

Ghent, April 2021

Sustainability charter



Mission-driven

Upgrade Estate¹ is a mission-driven company that creates social impact and social added value. Upgrade Estate wishes to enhance its social, environmental and economic sustainability in the long term, also involving other companies in the supply chain and encouraging them to do the same.

Future-Fit²

Upgrade Estate is helping to create a society that is increasingly socially just, economically inclusive and environmentally friendly. It actively seeks to remove barriers to our collective progress. It supports entrepreneurship and intrapreneurship with a view to achieving a future-proof society. In order to make progress in this area measurable, Upgrade Estate uses the Future-Fit Business Benchmark management tool.

17 Sustainable Development Goals

The United Nations has developed 17 Sustainable Development Goals, guidelines that help organisations to put concrete sustainability actions into practice. Upgrade Estate actively focuses on these objectives for each action or new step taken by the company.

Increasing the sustainability of the value chain³

As well as contributing to a positive impact and future fitness itself, Upgrade Estate also wishes to involve all the companies that participate in the value chain. By entering into a collaboration agreement with Upgrade Estate, these companies agree to help make the value chain more sustainable.

Future-Fit together

A Future-Fit Society is not something that can be achieved within the four walls of a single company. However, it will be possible if companies and people work together. This charter underlines our intention to work together to increase sustainability. We are doing this together, among other things by:

Recognising and endorsing the 10 Principles of the UN Global Compact (attached in Appendix 1), for ourselves and all the companies that supply us either directly or through intermediaries; and

Recognising the 8 scientifically based characteristics of a Future-Fit Society (attached in Appendix 2) as the ultimate goal, by taking concrete initiatives towards the gradual elimination of obstacles in the pursuit of future fitness and by contributing to positive social impact ourselves based on our own strengths.

¹ And all affiliated companies

² The open-source Future-Fit Business Benchmark is available at www.futurefitbusiness.org

³ Info available at <https://sdgs.un.org/goals>; see also Appendix ³



Appendix 1

The 10 Principles of the UN Global Compact

We follow the 10 Principles of the United Nations Global Compact⁴ that in turn are derived from various universal sources⁵.

Human rights	principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and
	principle 2	make sure that they are not complicit in human rights abuses.
Work	principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
	principle 4	The elimination of all forms of forced and compulsory labour;
	principle 5	The effective abolition of child labour; and
	principle 6	The elimination of discrimination in respect of employment and occupation.
Environment	principle 7	Businesses should support a precautionary approach to environmental challenges;
	principle 8	Undertake initiatives to promote greater environmental responsibility; and
	principle 9	Encourage the development and dissemination of environmentally friendly technologies.
Anti-Corruption	principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.

⁴ The 10 Principles of the UN Global Compact can be found at <https://www.unglobalcompact.org/what-is-gc/mission/principles>.

⁵ In turn, the 10 Principles of the UN Global Compact are derived from the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development and the United Nations Convention Against Corruption.



Appendix 2

The 8 characteristics of a Future-Fit Society, the ultimate goal

The 8 characteristics of a Future-Fit Society lead to each organisation bearing responsibility in the pursuit of future fitness.



Energy is renewable and available to everyone.



Water comes from responsible sources and is available to all.



Natural resources are managed to protect communities, animals and ecosystems.



The environment is free of **pollution**.



There is no **waste**. Everything is circular (dismountable, reusable, recyclable).



Our physical presence protects the **health of ecosystems and communities**.



People have the opportunity and the chance to lead a fulfilling life.



Social standards, governance and economic growth stimulate the pursuit of future fitness.

Appendix 3

The 17 Sustainable Development Goals

- 1 No poverty
- 2 Zero hunger
- 3 Good health and well-being
- 4 Quality education
- 5 Gender equality
- 6 Clean water and sanitation
- 7 Affordable and clean energy
- 8 Decent work and economic growth
- 9 Industry, innovation and infrastructure
- 10 reduced inequalities
- 11 Sustainable cities and communities
- 12 Responsible consumption and production
- 13 Climate action
- 14 Life below water
- 15 Life on land
- 16 Peace, justice and strong institutions
- 17 Partnerships for the goals



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