scope 3 emissions

Begun understanding our climate-related risk and opportunities using a recognised framework

We manage our environmental impacts by ...

Complying with all relevant environmental regulations (waste, emissions, hazardous substances, reporting of accidents and spills)

Tracking and monitoring performance data

Intend moving to a certified environmental management system

For our direct environmental impacts, we can demonstrate ...

That we have set reduction targets in key impact areas

Improvement in performance over time

That we report publicly on performance against targets using a recognised global framework

For our indirect environmental impacts, we can demonstrate that ...

We have processes to identify and manage our indirect environmental impacts

Improvement in performance over time

We publicly report on these indirect impacts

How does our business impact nature?

To protect nature, we ...

Comply with all relevant regulations (land-use planning, Environmental Impact Assessments, etc.)

Make monetary or in-kind donations to organisations that protect nature

We understand our impacts and dependencies

Take actions to manage and minimise these impacts

As an organisation we prioritise initiatives to protect nature by engaging in...

Biodiversity conservation Regeneration practices

Actively support business frameworks that protect nature

Social Justice

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How do we promote diversity, equity, inclusion and wellbeing?

We demonstrate respect by promoting ...

- Human rights policies and programs
- Workplace safety policies and programs
- Employee wellbeing policies and programs
- Diversity and inclusion policies and programs

We can demonstrate commitment to human and labour rights through

- Alignment of policies with the UNGP
- Our target for equal representation at all levels including the Board

We can demonstrate that we are strong, public advocates for

- Human rights
- Indigenous opportunities
- Living Wage
- Equal pay for equal work

How do we support employee development and opportunity?

We provide employees with ...

- Induction training and Job-related external / further study and professional development
- Opportunities for ESG-related training, that a majority have undertaken

We invest in and support employee development by ensuring ...

- Individual training needs are regularly reviewed, and updated Employees are encouraged to build on their skill sets
- Everyone in the organisation understands how ESG considerations relate to their role

What is our approach to responsible procurement?

We require our suppliers to...

- Meet procurement-related regulatory requirements (fair trading, payment terms, modern slavery etc.)
- Meet specific ESG criteria (certification, data reporting)
- Be actively monitored on their ESG performance (through reporting, certifications, third-party audits, etc.)

We manage our responsible procurement process by ...

- Giving preferred status to responsible and underrepresented suppliers
- Supporting them to improve their ESG performance
- Participating in industry initiatives to improve supply chain sustainability

How do we support our local community?

We support our community by ...

- Making ad hoc donations to charity
- Engaging in long-term (2+ years) community initiatives
- Providing opportunities for paid employee involvement

To help us achieve agreed outcomes for our community, we have...

- Developed a community / philanthropic strategy that aligns to our core business
- Partnered with community groups to achieve agreed outcomes

For our community investment activities ...

- We measure and monitor the impact
- We report on their relevance to core business strategy
- We report on their relevance to the community

Governance

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What is our responsible business approach?

We have ...

A Purpose / Vision / Mission and Values that are embedded in our organisation and are publicly available

Our Code of Conduct / Code of Ethics is ...

Publicly available

On transitioning to a public company will be externally audited

Our risk management and control systems are...

Publicly available

On transitioning to a public company will be externally audited

We have ...

Aligned our responsible business approach with the UN Sustainable Development Goals (SDGs) or a similar recognised framework (GRI, SASB)

We have ...

Assessed direct and indirect impacts of our operations on our upstream (suppliers) and downstream (customers) value chain

Adopted policies and processes to manage these risks

our organisation?

We have ...

An ESG strategy

We have ...

Assessed and identified our material ESG risks and opportunities

Our board and senior leadership team have ...

ESG-related experience

ESG-related responsibilities ESG related skill-set

We have ESG-related performance measurements that ...

Are included in the formal bonus

Incentive structure of our senior executives

We have integrated ESG considerations ...

In our core business strategy

And have begun to understand the financial implications of these impacts

How do you engage your stakeholders?

We comply with ...

Relevant financial disclosure

Reporting and consumer regulations (quarterly / annual reporting, complaints processes, etc.)

For stakeholder communication and feedback, we have

Formally identified our relevant stakeholders

One-way channels of dialogue (sustainability report)

Two-way channels of dialogue (regular meetings)

To ensure our stakeholder concerns are embedded across the business we provide ESG disclosures ...

Via an annual report or annual sustainability report

We are intending using a recognised reporting framework

We intend to have our ESG disclosures externally audited

Stakeholders have a voice in our governance processes ...

Via formal board representation Via non-executive advisory board

We report on our SDG impacts and contribution

Ranking, Goals and Outcomes

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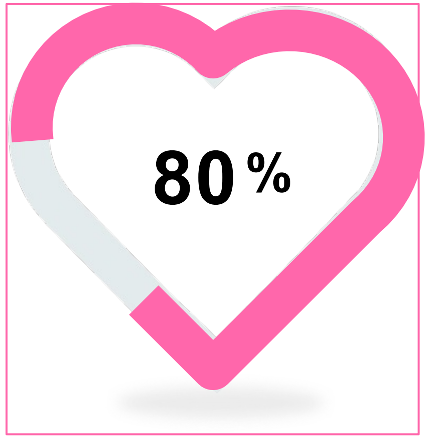
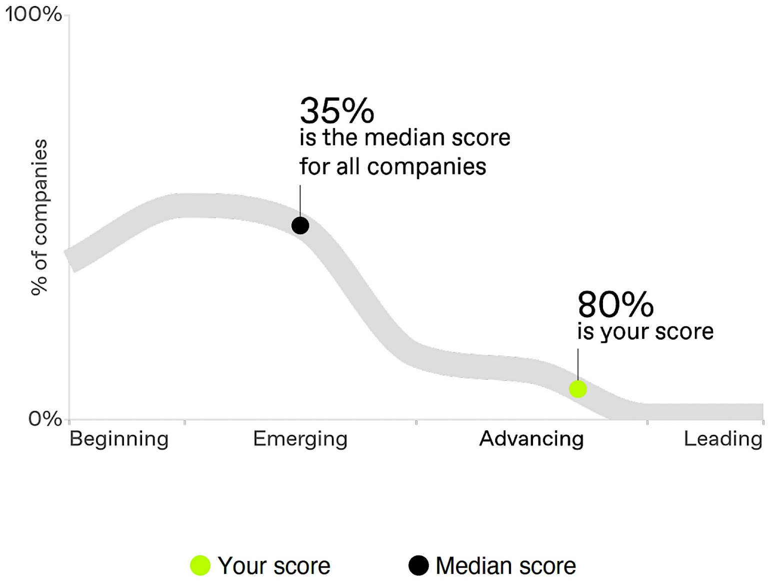


Advancing

ESG Pulse Check
score and ranking

The benchmark



More benefits

	Where ESG is stronger and core to our organization
Revenue	Attract and retain more customers whose values align with ours. Generate new value through 'green revenue'.
Expenses	Lower resource consumption (travel, energy, water, materials, packaging) More efficient production and delivery of products and services.
Financing options & terms	Investors are allocating funds to organizations with ESG growth strategies, offering incentives on both rates and terms.
Organization valuation	Strong ESG is a proxy for good management capabilities and future growth outlook. Lowers risk for a buyer or investor in a organization and increases a organization's valuation when strong.
Engagement & Productivity	ESG leaders are more likely to attract and retain top talent who are higly engaged by the organization's purpose and commitment to good growth.