

CORPORATE POLICY

Human Rights & Labour Standards Policy

Our commitment to respecting internationally recognised human rights — in our own team, on our platform, and across the recycling value chains we help build.

DOCUMENT OWNER	ENDORSED BY	ISSUE DATE	AVAILABILITY
VP People & Culture	Management of Resourcify GmbH	July 2026	Published on resourcify.com
APPLIES TO	REVIEW CYCLE	VERSION	CLASSIFICATION
Own workforce & value chain	Annual Next review: July 2027	1.0	Public

Statement of the management. Resourcify respects human rights. That commitment is unconditional: it does not depend on where we operate, who we work with, or what local practice tolerates. As a remote-first company with a team across four countries and customer operations in 19 countries, and as the operator of a platform that connects organisations with waste-management and recycling partners, we carry responsibility both for our own people and for the working conditions in the value chains we help organise. This policy — endorsed by the management of Resourcify GmbH and publicly available on our website — states what we commit to and how we live up to it.

1 Purpose and scope

This policy defines Resourcify's commitment to respecting internationally recognised human rights and fair labour standards. It applies to:

- **our own workforce** — all employees, working students, freelancers and contractors of Resourcify GmbH, in every country of employment;
- **our business relationships** — suppliers, subcontractors and the operational service partners (logistics, recycling and disposal partners) engaged for customer programmes, whose obligations are set out in the *Supplier & Subcontractor Code of Conduct* (RSF-POL-004);
- **the communities** affected by the material flows organised through our platform.

2 Standards we align with

Our commitment is grounded in the following internationally recognised frameworks:

- the **Universal Declaration of Human Rights** and the International Bill of Human Rights;
- the **ILO Declaration on Fundamental Principles and Rights at Work** and the ILO core conventions — freedom of association and collective bargaining, elimination of forced labour, abolition of child labour, non-discrimination, and a safe and healthy working environment;
- the **UN Guiding Principles on Business and Human Rights** (UNGPs), which shape our due-diligence approach in section 5;
- the **OECD Guidelines for Multinational Enterprises**;
- the **Ten Principles of the UN Global Compact**, with which we align our management practice.

Where national law and international human-rights standards differ, we comply with the law while seeking ways to honour the higher standard.

3 Commitments to our own workforce

3.1 No child labour, no forced labour

We do not employ children or young persons below the legal minimum working age in any country, and we do not use or accept any form of forced, bonded, trafficked or involuntary labour. Given our business model — professional B2B software roles in Europe and North America — the inherent risk in our own workforce is low; we therefore focus this commitment on our value chain (section 4), where the risk in physical waste handling is real.

3.2 Freedom of association and social dialogue

Every employee is free to join — or not join — a trade union or employee representation body and to bargain collectively, without any disadvantage. Resourcify currently has no works council; if employees initiate one, we will support the process as provided by law and will not obstruct it. Independent of formal representation, we maintain structured two-way dialogue: a recurring all-team engagement survey (run since 2023, at least twice per year) whose results and follow-up actions are presented openly at all-hands meetings, regular company-wide Q&A sessions, and direct access to the managing directors for every employee.

3.3 Fair working conditions

We pay fair, market-benchmarked salaries reviewed in two structured cycles per year — each including an external market comparison and a **gender pay-gap analysis** with corrective action where gaps are found. Employment contracts are permanent by default; working time is recorded in line with applicable law, statutory rest periods apply, and our *Flexible Vacation Policy* guarantees a minimum of 30 vacation days with flexibility beyond it. Benefits include a company pension scheme with employer top-up, an equity participation programme (VSOP), and the wellbeing programme described in RSF-POL-003.

3.4 Non-discrimination, equity and inclusion

We tolerate no discrimination or harassment on any ground, in any employment decision. The detailed framework — from structured, bias-trained interviewing to pay-equity monitoring and inclusive remote-work practice — is set out in our *Diversity, Equity & Inclusion Policy* (RSF-POL-010), which supersedes our 2022 inclusion handbook.

3.5 Health, safety and privacy

We provide a safe and healthy working environment adapted to remote-first work — including ergonomic standards and equipment for home workplaces, occupational health check-ups in every country of employment, confidential counselling for stress situations, and psychosocial risk management (RSF-POL-003). We respect our employees' privacy: monitoring is limited to what the law requires and permits (working-time and holiday recording), and employee personal data is processed in line with the GDPR.

4 Human rights in our value chain

Resourcify's platform digitalises waste management and take-back programmes. The physical side of this industry — collection, transport, sorting, treatment — carries well-documented labour risks: informal employment, unsafe working conditions, and, in some international recycling chains, child and forced labour. We address this in three ways:

- **Partner standards.** Operational service partners engaged for customer programmes must hold the licences and permits their activities require, and must accept our *Supplier & Subcontractor Code of Conduct* (RSF-POL-004) or demonstrate equivalent standards of their own.
- **Risk-based due diligence.** Suppliers and partners are screened at onboarding, with depth proportionate to risk — a professional SaaS vendor is treated differently from a waste-handling partner in a higher-risk geography.
- **Leverage through the platform.** Because material flows on our platform are documented end-to-end, irregularities — undocumented handoffs, unlicensed operators — become visible. We treat this transparency as a human-rights tool, not only a compliance one.

5 Our due-diligence process

Following the UN Guiding Principles and the OECD due-diligence framework, we operate a continuous cycle, integrated with our *Enterprise Risk Management Policy* (RSF-POL-006):

STEP	WHAT WE DO
Identify & assess	Annual human-rights risk review across our own operations, employment countries and partner categories; ad-hoc assessment when we enter a new market or partner category.
Integrate & act	Findings feed the risk register with named owners and mitigation actions; contractual requirements flow down to suppliers and partners.
Track	Indicators in section 7, reviewed by the management annually; partner compliance reviewed per RSF-POL-004.
Communicate	This policy is public; material findings and progress are reported to management and, where appropriate, to affected stakeholders.
Remediate	Where we cause or contribute to harm, we provide or cooperate in remediation; where harm is linked to our business relationships, we use our leverage to press for it.

6 Raising concerns and remedy

Anyone — employees, partner or supplier workers, or external stakeholders — can raise a human-rights concern through the channels of our *Code of Conduct* (RSF-POL-001), including the confidential channel **ethics@resourcify.com** and — for employees — the established anonymous reporting tool in our engagement platform (Leapsome). Reports are acknowledged within seven days and handled under our internal reporting procedure implementing the EU Whistleblower Directive and the German HinSchG. Retaliation against anyone raising a concern in good faith is prohibited. Where a report is substantiated, we commit to appropriate remedy for those affected — not only to correcting the process.

7 Objectives and indicators

OBJECTIVE	INDICATOR	TARGET
Every employee understands this commitment	Human-rights & responsible-business training completion (RSF-PRG-008)	100% of employees, annually
Pay equity is verified, not assumed	Salary review cycles including gender pay-gap analysis	2 cycles per year, findings actioned
Value-chain partners accept our standards	New critical suppliers / operational partners accepting RSF-POL-004 or equivalent	100%
Concerns reach us and are handled well	Grievances acknowledged ≤ 7 days; feedback ≤ 3 months	100% of reports
Our own operations stay violation-free	Confirmed human-rights violations in own operations	0
The risk picture stays current	Human-rights risk review (with RSF-POL-006 cycle)	At least annual

8 Governance and review

This policy is owned by the VP People & Culture, endorsed and adopted by the management of Resourcify GmbH, and published on our website. It is reviewed annually and whenever our operations, legal obligations (including emerging EU due-diligence legislation) or risk profile change materially. Progress against the objectives in section 7 is reported to the management at least once a year.

9 Related documents

RSF-POL-001	Code of Conduct & Business Ethics Policy
RSF-POL-003	Employee Wellbeing, Health & Safety Policy
RSF-POL-004	Supplier & Subcontractor Code of Conduct
RSF-POL-006	Enterprise Risk Management Policy
RSF-POL-010	Diversity, Equity & Inclusion Policy
RSF-PRG-008	Ethics, Human Rights & Compliance Training Programme

10 Document control

VERSION	DATE	AUTHOR / OWNER	CHANGE
1.0	July 2026	VP People & Culture	First consolidated edition. Formalises commitments previously distributed across <i>Inclusivity & Equality at Resourcify</i> (2022), employment contract standards, the engagement-survey practice (running since 2023) and established compensation-review procedure.

Endorsed and adopted by the management of Resourcify GmbH, Hamburg.



Gary Lewis
Chief Executive Officer & Co-Founder



Felix Heinrich
Managing Director & Co-Founder