

FRAMEWORK OVERVIEW

Corporate Responsibility & Governance Framework

The policies, procedures and programmes through which Resourcify manages ethics, human rights, people, security, continuity and environment — one integrated system with named owners, measurable objectives and an annual review cycle.

DOCUMENT OWNER	APPROVED BY	ISSUE DATE	FRAMEWORK ROOTS
Managing Directors	Management of Resourcify GmbH	July 2026	Practices since 2019 Consolidated 2026
APPLIES TO	REVIEW CYCLE	VERSION	CLASSIFICATION
Resourcify GmbH & affiliates	Annual Next review: July 2027	1.0	Public

1 How the framework works

Resourcify is a remote-first B2B software company, headquartered in Hamburg, with a team across four countries and customers in 19 countries in Europe and North America. Our platform digitalises waste management and take-back programmes — a business whose social and environmental substance demands governance to match.

In 2026 we consolidated the responsibility practices built up since the company's early years — a versioned security concept maintained since 2019, working-condition and inclusion standards from 2022, tracked company-wide training and structured data-protection management from 2023, and an engagement-survey rhythm running since 2023 — into the integrated framework listed below. Every document follows the same discipline: a named owner, endorsement by the management of Resourcify GmbH, a defined scope, measurable objectives with annual reporting to management, and an annual review cycle. Public documents are available on our website; all documents are available to every employee.

2 Document register

REFERENCE	DOCUMENT	VERSION	CLASSIFICATION	OWNER
RSF-POL-001	Code of Conduct & Business Ethics Policy	1.0	Public	Ethics & Compliance Officer
RSF-POL-002	Human Rights & Labour Standards Policy	1.0	Public	VP People & Culture
RSF-POL-003	Employee Wellbeing, Health & Safety Policy	1.0	Internal	VP People & Culture
RSF-POL-004	Supplier & Subcontractor Code of Conduct	1.0	Public	Ethics & Compliance Officer
RSF-SOP-005	Legal Compliance & Regulatory Monitoring Procedure	1.0	Internal	Ethics & Compliance Officer
RSF-POL-006	Enterprise Risk Management Policy	1.0	Internal	Managing Directors
RSF-PLN-007	Business Continuity & Crisis Management Plan	1.0	Confidential	Managing Directors / VP Engineering
RSF-PRG-008	Ethics, Human Rights & Compliance Training Programme	1.0	Internal	Ethics & Compliance / VP People & Culture
RSF-POL-009	Environmental & Sustainability Policy	1.0	Public	Managing Directors
RSF-POL-010	Diversity, Equity & Inclusion Policy	2.0	Public	VP People & Culture

REFERENCE	DOCUMENT	VERSION	CLASSIFICATION	OWNER
RSF-POL-011	Information Security & Data Protection Policy	4.0	Internal	VP Engineering / Ethics & Compliance

Version numbers reflect document lineage: RSF-POL-010 supersedes our 2022 inclusion handbook; RSF-POL-011 is the fourth generation of the security concept first issued in 2019. Supporting instruments — employment contract annexes, the flexible vacation policy, the records-retention schedule, the Art. 30 processing register, training records and survey reports — are referenced within the documents above.

3 Standards we align with

The framework is aligned with the Universal Declaration of Human Rights, the ILO core conventions, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the Ten Principles of the UN Global Compact; the GDPR and Art. 32 security practice; ISO 31000 risk-management principles; and ISO 9001:2015 quality-management principles in our operational processes.

4 Accountability

The managing directors of Resourcify GmbH carry overall accountability for this framework. Each document names its operational owner; objectives and indicators are reported to management at least annually; the confidential reporting channel (ethics@resourcify.com) stands open to employees and external stakeholders alike. The framework is reviewed as a whole once a year, and each document additionally on its own cycle.

Adopted by the management of Resourcify GmbH, Hamburg.



Gary Lewis

Chief Executive Officer & Co-Founder



Felix Heinricy

Managing Director & Co-Founder