

Supply Policy Charter

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Supply Policy Charter	22.05.2023	Management Document	Page: 2
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Table of Contents

Document Control Index.....	2
Distribution.....	2
1. Purpose & Content.....	4
2. Human Rights & Working Conditions.....	4
3. Health & Safety.....	5
4. Business Ethics.....	5
5. Environment.....	6
6. Data & Information Security.....	6
7. Service Quality.....	7
8. Monitoring & Evaluation.....	7



1. Purpose & Content

At Reverse Logistics GmbH ("RLG") we are convinced that our growth is closely tied to our responsibility to create positive change. We strive to lead by example in every country where we operate, setting the standard for ethical business practices, upholding human rights and fair working conditions, and working towards achieving sustainability across all of our operations.

In this line, our commitments and expectations from our supplier network are formalized in this RLG Supplier Policy Charter, which aims to establish a general, straightforward, and transparent framework that aligns and unifies RLG's approach to our suppliers in regard to:

- Human Rights & Working Conditions,
- Health & Safety,
- Business Ethics,
- Environment,
- Data & Information Security, and
- Service Quality

The RLG Supplier Policy Charter aims to communicate a common set of ethical and business principles to guide our daily work together. We expect all our suppliers and other business partners to respect the principles of the RLG Supplier Policy Charter. Furthermore, our suppliers shall ensure that their subcontractors are informed and comply with the principles set out in this Supplier Policy Charter.

Please note that previous contracts and agreements with RLG will continue to apply and that this global framework may be complemented with additional requirements based on the local context.

2. Human Rights & Working Conditions

RLG commits to:

Respecting the human rights of all individuals affected by our operations, including our employees, suppliers, customers, and other stakeholders. We acknowledge our responsibility to prevent and mitigate any adverse human rights impacts associated with our business activities, and we are committed to conducting our operations with the principles of dignity, equality, and non-discrimination for all as our guiding values.

What we expect from suppliers:

- To ensure there is no child labour and that no child is engaged in any work that violates the minimum legal working age.
- To prohibit any form of modern slavery and ensure there is no forced or bonded labour, exploitation or servitude.
- To comply with all applicable laws and regulations regarding working hours, rest breaks, time off, and overtime. We require our suppliers to ensure that their employees are not compelled to work more than the maximum hours allowed by law without appropriate compensation and that overtime work is voluntary.



- To adhere to all relevant wage laws and regulations, including those governing minimum wage, overtime, and other compensations. Our suppliers must ensure that their employees are paid at least the minimum wage required by law.
- To uphold the rights of workers to form or participate in work-related organizations, and to engage in collective bargaining.
- To ensure the workplace is free from discrimination, violence, and harassment, whether physical or psychological. Additionally, actions to promote equality, diversity and inclusion are promoted and implemented.

3. Health & Safety

RLG commits to:

Placing the health and safety of our employees and stakeholders at the highest priority. We are committed to creating and maintaining a safe and healthy working environment for everyone. We continuously assess and mitigate risks, provide ongoing training and education, and comply with all relevant health and safety laws and regulations.

What we expect from suppliers:

- To provide a safe working environment for their employees, with trained, capable and competent workforce, in compliance with all applicable health and safety laws and regulations.
- To take necessary measures to prevent accidents and injuries in the workplace and provide their employees with appropriate safety equipment and training.
- To continuously report, analyse, follow-up and act upon safety hazards.

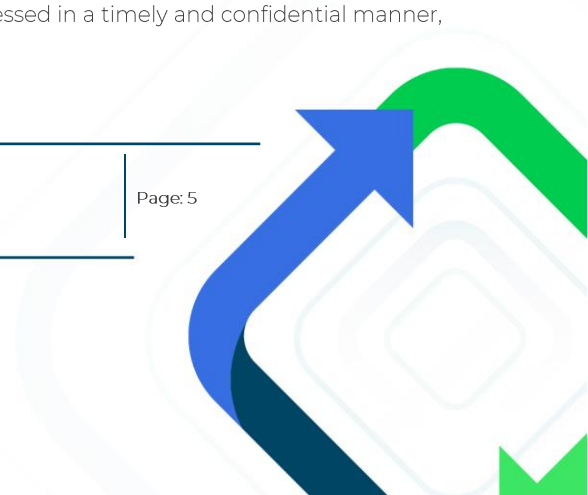
4. Business Ethics

RLG commits to:

Upholding the highest standards of business ethics, integrity, and transparency in all of our operations. We take a zero-tolerance approach to bribery and corruption, encourage the reporting of bribery offenses and other forms of corruption, and prohibit retaliatory actions against any person who raises a concern in good faith.

What we expect from suppliers:

- To conduct their business operations in full compliance with all relevant laws, regulations, and rules. This includes, but is not limited to, laws related to human rights, health & safety, labour standards, environmental protection, data & information security, and anti-bribery, extortion and corruption.
- To promptly disclose to RLG the details of any allegations, reports, or evidence of bribery or corruption that relate to their supply to RLG.
- To establish and communicate a grievance mechanism to workers, that allows them to report any complaints or concerns without fear of retaliation. All complaints are recorded and addressed in a timely and confidential manner, and workers' anonymity is protected.



5. Environment

RLG commits to:

Operating in a sustainable and responsible manner, and to continuously improve our environmental performance. We comply with all relevant environmental laws and regulations and take proactive steps to prevent negative environmental impact. We encourage our suppliers to share our commitment to environmental protection and to implement sustainable practices in their operations, aiming for a positive impact in society.

What we expect from suppliers:

- To ensure there is no severe environmental pollution and that the negative impact on the environment is minimized by proactively and effectively identifying, assessing, managing and controlling environmental risks.
- To collaborate with RLG to ensure transparency and traceability of the impact of the provided services.
- To minimize air pollution and promote high air quality standards, while complying with all applicable laws and regulations regarding air and greenhouse gas emissions. We encourage our suppliers to minimize their use of fossil fuels and to transition to renewable energy sources wherever possible.
- To provide transparency regarding water management practices, including details on the source and usage of incoming water, as well as information on the treatment of wastewater.
- To purchase, store, transport, handle and use chemicals in a way that protects the health and safety of workers and the environment.
- To ensure that waste is managed in a manner that protects the health and safety of workers and the environment. This includes proper storage, handling, transportation, and disposal of waste. Hazardous and non-hazardous waste must be kept separate. Records are available on all the details of waste treatment, including location, amount, and methods.

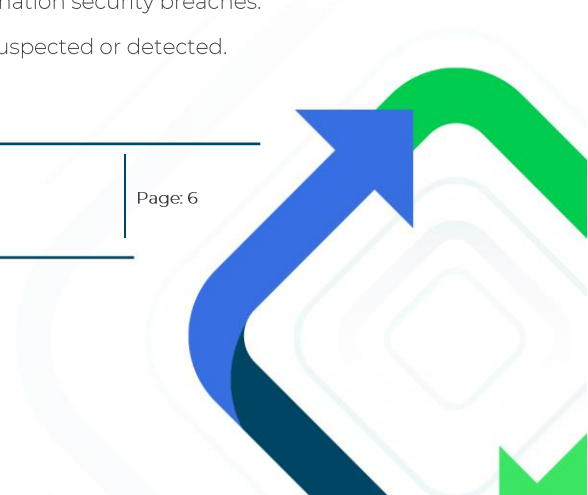
6. Data & Information Security

RLG commits to:

Protecting the confidentiality, integrity, and availability of all stakeholders' personal data and records, and all valuable RLG information assets, such as analysis reports, financial data, contracts, among others. We comply with our legal obligations under all relevant laws and regulations in respect of data privacy and information security, implementing security measures and collecting, storing and processing data and information in such a manner to minimize the identified risks.

What we expect from suppliers:

- To protect confidentiality of the information provided by RLG to which they have access, including intellectual property and financial information.
- To comply with all relevant laws and regulations related to data protection and information security.
- To have robust measures in place to minimize and prevent data and information security breaches.
- To immediately report RLG if data and information security breaches are suspected or detected.



7. Service Quality

RLG commits to:

Delivering reliable, efficient, and innovative solutions that meet or exceed customer requirements and enable the transition to a circular economy. We are committed to collaborating with suppliers to ensure continuous improvement and establishing clear and effective communication channels to develop long-term relationships.

What we expect from suppliers:

- To deliver according to the established service agreements.
- To understand and comply with our supplier policy and standards.
- To be flexible to adapt to the context and customer needs.
- To ensure timely and effective communication.
- To ensure transparency and timely reporting of relevant incidents.

8. Monitoring & Evaluation

RLG will monitor our suppliers' compliance with the requirements outlined in Supplier Policy Charter through regular audits, site visits, and reviews of documents and reports.

If you, as a valued supplier, are unable to fulfill any of the expectations we have listed, please notify our procurement department in writing before or promptly upon the occurrence during our cooperation, detailing which specific expectations you are unable to meet and the reason for it.

Developing a sustainable procurement network is a collaborative effort, and we are committed to working closely with our suppliers to improve performance. We encourage our suppliers to engage with us on sustainability issues, to provide feedback on our performance, and to share their own sustainability initiatives and best practices.





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