



Policy statement

Strategy to respect and uphold human rights
and protect the environment

Created on: 14 July 2023

Version: 1

Policy statement

Strategy to respect and uphold human rights and protect the environment



1. Preface

As a company with international connections, the e-systems group is aware of its responsibility to respect human rights and protect the environment and is constantly working to prevent human rights violations and to comply with environmental standards. The following companies are committed to this Policy Statement of the e-systems Group:

- take-e-way GmbH
- trade-e-bility GmbH
- get-e-right GmbH
- get-e-right austria GmbH
- get-e-right GB Ltd.

Our perception of responsibility is the claim to fulfil our social responsibility within the global flows of goods and services and to contribute to sustainable development that is ecologically compatible, socially just and economically efficient.

2. Our commitment and responsibility to respect human rights and the environment

We commit ourselves with this Policy Statement to respecting human rights and actively promoting compliance with laws and standards of conduct. We respect the international principles regarding the protection of human rights and the environment defined in Section 2 (2) and (3) of the [German] Supply Duty of Care Act (German acronym: LkSG).

3. Human rights

In order to emphasise the relevance of human and environmental risks within our field of activity, we rely for guidance in our corporate actions on the following internationally applicable standards:

- the Universal Declaration of Human Rights of the United Nations (UN)
- the United Nations Guiding Principles on Business and Human Rights (UNGP)
- the core labour standards of the International Labour Organisation (ILO)
- the principles of the United Nations Global Compact (UNGC)
- the United Nations Convention on the Rights of the Child (CNC)
- the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
- the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises
- The UN Sustainable Development Goals (SDGs)

4. Risk management and risk analysis

The aim of a risk analysis is to regularly obtain knowledge about potential and actual human rights and environmental risks within our own field of activity as well as along the supply chain.

As part of our continuous improvement process in quality management (DIN EN ISO 9001), we continuously check which concrete risks exist within our field of activity and within the procurement culture. Taking account of industry-specific and geographical risks as well as product risks, an abstract risk assessment is first carried out in the company's own field of activity and the supply chains. If there is an increased risk disposition, a concrete risk assessment is carried out and appropriate remedial and preventive measures are taken.

Our approach to sustainability and entrepreneurial responsibility is guided by the three pillars of sustainability:

- Economic sustainability
- Ecological sustainability
- Social sustainability

As a company, we deal individually with the different prerequisites and framework conditions. These lead to specific weightings and prioritisations of sustainability aspects. In dealing with the challenge of taking into account economic, ecological and social requirements within the scope of corporate governance, we rely for guidance on the following approach:

- Target definition through risk analysis
- Actual and gap analysis
- Identification of measures
- Implementation
- Documentation

In this context, sector-specific, social and environmental integrity risks are regularly considered.

5. Measures

As a group of companies, we offer services around extended producer responsibility and product compliance. In the course of our service portfolio, upstream flows of goods and supply chains hardly exist, which is why many of the risks mentioned in the Supply Duty of Care Act can be excluded. Nevertheless, we also want to assume responsibility and make our contribution towards implementing the guiding principles and requirements of the law in the best possible manner. To this end, equal opportunities and equal treatment of all employees are guaranteed in particular. We do not tolerate any form of discrimination. Moreover, we comply with the applicable provisions of occupational health and safety as well as all environmental regulations and laws. We support the United Nations 2030 Agenda and are guided by the global Sustainable Development Goals. Furthermore, we had our environmental management system certified according to DIN EN ISO 14001 in 2022 and observe the standards and guidelines listed above in our entrepreneurial actions.

In supplementation of this Policy Statement, we have set out our voluntary commitment with a description of the human rights, processes and measures essentially addressed in our Code of Conduct. The document is a binding guideline for all employees of the group of companies, is based on applicable laws and guidelines and obliges all employees to implement our defined values in their daily actions.

6. Complaints mechanisms

An active complaints mechanism is indispensable for effective prevention and punishment of violations. In order to be able to identify potentially adverse effects at an early stage, we provide an electronic whistleblowing system which gives the opportunity to raise concerns or report improper behaviour. The platform facilitates a protected, secure and anonymous reporting channel and protects whistleblowers from disadvantages that could arise from the complaints raised.

7. Responsibilities

Compliance with this Policy Statement is the responsibility of the management. The relevant departments are entrusted with the operational implementation of human rights-related due diligence processes.

Policy statement

Strategy to respect and uphold human rights and protect the environment

8. Documentation and reporting

The documentation and reporting obligations are fulfilled in accordance with the statutory requirements.

9. Expectations relating to business associates

We expect our business associates and subcontractors to demonstrate an equal commitment to respecting human rights and protecting the environment, and to establish appropriate due diligence processes to identify human rights and environmental risks.

In our Code of Conduct, we commit to and expect our business partners to comply with the following standards:

- Prohibition of child labour (or legal age in the respective country, if higher)
- Prohibition of any form of forced labour
- Right to freedom of association and collective bargaining
- Respectful treatment and non-discrimination
- Payment of a decent wage, at least the national statutory minimum wage
- Compliance with legally stipulated working hours
- Responsible practice in recruitment and termination
- Compliance with occupational health and safety
- Establishment of an environmental management system and minimisation of the impact of chemicals, wastewater, waste, air and noise emissions
- Prohibition of corruption and bribery
- Ensuring transparency in business activities
- Valid company licences

10. Closing statement

We are aware that fulfilling the corporate duty of care under the Supply Duty of Care Act is an ongoing process. For this reason, this Policy Statement on respect for and observance of human rights is continuously reviewed and developed accordingly.



Oliver Friedrichs



Hjalmar Vierle