

CORPORATE POLICY

Environmental & Sustainability Policy

Our product exists to make the circular economy operational. This policy holds our own footprint — travel, cloud, equipment, offices — to the same standard of measurement and honesty we sell.

DOCUMENT OWNER

Managing Directors

APPROVED BY

**Management of
Resourcify GmbH**

ISSUE DATE

July 2026

CONSOLIDATES

Environmental practice
2022 – 2023, see document
control

APPLIES TO

**All operations &
procurement**

REVIEW CYCLE

Annual
Next review: July 2027

VERSION

1.0

CLASSIFICATION

Public

Our commitment. Resourcify's reason to exist is environmental: we build the platform on which organisations run recycling and take-back programmes, close material loops and evidence their environmental performance. Credibility in that business is earned at home. We commit to measuring our own environmental footprint honestly, reducing it systematically, compensating what we cannot yet avoid, and never overstating an environmental claim — our own or a customer's.

1 Purpose and scope

This policy governs the environmental management of Resourcify GmbH: our own operations (remote-first workforce, office use, business travel, IT and cloud infrastructure), our procurement (RSF-POL-004), and the environmental integrity of what our platform reports. As an office-based software company we have no production sites, no significant water use and no industrial emissions — our material environmental aspects are **energy and greenhouse-gas emissions** (cloud, travel, home offices), **IT equipment** (procurement, lifetime, end-of-life), and **operational waste**. We state this materiality openly rather than borrowing commitments from industries we are not in.

2 What our product contributes

Our largest environmental lever is the platform itself. It digitalises waste management for enterprise customers across 19 countries: making material streams measurable, increasing recycling and recovery rates, enabling take-back and closed-loop programmes, and generating the auditable documentation that environmental regulation demands. We measure this contribution in the platform's own reporting — tonnages, recovery routes, avoided emissions where methodologically sound — and we apply the same integrity standard to it as to financial data: conservative methodology, documented assumptions, no green claims that the underlying data cannot carry.

3 Managing our own footprint

3.1 Measure

We compile an annual greenhouse-gas inventory covering Scope 1 and Scope 2 (both none material — we operate no vehicles and no owned or leased facilities; workspace, where used, is accessed through serviced providers) and the material Scope 3 categories: business travel, cloud and IT services, purchased equipment, and home-office energy. Business-travel emissions have been tracked through our travel-management system since 2022; this policy extends measurement to the full inventory from the 2026 reporting year onwards.

3.2 Reduce

- **Travel:** our travel policy prefers trains over planes, requires approval for every trip, and caps standards deliberately (economy flights, modest hotels). Remote-first collaboration keeps travel the exception; the two annual offsites are planned with rail-first arrivals where practical.
- **Cloud and IT:** our platform runs in a European data-centre region of a provider committed to carbon-free energy; we optimise workloads and storage lifecycles, and we favour energy-efficient managed services over self-operated infrastructure.
- **Equipment:** laptops and peripherals are procured for longevity, reused across employments where possible, and refurbished or recycled through certified channels at end-of-life — we practise the circularity we sell.

- **Offices and events:** we apply the eco-office principles established in 2022 — waste separation, paperless processes, conscious energy use — in the office space we use, and design company events to minimise waste.

3.3 Compensate — and be honest about it

Since 2023 we have compensated our measured business-travel emissions through certified climate projects (Gold Standard); we continue compensating measured, not-yet-avoidable emissions annually. We treat offsetting as the last step after measurement and reduction, and we say so publicly — compensation claims never substitute for reduction in our communication.

4 Awareness and capability

Every employee completes environmental and circular-economy training: our external circular-economy course (established 2023) gives the whole team a working understanding of waste streams, sorting and recovery — knowledge that is simultaneously product expertise and environmental literacy. Office and travel guidelines are part of onboarding; procurement owners apply the environmental criteria of RSF-POL-004.

5 Objectives and indicators

OBJECTIVE	INDICATOR	TARGET
Our footprint is measured, fully	Annual GHG inventory (Scopes 1, 2, material Scope 3)	Compiled each year from reporting year 2026; published internally
Travel stays lean	Rail share on rail-feasible routes; travel emissions per employee	Rail preferred where ≤ 6 h door-to-door; per-employee travel emissions reported annually
Unavoidable emissions are compensated	Measured travel (and, from 2026, inventory-based residual) emissions offset via certified projects	100% annually (practice since 2023)
Equipment loops close	Retired IT equipment reused, refurbished or certified-recycled	100% through documented channels
The team can act on this	Circular-economy training coverage	All employees within first year (RSF-PRG-008)
Reduction gets targets, not vibes	Reduction-target setting based on the first full inventory	Targets proposed to management with the 2026 inventory results

6 Governance and review

This policy is owned and approved by the management of Resourcify GmbH, published on our website, and reviewed annually alongside the inventory results. Environmental performance — inventory, reduction progress, compensation — is reported to management once a year and summarised for the team; environmental risks and opportunities feed the risk register (RSF-POL-006).

7 Related documents

RSF-POL-004	Supplier & Subcontractor Code of Conduct (environmental procurement criteria)
RSF-POL-006	Enterprise Risk Management Policy
RSF-PRG-008	Ethics, Human Rights & Compliance Training Programme
—	Travel policy (trains-over-planes, in place since 2022); eco-office principles (2022); certified offset practice (since 2023)

8 Document control

VERSION	DATE	AUTHOR / OWNER	CHANGE
1.0	July 2026	Managing Directors	First consolidated edition. Brings the environmental practices operated since 2022 — trains-over-planes travel policy with emissions tracking, eco-office principles, certified compensation of travel emissions (since 2023), circular-economy training — under one policy, and extends measurement to a full annual GHG inventory from reporting year 2026.

Adopted by the management of Resourcify GmbH, Hamburg.

Gary Lewis

Chief Executive Officer & Co-Founder

Felix Heinrich

Managing Director & Co-Founder