

Compliance-Social-Sustainability-EN

Basis

All staff, employees and corporate management of EVO-GmbH position their doing absolute to this guidance and to the guidelines of the United Nations for Social Sustainability and the 17 Sustainable Development Goals (SDGs)] issued by the United Nations Global Compact. We share this guideline with our suppliers.

A Compliance with prevailing regulations

All persons within the EVO-GmbH and working with the EVO-GmbH, e.g. suppliers, position themselves to comply with national, and where applicable, or international regulations.

B Business secret/Information security

All persons are bound to discrecy of all internal issues and information of EVO-GmbH as well as information of persons within or externally linked to the EVO-GmbH. Dissemination of data and/or information is only permissable when marked „public“ according to the Information Security.

Confidential information in general are all information as long as they are not marked „public“. In case of doubt the next higher protection class must be applied.

C financial responsibility

Everyone working within or with EVO GmbH, e.g. suppliers, position themselves to comply to financial responsibility and detailed records according to national, and where applicable, international regulations.

D export controls and sanction lists

Everyone working within or with EVO GmbH, e.g. suppliers, position themselves to comply to screening the EU sanction lists and export controls according to national, and where applicable, international regulations.

E Plagiarisms

Presumption of intellectual property of others can be ruled out. This includes assumptions of external texts and/or other statements or ideas. E.G., newspaper/magazine articles, pictures, video material, audio recordings, music and inventions, scientific knowledge or melodies.

F Protection of data privacy

Persons within or external, e.g. suppliers, of the EVO-GmbH oblige of data privacy regulations and in particular to participate active in reliable data protection, to avoid unjustifiable access and when applicable to delete those data.

G conflict of interests

A conflict of interest defines a series of conditions which leads to a primary interest (interest of the employer) being improperly influenced by a secondary interest (personal interest or one of an employee)

Contrary interests are inhibiting an objective execution of tasks and finding solutions to problems. In this situation the company is vulnerable to corruption and bribery.

H Whistleblowing

Whistleblowers are granted the protection according to the law proposal of the German government Hinweisgeberschutzgesetz – HinSchG) issued 27. July 2022.

https://www.bmj.de/SharedDocs/Gesetzgebungsverfahren/Dokumente/RegE_Hinweisgeberschutz.pdf;jsessionid=2D7360398830D9A87F0C0369B34AB526.2_cid324?_blob=publicationFile&v=2

When the law is coming into force the content will be incorporated.

I. Antitrust law

EVO-GmbH pledges to the consequent application of the national and international antitrust law.

J Lectur / Application of work result

When accepting lecture and/or collaborating in seminars by EVO-GmbH employees, all EVO-GmbH employees are bound discretely to respect the internal guidelines.

The use of internal work results is without permission of the managing director not granted. Publication or public statements not covered on behalf of EVO-GmbH must clearly indicate the private position of the publication or statement.

K Donation / Sponsoring / Invitation / Presents

Donation, sponsoring, invitation and presents are only permissible within the borders of the Berliner Compliance Modell as well as established internal guidelines.

L Handling of EVO-GmbH/Customer/Supplier property

Any person within EVO-GmbH must handle material or immaterial values of the EVO-GmbH and values of customers or suppliers responsibly and appropriately. Like own belongings.

M Compliance

Leitfaden zum Deutschen Nachhaltigkeitskodex

Leitfaden zum Deutschen Nachhaltigkeitskodex

Orientierungshilfe für mittelständische Unternehmen

https://www.nachhaltigkeitsrat.de/wp-content/uploads/migration/documents/Leitfaden_zum_Deutschen_Nachhaltigkeitskodex.pdf

Social Sustainability of the United Nations



<https://unglobalcompact.org/what-is-gc/mission/principles>

Human Rights



1 **Prinzip 1: Human Rights**

Businesses should support and respect the protection of internationally proclaimed human rights.

2 **Prinzip 2: Human Right**

Businesses should make sure that they are not complicit in human rights abuses.

Labour



3 **Prinzip 3: Labour**

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

4 **Prinzip 4: Labour**

Businesses should uphold the elimination of all forms of forced and compulsory labour.

5 **Prinzip 5: Labour**

Businesses should uphold the effective abolition of child labour.

6 **Prinzip 6: Labour**

Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Environment



7 **Prinzip 7: Environment**

Businesses should support a precautionary approach to environmental challenges.

8 **Prinzip 8: Environment**

Businesses should undertake initiatives to promote greater environmental responsibility.

9 **Prinzip 9: Environment**

Businesses should encourage the development and diffusion of environmentally friendly technologies.

Anti Corruption 

https://www.unodc.org/documents/treaties/UNCAC/Publications/Convention/08-50026_E.pdf

10 Prinziple 10: Anti-Corruption

Businesses should work against corruption in all its forms, including extortion and bribery.



<https://www.un-anticorruption-learn.org/>

Seventeen (17) Sustainable Development Goals of the United Nations

<https://sdgs.un.org/goals>

Goal 1



End poverty in all its forms everywhere

Principle 1 and 2 (Human Rights)

Goal 2



End hunger, achieve food security and improved nutrition and promote sustainable agriculture.

Principle 7, 8 and 9 (Environment)

Goal 3



Ensure healthy lives and promote well-being for all at all ages

Principle 1 and 2 (Human Rights)

Goal 4



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Principle 1 and 2 (Human Rights)

Goal 5



Achieve gender equality and empower all women and girls.

Principle 1, 2 and 6 (Human Rights, Labour)

Goal 6



Ensure availability and sustainable management of water and sanitation for all.

Principle 7, 8 and 9 (Environment)

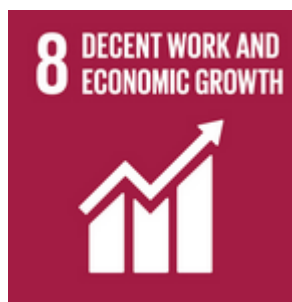
Goal 7



Ensure access to affordable, reliable, sustainable, and modern energy for all.

Principle 7, 8 and 9 (Environment)

Goal 8



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Principle 1, 2, 3, 4, 5 and 6 (Human rights, Labour)

Goal 9



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

Goal 10



Reduce inequality within and among countries.

Goal 11



Make cities and human settlements inclusive, safe, resilient and sustainable.

Goal 12



Ensure sustainable consumption and production patterns.

Goal 13



Take urgent action to combat climate change and its impacts.

Goal 14



Conserve and sustainably use the oceans, seas and marine resources for sustainable development.

Goal 15



Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

Goal 16



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

Goal 17



Strengthen the means of implementation and revitalize the global partnership for sustainable development.

Principle 1 till 10

N SA8000:2014 scope

<https://sa-intl.org/wp-content/uploads/2020/02/SA8000Standard2014.pdf>

<https://sa-intl.org/wp-content/uploads/2020/02/SA8000-2014-Guidance-Document.pdf>

III definitions

For definitions, please look up SA 8000:2014 page 6-7

IV Social Accountability Requirements

1 **Child labour**

1.1 EVO GmbH does not engage in or support the use of child labour as defined above

1.2 not applicable

1.3 The organisation employs young workers, but where such young workers are subject to compulsory education laws, they work only outside of school hours. Under no circumstances does any young worker's school, work and transportation time exceed a combined total of 10 hours per day, and in no case do young workers work more than 8 hours a day. Young workers do not work during night hours.

1.4 The organisation does not expose children or young workers to any situations – in or outside of the workplace – that are hazardous or unsafe to their physical and mental health and development.

2 **Forced or compulsory labour**

2.1 The organisation does not engage in or support the use of forced or compulsory labour, including prison labour, does not retain original identification papers and does not require personnel to pay 'deposits' to the organisation upon commencing employment.

2.2 Neither the organisation nor any entity supplying labour to the organisation withholds any part of any personnel's salary, benefits, property or documents in order to force such personnel to continue working for the organisation.

2.3 The organisation ensures that no employment fees or costs are borne in whole or in part by workers.

2.4 Personnel have the right to leave the workplace premises after completing the standard workday and be free to terminate their employment provided that they give reasonable notice to their organisation

2.5 Neither the organisation nor any entity supplying labour to the organisation engages in or support human trafficking.

3 **Health and safety**

3.1 The organisation provides a safe and healthy workplace environment and takes effective steps to prevent potential health and safety incidents and occupational injury or illness arising out of, associated with or occurring in the course of work. It minimizes or eliminates, so far as is reasonably practicable, the causes of all hazards in the workplace environment, based upon the prevailing safety and health knowledge of the industry sector and of any specific hazards.

3.2 The organisation assesses all the workplace risks to new, expectant and nursing mothers including those arising out of their work activity, to ensure that all reasonable steps are taken to remove or reduce any risks to their health and safety.

3.3 Where hazards remain after effective minimization or elimination of the causes of all hazards in the workplace environment, the organisation provides personnel with appropriate personal protective equipment as needed

- at its own expense. In the event of a work-related injury the organisation provides first aid and assist the worker in obtaining follow-up medical treatment
- 3.4 The organisation appoints a senior management representative to be responsible for ensuring a safe and healthy workplace environment for all personnel and for implementing this Standard's Health and Safety requirements.
- 3.5 A Health and Safety Committee, comprised of a well-balanced group of management representatives and workers, is established and maintained. Unless otherwise specified by law, at least one worker member(s) on the Committee is by recognised trade union(s) representative(s), if they choose to serve. In cases where the union(s) does not appoint a representative or the organisation is not unionised, workers appoint a representative(s) as they deem appropriate. Its decisions are effectively communicated to all personnel. The Committee is to be trained and retrained periodically in order to be competently committed to continually improving the health and safety conditions in the workplace. It conducts formal, periodic occupational health and safety risk assessments to identify and then address current and potential health and safety hazards. Records of these assessments and corrective and preventive actions taken are being kept.
- 3.6 The organisation provides to personnel, on a regular basis, effective health and safety training, including on-site training and, where needed, job-specific training. Such training is also repeated for new and reassigned personnel, where incidents have occurred, and when changes in technology and/or the introduction of new machinery present new risks to the health and safety of personnel.
- 3.7 The organisation establishes documented procedures to detect, prevent, minimize, eliminate or otherwise respond to potential risks to the health and safety of personnel. The organisation maintains written records of all health and safety incidents that occur in the workplace and in all residences and property provided by the organisation, whether it owns, leases or contracts the residences or property from a service provider.
- 3.8 The organisation provides, for use by all personnel, free access to: clean toilet facilities, potable water, suitable spaces for meal breaks, and, where applicable, sanitary facilities for food storage
- 3.9 Exempted
- 3.10 All personnel have the right to remove themselves from imminent serious danger without seeking permission from the organisation.

4) Freedom of association & right to collective bargaining

- 4.1 All personnel have the right to form, join and organise trade union(s) of their choice and to bargain collectively on their behalf with the organisation. The organisation respects this right and effectively informs personnel that they are free to join a worker organisation of their choosing without any negative consequences or retaliation from the organisation. The organisation does not interfere in any way with the establishment, functioning or administration of workers' organisation(s) or collective bargaining.
- 4.2 In situations where the right to freedom of association and collective bargaining are restricted under law, the organisation allows workers to freely elect their own representatives.
- 4.3 The organisation ensures that union members, representatives of workers and any personnel engaged in organising workers are not subjected to discrimination, harassment, intimidation or retaliation for being union members, representative(s) of workers or engaged in organising workers, and that such representatives have access to their members in the workplace.

5. Discrimination

- 5.1 The organisation does not engage in or support discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, national or territorial or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status,

union membership, political opinions, age or any other condition that could give rise to discrimination.

- 5.2 The organisation does not interfere with the exercise of personnel's rights to observe tenets or practices or to meet needs relating to race, national or social origin, religion, disability, gender, sexual orientation, family responsibilities, union membership, political opinions or any other condition that could give rise to discrimination.
- 5.3 The organisation does not allow any behaviour that is threatening, abusive, exploitative or sexually coercive, including gestures, language and physical contact, in the workplace and in all residences and property provided by the organisation, whether it owns, leases or contracts the residences or property from a service provider.
- 5.4 The organisation does not subject personnel to pregnancy or virginity tests under any circumstances.

6. Disciplinary practices

- 6.1 The organisation treats all personnel with dignity and respect. The organisation does not engage in or tolerate the use of corporal punishment, mental or physical coercion or verbal abuse of personnel. No harsh or inhumane treatment is allowed.

7. Working hours

- 7.1 The organisation complies with applicable laws, collective bargaining agreements (where applicable) and industry standards on working hours, breaks and public holidays. The normal work week, not including overtime, is defined by law but does not exceed 48 hours.
- 7.2 Personnel is provided with at least one day off following every six consecutive days of working. Exceptions to this rule apply only where both of the following conditions exist:
 - a. National law allows work time exceeding this limit; and
 - b. A freely negotiated collective bargaining agreement is in force that allows work time averaging, including adequate rest periods.
- 7.3 All overtime work is voluntary, except as provided in 7.4 below, does not exceed 12 hours per week and is not requested on a regular basis.
- 7.4 In cases where overtime work is needed in order to meet short-term business demand and the organisation is party to a freely negotiated collective bargaining agreement representing a significant portion of its workforce, the organisation may require such overtime work in accordance with such agreement. Any such agreement does comply with the other requirements of this Working Hours element.

8. Remuneration

- 8.1 The organisation respects the right of personnel to a living wage and ensures that wages for a normal work week, not including overtime, always meet at least legal or industry minimum standards, or collective bargaining agreements (where applicable). Wages are sufficient to meet the basic needs of personnel and to provide some discretionary income.
- 8.2 The organisation does not make deductions from wages for disciplinary purposes. Exception to this rule applies only when both of the following conditions exist: a) Deductions from wages for disciplinary purposes are permitted by national law; and b) A freely negotiated collective bargaining agreement is in force that permits this practice.
- 8.3 The organisation ensures that personnel's wages and benefits composition are detailed clearly and regularly to them in writing for each pay period. The organisation lawfully renders all wages and benefits due in a manner convenient to workers, but in no circumstances in delayed or restricted forms, such as vouchers, coupons or promissory notes.
- 8.4 The organisation does not use labour-only contracting arrangements, consecutive short-term contracts and/or false

apprenticeship or other schemes to avoid meeting its obligations to personnel under applicable laws and regulations pertaining to labour and social security

9. Management System

Complaint Management and Resolution

- 9.1 The organisation has established a written grievance procedure that is confidential, unbiased, non-retaliatory and accessible and available to personnel and interested parties to make comments, recommendations, reports or complaints concerning the workplace and/or non-conformances to the SA8000 Standard.
- 9.2 The organisation has procedures for investigating, following up on and communicating the outcome of complaints concerning the workplace and/or non-conformances to this Standard or of its implementing policies and procedures. These results shall be freely available to all personnel and, upon request, to interested parties.
- 9.3 The organisation does not discipline, dismiss or otherwise discriminate against any personnel or interested party for providing information on SA8000 compliance or for making other workplace complaints.

Management of Supplier and Contractors

- 9.4 Die Organisation wendet die Sorgfaltspflicht, die in diesem Abschnitt beschrieben ist für Lieferanten/Sub-Lieferanten, privaten Arbeitsvermittlern und Unterlieferanten an.

O Additional requirements

Rights of minorities and indigenous people

Indigenous peoples have the right to the full enjoyment, as a collective or as individuals, of all human rights and fundamental freedoms as recognized in the Charter of the United Nations, the Universal Declaration of Human Rights and international human rights law.

(Attachment to RESOLUTION 61/295 of the UN general assembly)

Policy/principle regarding water, land and forest rights and forced eviction

In many developing countries access conditions and ownership structures regarding land, forest and water are neither clear nor mandatory regulated.

Therefore, promotion of a responsible land policy is supported. The goal is to protect not only the property and use rights documented but customary rights regarding land use.

Within customary rights it is to be refrained from forced evictions to not take away peoples livelihood.

This is based on the voluntary guidelines for a responsible management of soil and land use rights, fishing grounds and forests and principles for a responsible agricultural investment by the UN committee on world food security.

These guidelines set international standards agreed on to esteem land rights of local populations, fight corruption and promote responsible investments.

Addition to SDG 13, reporting of greenhouse gas emissions

To clarify increase of greenhouse gas emissions and EVO GmbHs participation in it, a reporting of greenhouse gas emissions has been established.

Energy efficiency

The organisation is obligated to the optimal use of available energy sources.

Air quality

EVO GmbH is aware of its contribution to air pollution and reduces it to improve air quality.

Conscientious management of chemicals

EVO GmbH is responsible for safety and health protection regarding used chemicals and is listing risk assessments and creates instruction manuals for hazardous materials and a hazardous substances register.

Addition to SDG 6,7 and 12, sustainable management of resources

The organisation ensures a sustainable management of resources to fulfil today's generations need without endangering those of future generations. This requires a fair and economic long-term management of resources.

Addition to SDG 12 and 15, waste prevention and recycling

The organisation avoids, more specifically minimises, waste caused by them and brings waste, if inevitable, back into recycling circles.

Addition to SDG 15, soil quality

EVO GmbH take actions to prevent soil quality or rather minimise or eliminate negative impacts – if applicable and caused by the organisation.

Biodiversity, land use and deforestation

EVO GmbH stands up to preserve biodiversity, sustainable land use, guidelines regarding water, land and forest rights and forced evictions and stands up to preserve forests.

Use of private or public security services

If private or public security services are needed, requirements noted in part M, Compliance and O, additional requirements are to be met.

Decarbonisation

Decarbonisation means to reduce CO2 emissions with the long term goal to not emission greenhouse gases due to economic activity.

Animal welfare

The organisation ensures to consider responsibilities to animal welfare during work activities.

Noise emissions

EVO GmbH undertakes to minimise or reduce noise generated duri

**Mobilität
entsteht im
Kopf**

EVO GmbH // Bruckmannring 32 // 85764 Oberschleißheim
Tel. +49 89 315778-20 // Fax +49 89 315778-29 // info@evo-gmbh.com
USt-ID: DE813376687 // Steuernummer: 143 135 500 45 // AG München
HRB 140105 // IBAN: DE17 7025 0150 0010 0458 39 · BIC: BYLADEM1KMS
Geschäftsführer: Siegfried Bugl // www.evo-gmbh.com

**Mobilität
entsteht im
Kopf**

EVO GmbH // Bruckmannring 32 // 85764 Oberschleißheim
Tel. +49 89 315778-20 // Fax +49 89 315778-29 // info@evo-gmbh.com
USt-ID: DE813376687 // Steuernummer: 143 135 500 45 // AG München
HRB 140105 // IBAN: DE17 7025 0150 0010 0458 39 · BIC: BYLADEM1KMS
Geschäftsführer: Siegfried Bugl // www.evo-gmbh.com



ISMS-Safety Class