

Sustainability Report 2018/19

UN Global Compact | Communication on Progress | August 2018 - August 2019



ANTI-CORRUPTION

HUMAN RIGHTS

ENVIRONMENT

LABOR

iPoint

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UN GLOBAL COMPACT

COMMUNICATION ON
PROGRESS

This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

iPoint-systems gmbh
Managing Director (CEO): Joerg Walden
Ludwig-Erhard-Str. 58
72760 Reutlingen
Germany

I. Statement of Commitment and Continued Support

by the Chief Executive Officer of iPoint-systems gmbh, Joerg Walden



To our Stakeholders:

August 7, 2019

I am pleased to confirm that iPoint-systems remains committed to supporting the Ten Principles of the United Nations Global Compact (UNGC) in the areas of Human Rights, Labor, Environment, and Anti-Corruption. In this annual Communication on Progress (CoP), we describe our actions to continually improve the integration of the UNGC and its principles into our business strategy, culture, and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication. iPoint became a proud signatory of the UNGC on August 7, 2017. Since our business strategy already reflects the UNGC's ten principles, it was a logical step for us to join this initiative and accelerate the transition to a sustainable future.

In our first CoP, published in August 2018, we identified gaps, but also realized how intuitively aligned we are with the UNGC's objectives in many instances. It became evident that we not only dedicate a large part of our mission and work to the attainment of these goals, and have ourselves taken concrete steps to do so, but also actively assist other businesses to meet these very principles. In our first CoP, we also reported on our contribution to the UN Sustainable Development Goals (SDGs). We have come to value these 17 goals as a wonderfully simplified to-do list which covers the greatest glob-

al challenges we need to solve to ensure a prosperous, sustainable, and equitable world worth living in for future generations. In the past 12 months, we at iPoint have implemented several measures to promote the UNGC's multi-year strategy of increasing awareness and action in support of achieving the SDGs by 2030.

Increasingly scarce resources, environmental pollution, social exploitation – the time to act is now, and I strongly believe that the solution to many of today's global environmental, social, and economic challenges lies in the combination of the Circular Economy with digital data, an approach we at iPoint have come to call the "Digital Circular Economy".

For the sake of our planet, the findings in this report summarize the path we have chosen to follow. What we know is that we would like to be a part of that journey – and ourselves walk the walk.

We live sustainability.

Sincerely yours,

Joerg Walden
Managing Director (CEO)
iPoint-systems gmbh

*“I am driven by the vision that today’s solutions
can contribute to securing a sustainable world
for future generations.”*

– Joerg Walden, CEO and founder of iPoint-systems gmbh



II. About iPoint – Business Introduction



iPoint-systems gmbh (iPoint) develops pioneering compliance and sustainability solutions to open the door to the Circular Economy. More specifically, we provide software and consulting for environmental and social product compliance, process compliance, and sustainability which enables other companies to collect, process, and utilize product-related compliance and sustainability data from and for the entire product life cycle and the whole value creation network.

iPoint's software and consulting services support companies in meeting and staying one step ahead of regulations and requirements such as REACH, RoHS, WEEE, ELV, EHS, Conflict Minerals- and Modern Slavery-related laws, as well as other trending developments and challenges governing product, supply chain, and enterprise stewardship.

iPoint's holistic, circular perspective envisages a continuous, digital system lifecycle management process that supports not only compliance with the law, but also the sustainability of products, value chains, and brands.

Since our founding in 2001, iPoint has been constantly expanding the iPoint Group and its solutions portfolio to realize its vision of building an integrated digital platform for the Circular Economy and a holistic sustainable operating system.

Put simply, our very vision is to create solutions to solve sustainability issues. As our software platforms and tailored solutions are premised on legal compliance and sustainability, we achieve a positive impact pursuant to the 10 UNGC principles.

II. About iPoint – Business Introduction

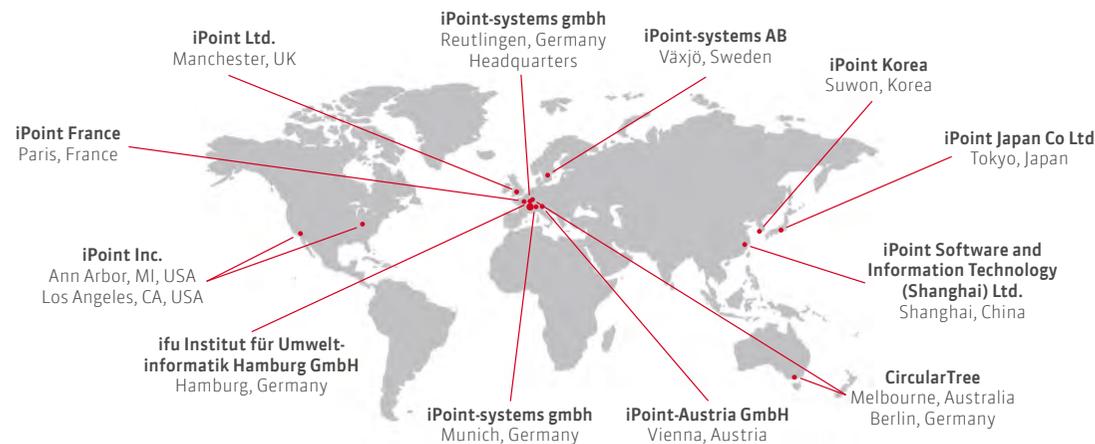


Yet we also strive to uphold these principles with respect to our internal day-to-day operations. Our main business comprising software and related services, and not selling any hardware or other goods, means that iPoint does not have traditional supply chains. That said, we do procure select goods and services that permit the functioning of a high-tech software company. This report will focus on both our in-house and external impacts, viewed through the UNGC lense.

We should note at this juncture that only iPoint-systems gmbh, encompassing our Reutlingen headquarters and Munich branch, is covered by this report. The entire iPoint Group, however, consists of three pillars and includes 14 subsidiaries and offices worldwide.¹

Further information:

➔ www.ipoint-systems.com



III. Sustainability Facts at a Glance

Over the period from August 8, 2018 to August 7, 2019



Internal:

- FSC** iPoint's entire in-house paper consumption is based on FSC®-certified paper, and all of our corporate printing needs are met by FSC®- and ISO 12647-2-certified printers
- 44%** We have reduced our GHG emissions at the Reutlingen site by 44%
- 2** iPoint's Reutlingen site features two electric vehicle charging stations
- ECO** iPoint's headquarters run on sustainable geothermal energy and are powered by renewable electricity sources
- 21%** Twenty-one percent (21%) of our employees had a citizenship other than German
- 33%** Thirty-three percent (33%) of our upper-level managers were female
- 2.011,3** An iPoint employee traveled 2.011,3 kilometers via public transport from Sweden to Germany in an effort to keep his carbon footprint low
- 2.478** iPoint employees have "raised" 2.478 plastic lids to contribute towards polio vaccination
- 3** Every day, iPoint employees consume 3 kg of sustainably produced coffee/espresso

- 294 kg** 11 cyclists from iPoint contributed 2.074 kilometers to a cycling campaign, thus avoiding 294 kilograms of CO₂ emissions
- 32%** We have reduced our climate impact per full-time equivalent by 32%

External:

- SDG** iPoint's business solutions are aligned with SDG 8 and SDG 12
- 52,0000** The iPoint Conflict Minerals solution is now used by 52,000 companies around the globe
- §§§** iPoint supported independent studies investigating the corporate implementation of human rights-related laws (e.g. concerning child labor)
- 7** iPoint donated to 7 charitable causes
- 2** We received 2 awards which align with the UNGC principles
- 520** In June 2019, we supported the planting of 520 trees – by handing out tree vouchers as gifts to speakers and panelists of iPoint-hosted events

III. Sustainability at iPoint



Sustainability on corporate website

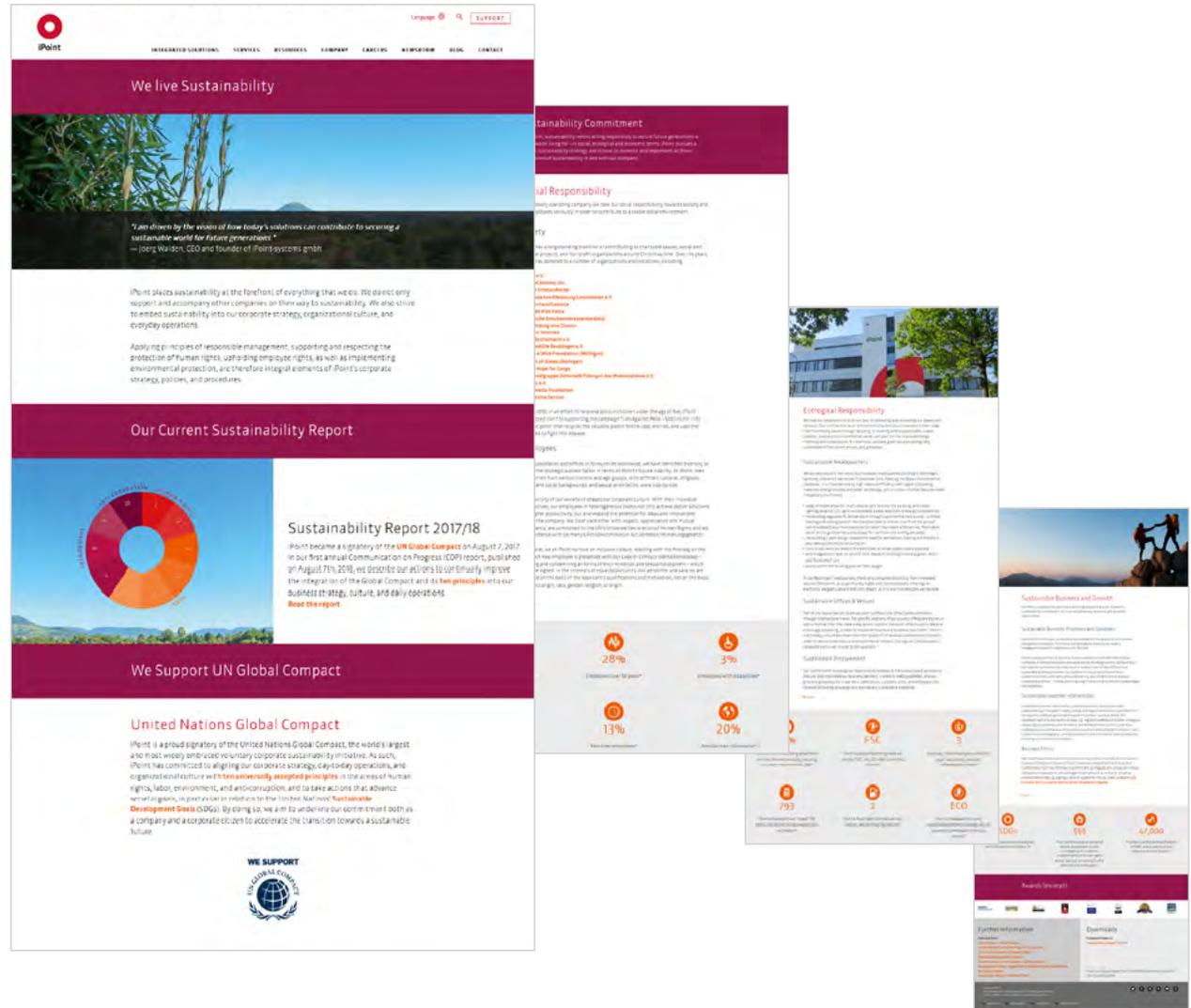
With the release of our first Communication on Progress for UN Global Compact in August 2018, we overhauled and updated our sustainability subpage on the iPoint website:

→ www.ipoint-systems.com/company/we-live-sustainability

In March 2019, we published the extended version in German:

→ www.ipoint-systems.com/de/unternehmen/wir-leben-nachhaltigkeit

On this expanded platform, we share our sustainability status, efforts, and activities with stakeholders, interested parties, and the general public.



IV. Advancing the SDGs



Promoting the SDGs ...

As a member of UN Global Compact, iPoint is fully committed to promoting and advancing the Sustainable Development Goals (SDGs)² inside and outside of our company to accelerate the transition towards a sustainable future. In December 2018, we featured the SDGs as cover topic of our customer magazine *iPoints*. On February 3, 2019, iPoint CEO Joerg Walden published a well-received post on the social business platform LinkedIn titled “Let’s Make 2019 the Year of the SDGs”.³



Shortly after, on February 12, 2019, we launched a campaign to increase our stakeholders’ awareness and knowledge of the SDGs and to support them in recognizing the importance of corporate and individual action in achieving the SDGs.

One part of the campaign ran on iPoint’s corporate Facebook page and focused on the SDGs, introducing one goal per week and the measures iPoint as a company is already taking to achieve the particular goal.

➔ [The campaign on Facebook](#)

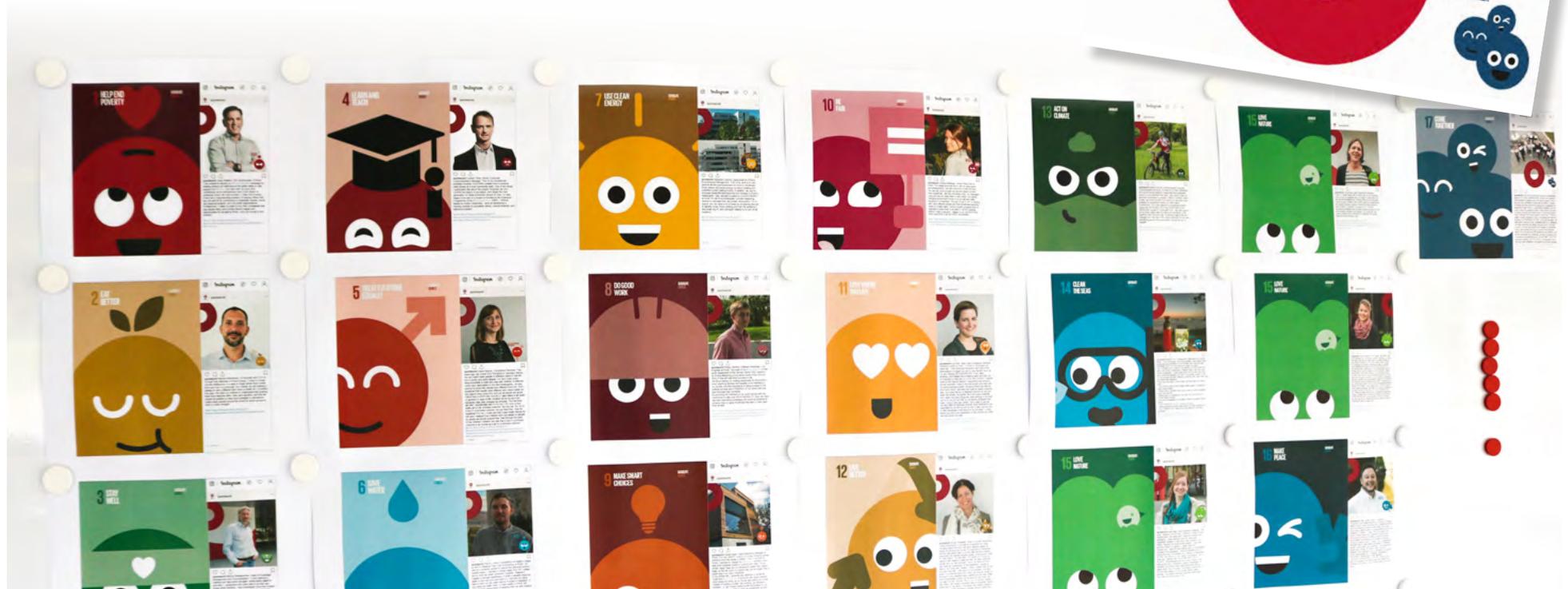


IV. Advancing the SDGs

... and the Good Life Goals

The other part of the campaign ran on our corporate Instagram account and focused on the Good Life Goals (GLGs) – personal actions everyone can take to help support the SDGs –⁴ introducing one goal per week and the measures individual iPoint employees are already taking in their private and professional life to achieve the particular goal. We also used other company-internal channels to make our colleagues' GLG stories known to the entire iPoint staff, including our intranet, posters in the coffee kitchens, announcements on a central display, and a “wall of fame” in our cafeteria. The campaign ran until June 4, 2019, and on July 8, 2019, we were invited to present our campaign during a webinar hosted by the European Association of Sustainability Professionals (EASP) as part of their webinar series “Good practices in SDGs”.⁵

➔ [The campaign on Instagram](#)



IV. Advancing the SDGs



Supporting companies in achieving the SDGs

Our very business model and our business portfolio is predicated on the advancement of the SDGs. Therefore, our support to other companies in their quest to become more sustainable may also be analyzed according to the SDGs. Our business solutions align perfectly with SDG 8 (promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all) and Goal 12 (ensure sustainable consumption and production patterns).

More specifically, our external impact is aligned with Targets 8.2,⁶ 8.4,⁷ and 8.7,⁸ as well as Targets 12.2,⁹ 12.4,¹⁰ 12.5,¹¹ 12.6,¹² and 12.A.¹³ In March 2019, iPoint became a partner of the Consumer Information Programme for Sustainable Consumption and Production (CI-SCP) of the 10 Year Framework of Programmes on Sustainable Consumption and Production of the UN One Planet network. As such, we have agreed to help promote the programme and progress towards SDG 12 and are actively involved in the implementation of the CI-SCP.¹⁴

Supporting the SDGs via charitable causes and organizations

iPoint has a long-standing tradition of contributing to charitable causes around Christmas time, and over the years, iPoint has donated to quite a number of charitable causes and organizations which have programs that are tied to many of the SDG themes.¹⁵ Spread out over reporting year 2018/19, we made a donation to:

- ➔ The charity *Alliance for Climate Education*,¹⁶ whose mission is to educate young people on the science of climate change and empower them to take action. Through our donation, we are not only able to back this great climate cause, but also advance SDG 4 (Quality Education) and SDG 13 (Climate Action).¹⁷
- ➔ The *Food Bank of Hamburg* (“Hamburger Tafel”),¹⁸ which supports those in need with food that is no longer intended for sale. With our donation, we can contribute to achieving SDG 2 (Zero Hunger).¹⁹
- ➔ The international non-profit organization *Not For Sale*²⁰ that works to end human trafficking and modern-day slavery around the world. With our donation, we can contribute to meeting SDG 8 (Decent Work and Economic Growth).²¹

IV. Advancing the SDGs

- *Plant for the Planet*,²² an initiative which has set itself the goal of raising awareness of climate change and actively countering it through tree-planting campaigns. Through our donation, we are able to back this great climate cause and advance SDG 4 (Quality Education) and SDG 13 (Climate Action).²³
- The ecumenical foundation *Präventive Jugendhilfe* (Preventive Youth Aid),²⁴ which promotes community-oriented youth welfare services and supports projects providing help for vulnerable children and adolescents – including, for example, theatre productions and violence prevention programs. We gladly support this foundation to give children and young people at risk a starting opportunity and to promote SDGs 4 (Quality Education) and 10 (Reduced Inequalities).²⁵
- *The Water Project*,²⁶ a charity that provides access to clean, safe and reliable water and sanitation solutions across sub-Saharan Africa. This donation is directly related to SDG 6 (Clean Water and Sanitation).²⁷
- *Wirbelwind e.V.*,²⁸ an association and foundation against sexual violence against children and adolescents. With the donation to the association iPoint wants to create a stronger awareness for this difficult issue and at the same time advance SDG 16 (Peace, Justice and Strong Institutions).²⁹

In an effort to support SDG 3 (Good Health and Well-Being) by helping end polio in children under the age of five, an iPoint employee introduced the company to a campaign – “Lids Against Polio – 500 lids for 1 life without polio” – that recycles the valuable plastic bottle caps and lids, and uses the proceeds to fight this disease.³⁰ In the past reporting period, i.e. between August 2018 and July 2019, staff at the Reutlingen headquarters has managed to raise 2.478 lids.



**SUSTAINABLE
DEVELOPMENT
GOALS**

V. Living Up To UNGC's 10 Principles



V. Living Up To UNGC's 10 Principles



On August 7, 2017, iPoint was officially welcomed as a signatory of the UN Global Compact (UNGC). Upon joining the world's largest voluntary corporate responsibility initiative, we have committed ourselves to support, implement, and uphold the UNGC's Ten Principles,³¹ which are grouped into four categories: human rights, labor, environment, and anti-corruption. On August 7, 2018, we published our first Communication on Progress (CoP) for reporting year 2017/2018 via the UN Global Compact website. The document at hand is our CoP for reporting year 2018/19, and in the following paragraphs, we describe our main actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations.

Human Rights

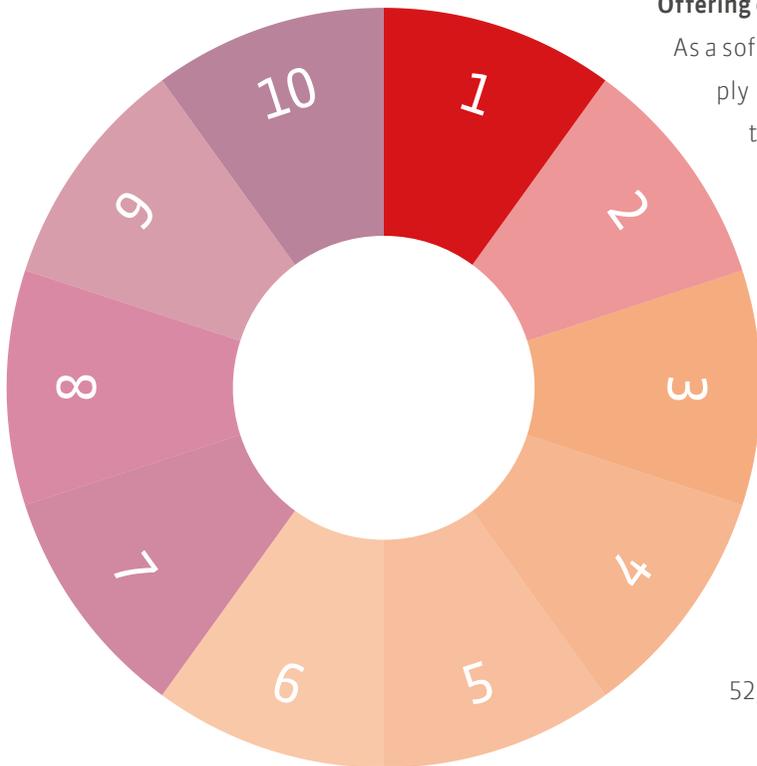
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

External focus

Offering our solutions

As a software and services provider specialized in digital supply chain solutions, we allow vital information to flow through entire value chains in an automated and controlled fashion. In many cases, the very information accompanying the transformation from materials to products concerns the subject of human rights. For instance, iPoint's Conflict Minerals solution (for tin, tungsten, tantalum, gold, and cobalt), which is based on the Responsible Minerals Initiative (RMI)'s Conflict Minerals Reporting Template (CMRT) and Cobalt Reporting Template (CRT), facilitates the flow of information concerning mineral provenance, mode of production, supplier chain of custody, due diligence, corrective action, assurance, and company policies.³² 52,000 companies worldwide are using our solution.³³

A related initiative illustrates the overlap between our comparative advantage and UNGC's Principle 1. As a secure and distributed digital ledger, Blockchain technology³⁴ has garnered much attention also in the context of Conflict Minerals traceability. As an early mover, iPoint has been heading the EPRM³⁵-funded project SustainBlock since 2018. Aiming at instituting a Blockchain-based Conflict Minerals traceability system from mine to store, the project will be piloted in the African Great Lakes Region with partners within the next reporting period.³⁶



V. Living Up To UNGC's 10 Principles

Human Rights



Sharing our expertise

Along these lines, over the reporting period iPoint also contributed substantively to conferences and fora:

topics	presentation / discussion title	more information
Conflict Minerals	<ul style="list-style-type: none"> The new conflict minerals regulation of the EU – what does it mean for your company? (“Die neue Konfliktmineralien-Verordnung der EU – was bedeutet dies für Ihr Unternehmen?”) 	<ul style="list-style-type: none"> → link
Blockchain / material traceability / supply chain transparency	<ul style="list-style-type: none"> The potential of Blockchain driving sustainability SustainBlock: Blockchain-based supply chain traceability SustainBlock – detecting human rights violations via blockchain technology (“SustainBlock – Mit der Blockchain Menschenrechtsverstößen auf die Spur kommen“) Blockchain for Social Good – The SustainBlock project 	<ul style="list-style-type: none"> → link → link → link → link

Supporting human rights-premised fora

We also financially contributed to the following events where human rights were front and center of the agenda:

event	location	more information
<ul style="list-style-type: none"> Responsible Minerals Initiative Member Meeting 2018 (incl. moderation of Work Group roundtable on Gold) 	Santa Clara, CA	→ link
<ul style="list-style-type: none"> RMI Responsible Sourcing Summit 	Berlin	→ link
<ul style="list-style-type: none"> ITI & IPC Conference on Emerging & Critical Environmental 	Boston, MA; Chicago, IL; San Jose, CA	→ link
<ul style="list-style-type: none"> AIAG 2019 Responsible Materials Industry Briefing 	Southfield, Michigan	→ link



V. Living Up To UNGC's 10 Principles

Human Rights



Supporting human rights-based research

iPoint's specific initiatives to support internationally proclaimed human rights notably include supporting independent studies on the very subject. For example, in July 2019, we were part of the Stakeholder Forum of the study "Worst Forms of Child Labour in the Democratic Republic of the Congo: Cobalt Refiner Due Diligence Reporting", published by the NGO Development International e.V.³⁷

Releasing human rights-related publications

In the reporting period, we also released several articles on human rights-related topics, including:

<i>title</i>	<i>publication channel</i>	<i>more information</i>
• Can Blockchain Make Supply Chains More Humane?	LinkedIn	➔ link
• CSR Reporting Under EU Law Is Highest for Gender and Lowest for Human Rights Matters, Study Reveals	CSRWire	➔ link
• How the Blockchain Gets To The Root of Human Rights Violations ("Wie die Blockchain Menschenrechtsverstößen auf die Spur kommt")	Global Compact Netzwerk Jahrbuch 2019	➔ link
• How the Blockchain Tracks Down Child Labor and Conflict Minerals ("Wie die Blockchain Kinderarbeit und Konflikt-mineralien auf die Spur kommt")	UmweltDialog	➔ link



V. Living Up To UNGC's 10 Principles

Human Rights



“iPoint has a long-standing tradition of helping others that are not well off by contributing to charitable causes, social and regional projects, and non-profit organizations. Furthermore, I make it a point to buy from companies that pay people fairly, and provide decent wages and opportunities for all staff at iPoint. Let's join forces to end poverty.”

– Joerg Walden, CEO
on Good Life Goal 1: Help End Poverty

Engaging in collective action on social responsibility

In our increasingly interconnected global web of production and service delivery, there are ever-decreasing degrees of separation between individual business on the planet. That is why we work hand in hand with industry associations and collective action groups that were explicitly established to tackle complex human rights issues. iPoint is, for example, a member of the Responsible Minerals Initiative (RMI),³⁸ of the Automotive Industry Action Group (AIAG),³⁹ and of IPC,⁴⁰ to develop the systems, processes, and procedures needed to comply with U.S. Conflict Minerals legislation (Dodd-Frank Section 1502). In 2012, iPoint partnered with AIAG to develop the iPoint Conflict Minerals Platform (iPCMP), a solution now used by 52,000 companies around the globe.⁴¹ Furthermore, in July 2019, iPoint CEO Joerg Walden was elected co-chair of the working group “Social Impact” of the International Association of Trusted Blockchain Applications (INATBA).⁴² Based on the assumption that Blockchain and Distributed Ledger Technologies (DLTs) offer a unique set of tools to tackle some of the most pressing issues humanity is facing today – including climate change, modern slavery, poverty, inequality, food waste, fraud, and corruption –, the working group aims to leverage Blockchain and DLT to achieve positive socio-economic impact and advance societal goals such as the SDGs.

Supporting human rights via charitable causes and organizations

Spread out over reporting year 2018/19, we financially supported the following NGOs and charitable organizations that work to support and respect the protection of internationally proclaimed human rights:

- The Food Bank of Hamburg (“Hamburger Tafel”),⁴³ which supports those in need with food that is no longer intended for sale.⁴⁴
- The international non-profit organization *Not For Sale*⁴⁵ that works to end human trafficking and modern-day slavery around the world.⁴⁶
- The ecumenical foundation *Praeventive Jugendhilfe* (Preventive Youth Aid),⁴⁷ which promotes community-oriented youth welfare services and supports projects providing help for vulnerable children and adolescents.
- *Wirbelwind e.V.*,⁴⁸ an association and foundation against sexual violence against children and adolescents.⁴⁹



V. Living Up To UNGC's 10 Principles

Human Rights

Internal focus

Upholding employee rights

Satisfied, healthy, informed, qualified, and committed employees are a basic condition for a sustainable company development. The employment contracts with each of our 99 iPoint-systems gmbh employees based in Reutlingen and Munich are premised on German national law, and either uphold or surpass requirements in areas such as minimum wage, job security, and paid vacation day standards. For example, all of our staff has permanent employment contracts, and we offer an attractive pension plan. In Germany, where most of our employees are based, our contracts reflect the constitution of Germany (Grundgesetz), which guarantees the rights as outlined in the Universal Declaration of Human Rights.⁵⁰

We pay attention to healthy nutrition as well as employee fitness and health. Workstations are ergonomic, and height-adjustable standing desks are available to everyone on request. The company provides – free of charge – fresh fruit, mineral water in water bottles (not plastic bottles), and coffee to every employee every day on the headquarters office premises.



“The digital world we live in, with its many perks and achievements, can also become a burden at times. The way we communicate has become easier but also more superficial – we may exchange a few 100 messages a day and yet not really listen to each other. The rapidly changing environment forces us to act fast and make decisions in a heartbeat. Through my job in HR I’m dealing with many different people and their sometimes-opposing views on a daily basis. I remind myself constantly that it’s important to slow down to be able to listen carefully. Before I make a decision, I always try to understand every argument to act as fairly as possible.”

— Christina B., Human Resources on Good Life Goal 10: Be Fair.



V. Living Up To UNGC's 10 Principles

Human Rights



Ensuring occupational health and safety

With respect to occupational health and safety, we have four specifically trained first responders (exceeding the legal minimum), and each year the company holds mandatory occupational safety events at the headquarters. The regular inspection of our office premises and the work equipment used, as well as regular consultations, guarantee our employees' safety and risk protection in the workplace.

Ensuring privacy and protection of data

The protection and security of customer data have always played an important role at iPoint – not only since the implementation of the EU's General Data Protection Regulation (GDPR). In June 2019, a three-day certification audit of our information security management systems in accordance with ISO/IEC 27001⁵² and of iPoint's compliance with the most common data protection laws, guidelines, and specifications such as the GDPR was carried out at our headquarters.⁵³ ISO/IEC 27001 helps organizations keep information secure (e.g. concerning financial information, intellectual property, employee details, or third-party information). The audit certified that all of our processes are systematically implemented and monitored in line with globally accepted standards.

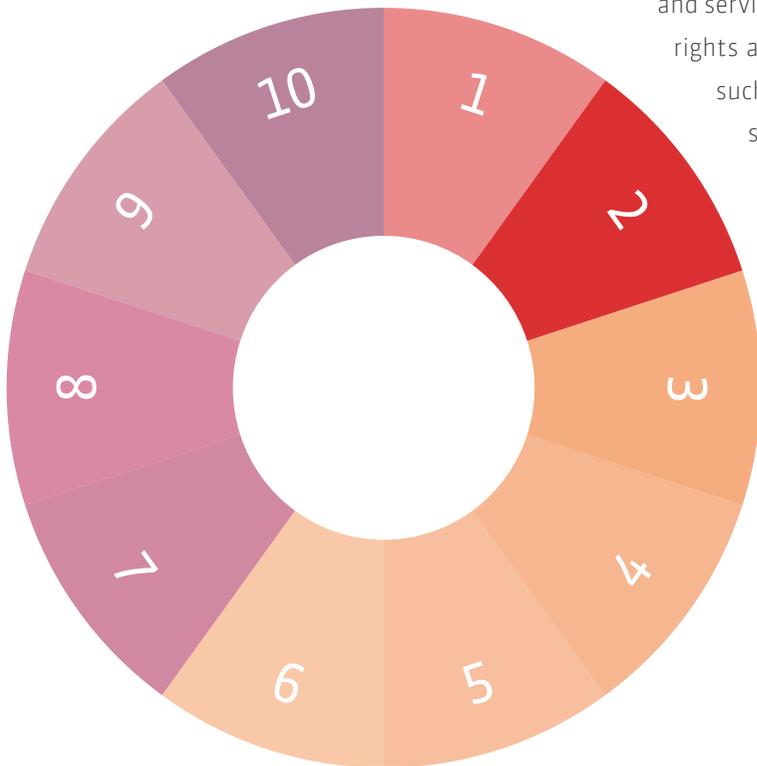


Human Rights

Principle 2: Businesses should make sure that they are not complicit in human rights abuses.

Selecting local service providers

In our assessment, the risk of our Germany-based, software- and service-oriented company itself being complicit in human rights abuses is close to zero. Immediate service providers, such as catering services, are carefully vetted to make sure that their business practices are legal. However, we are aware that the risk of complicity exists in every sector and every country. That said, we employ continued vigilance and regular communication to ensure that this risk remains close to zero, and the actual incidence rate lies at exactly 0%.



Human Rights: Measurement of Outcomes

- iPoint has received zero (0) claims of human rights abuses related to our business or operations.

Labor

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

German law fully protects the right of employees to freely associate, join a labor union, and engage in collective bargaining, and iPoint fully upholds these rights and freedoms.

Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor.

Advancing human rights-oriented reporting tools and research

Given the risk to corporations, in particular within certain sectors, of forced labor in their supply chains, and the genuine concern many private sector actors have about such realities in their supply chains, we commissioned an independent consultant to develop the electronic Labor Rights Template (eLRT), a free, open-access Excel-based data exchange standard designed to support companies in their compliance with global human trafficking and modern-day slavery legislation.⁵⁴ Underpinning this tool, we commissioned two accompanying white papers, one exploring the emerging transnational legal framework creating disclosure and/or due diligence requirements for subject companies,⁵⁵ and the other a supporting guide to the tool.⁵⁶ In August 2019, we released a streamlined version of eLRT – eLRT lite – containing only the instrument's core set of indicators.⁵⁷



V. Living Up To UNGC's 10 Principles

Labor



Raising awareness

To raise awareness about the practice of forced and compulsory labor as well as human trafficking, we regularly mobilize our social media platforms and other corporate media. Typical occasions include, for example, planned or new regulations, the publication of new studies, and national or international awareness days.⁵⁸



“During my service in the US Peace Corps, I experienced first-hand that to make peace, we all need to contribute; people, communities, and corporations. That experience guided me to where I am today: a father, husband, member of the community, and a consultant for Corporate Social Responsibility and Compliance, specializing in Anti-Human Trafficking and Conflict Minerals. I am proud of the work that I do and the company that I work for, because iPoint shares those same values, and empowers me to play my part in making peace around the world.”

– Tolga Y., Senior Consultant
on Good Life Goal 16: Make Peace



Labor

Principle 5: Businesses should uphold the effective abolition of child labor.

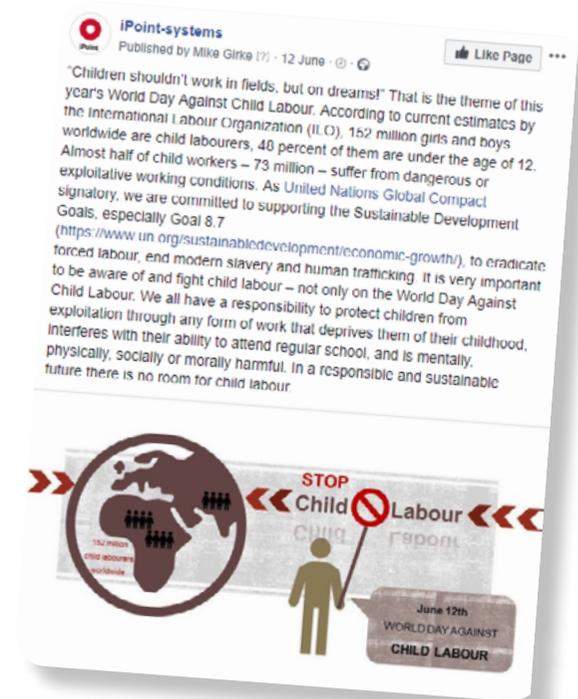
Procuring responsibly

As a software and services company, we do not have traditional supply chains. However, we are conscious of the fact that even our consumables such as office materials, computers, food, etc. have a history and origin. And we work with suppliers to make sure that the history of our consumables is a happy one. For example, at our iPoint headquarters in Reutlingen we consume 2 kilograms of coffee and 1 kilogram of espresso per day on average – one could say that it is the “lifeblood” of our staff. Needless to say, it is important to us that our coffee consumption is also sustainable. We have selected a coffee supplier which shares our values: Lavazza, also a member of UN Global Compact,⁵⁹ pursues “sustainability by promoting its principles and by applying them daily through the involvement of all the Group’s stakeholders.”⁶⁰ Specifically with regard to Principle 5, Lavazza obtains UTZ certification, which, among other things, controls for child labor.⁶¹



Raising awareness

With 1 in 4 children engaged in child labor in the world’s poorest countries, and roughly half of them engaged in hazardous labor, as things stand, there cannot be too much awareness-raising on the subject.⁶² To this end, we also leverage our social media platforms and other corporate media to raise awareness.⁶³



Labor

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

At iPoint, men and women from various nations and age groups, with different cultural, religious, ethnic and social backgrounds, and sexual orientation work side-by-side. Our workforce diversity shapes our corporate culture and has a positive impact on creativity, innovation and performance, as well as employee motivation. With their unique individual skills, experience, and viewpoints, and often working in heterogeneous teams, our employees not only achieve better results, but also expand the potential for new ideas and innovation within the company. Twenty-one percent (21%) of our employees had a citizenship other than German over the reporting period, whereby the non-German employees belonged to 13 different nationalities.

We treat each other with respect, appreciation, and mutual acceptance, are committed to the Universal Declaration of Human Rights, and act in accordance with Germany's Anti-Discrimination Act (Antidiskri-

minierungsgesetz). In general, we at iPoint nurture an inclusive culture, starting with the first day on the job. Each new employee is presented with our Code of Conduct (Verhaltenskodex) – defining and condemning all forms of discrimination and sexual harassment – which must be signed. For those who strive for more integration, non-German employees at iPoint-systems are offered German-language courses.

iPoint's employee composition reflects our commitment to inclusion, gender equality, and sexual orientation non-discrimination. As of July 31, 2019, iPoint-systems gmbh (Reutlingen and Munich locations) had 99 employees, a number which includes trainees and part-time student employees (5 trainees and 8 working students). Our male-to-female ratio was 65%, and 21% of our employees were over the age of 50 years. Three out of nine (33%) of our upper-level managers⁶⁴ were female. We also had 3% employees with disabilities over the reporting period. Equal opportunity also specifically means that our personnel and salaries are selected on the basis of the applicant's qualifications and motivation, not on the basis of ethnic origin, race, gender, or religion.



V. Living Up To UNGC's 10 Principles

Labor



- 65%  Company male-to-female ratio
- 21%  Employees over 50 years
- 3%  Employees with disabilities
- 33%  Female upper-level managers
- 13%  Part-time employees
- 21%  Non-German citizenship

Working part-time is a distinct option for our staff, and 13% of our employees did so over the reporting period. iPoint also actively supports employee reintegration into the workplace (for those who e.g. took parental leave or were ill) with individualized plans.

Labor: Measurement of Outcomes

→ In the reporting period under consideration, iPoint has received zero (0) discrimination or labor-related claims.



Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Monitoring climate change and risks

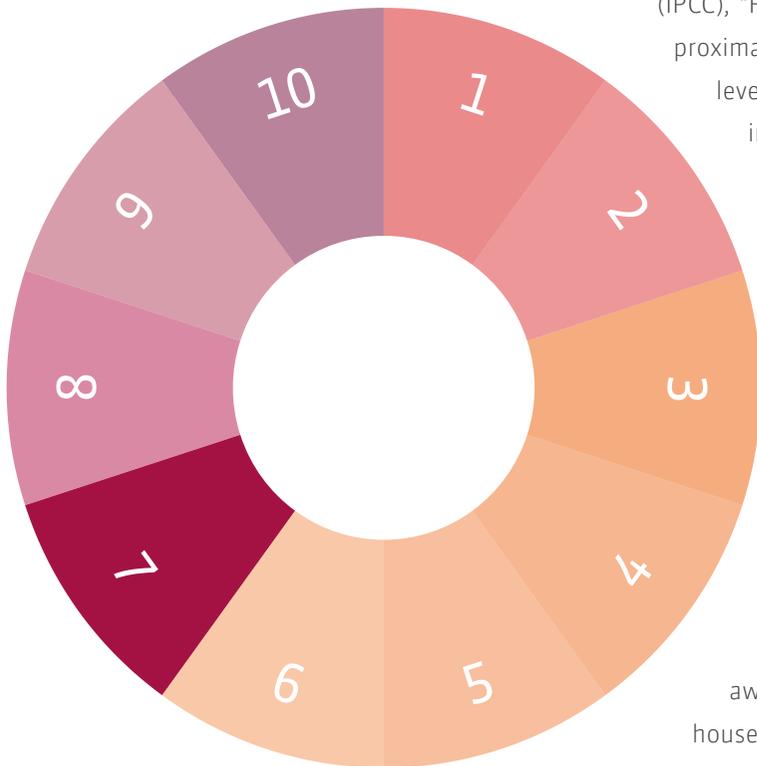
According to the Intergovernmental Panel on Climate Change (IPCC), “Human activities are estimated to have caused approximately 1.0°C of global warming above pre-industrial levels”.⁶⁵ Human-induced climate change and its related impacts are a global challenge, affecting every country on every continent and posing a threat to the way we live and to the future of our planet. Several cities, councils, and jurisdictions worldwide have already declared a climate emergency. The international Fridays for Future movement of school students striking for climate and demanding action to prevent further global warming and climate change also underlines this sense of urgency – as well as the importance of this principle (and SDG 13).

Taking this challenge very seriously, we at iPoint are aware that high and increasing anthropogenic greenhouse gas (GHG) emissions – with energy production,

commercial enterprises, transport, agriculture, and private households as their chief sources – are one of the main drivers of climate change.⁶⁶ Alarmed by these risks, iPoint is continuously re-assessing where we as a software and service provider – with no production or handling of physical goods – may improve our own performance to prevent environmental damage. iPoint supports the goal of the United Nations Framework Convention on Climate Change to limit future global warming to below 2° or 1.5° Celsius relative to the pre-industrial level. The company is helping to achieve this goal by pursuing a precautionary approach, which involves taking early action to ensure that environmental damage does not occur. This includes, for example, several measures to record (and improve) our operational environmental performance, increase energy efficiency, and reduce CO₂ emissions.

Conducting life cycle assessments

In line with the saying that you can only manage – and improve – what you measure, we have established an environmental management system (EMS) at our Reutlingen headquarters – where 67% of our iPoint Group employees work –, which we use to find ways of optimizing our operational environmental performance. The recording of operational environmental



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impacts, such as GHG emissions from business activities, is conducted according to standardized methods and forms the basis of the company's environmentally-conscious design. Continuously improving the quality of our EMS, which is based on the international environmental management standard ISO 14001, we are working towards a certification according to ISO 14001 in 2020. Furthermore, we are expanding our EMS to include criteria of the Eco-Management and Audit Scheme (EMAS).⁶⁷ We have also triggered the establishment of an EMS at our locations with more than 15 employees.

iPoint also measures its environmental footprint by carrying out life cycle assessments (LCAs) on a regular, currently two-year basis to record and evaluate environmentally relevant procedures. We did so in accordance with ISO 14040ff. requirements for the most recent reporting period, 2017. The latter is the second LCA carried out since moving into the new headquarters building in late 2014. Compared to the previous LCA, iPoint was able to maintain or improve our environmental performance in almost every area assessed for 2017 (see below for more details).

Showing iPoint's commitment, we are continuously improving our efforts on optimizing the quality and scope of the LCA. For example, we have improved

the LCA's level of detail level considerably. We now calculate the consumption of each significant consumer, e.g. all illuminants. Furthermore, we have started our journey to include scope 3 emissions among scope 1 and 2. This is the first step to not only capture and manage iPoint's own GHG emissions, but also those of our suppliers.

We also intend to carry out LCAs for subsequent reporting periods, which will enable iPoint to evaluate measures through an ongoing controlling process. Weak points are revealed and appropriate corrective measures can be taken where necessary. Our regular life cycle assessments ensure that trends are captured and degrees of target achievement measured.

Reducing CO₂ emissions

iPoint's latest LCA focuses on the impact category of the greenhouse effect, and the result is a Corporate Carbon Footprint (CCF) that reflects all direct and indirect GHG emissions at company level. Compared to the results of the previous LCA, iPoint was able to maintain or improve our environmental performance in almost every area assessed, although the number of employees has increased. This result reflects the expectations that the improvement measures taken by environmental management in accordance with ISO 14001 have proven their worth since moving into our new headquarters building in December 2014.

“Part of my work is to complete the Life Cycle Assessment for iPoint in Reutlingen. iPoint obtains and saves energy via district heating and underfloor probe heating/cooling. In addition, we use hydropower-based Green Electricity from Norway at iPoint's headquarters. I also decided to switch to clean energy at home. For all iPoint employees I provide measuring devices to calculate their own power consumption. For instance, you can save a lot of power by not leaving devices in standby mode. Every evening and over the weekend I shut down my PC and overnight I always try to turn off all monitors.”

-- Sebastian G., Environmental Management Representative on Good Life Goal 7: Use Clean Energy



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In total, we were able to reduce our GHG emissions at the Reutlingen site by 44% in the past reporting period. A reduction of 54% in GHG emissions can also be seen in the ratio of the climate impact per Full-Time Equivalent (FTE). The main reason for this sharp decline is the switch from conventionally-produced electricity to electricity from renewable sources (so-called “Ökostrom”) as well as a significantly lower consumption of district heating. Especially in service-based companies, switching to green electricity is a fundamental step towards reducing CO₂ emissions, as most processes in an office or administration building are carried out with the help of electronic devices.

We were also able to reduce the GHG caused by the use of materials. This was mainly achieved by switching to printers and climate-neutral printer cartridges by KYOCERA Document Solutions Inc.⁶⁸

Passenger transportation at iPoint causes by far the largest amount of GHG emissions. With a share of 95 % of the total CO₂ emissions, this process flow is one of the biggest influential variables in the LCA. However, compared to the previous LCA, the amount of passenger kilometers traveled by air, car, and public transport has decreased. Despite an increase in the number of FTEs, CO₂ emissions decreased, which is also reflected in a 32% reduction in climate impact per FTE.

Total water consumption increased by roughly 17%. Since this mainly depends on the frequency with which toilets

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are used, the increased consumption of water can be explained by the increased number of employees. At 19%, the increase in FTE is almost identical to that of water consumption, which is why the figures can be regarded as proportional to one another. The resulting GHG emissions are only very low and can be neglected in the overall LCA with a share of only 0.5 %.

The recommendations for areas of improvement identified in our 2017 LCA include:

- ➔ *More employee information on energy-saving measures:* With a share of 34 %, the area “Data & Information Processing” covers more than a third of the annual electricity demand. This implies that this area also has great potential for electricity-related GHG savings. Electrical appliances such as employees’ computers also consume electricity when they are not in use and are supposedly switched off by pressing the off button. Only when consumption equipment is completely disconnected from the power grid can such idling be avoided. With the help of a switchable socket strip, this problem could be solved with the commitment of the employees. In order to implement this and other energy-saving measures, e.g. proper ventilation techniques like inrush airing, we have planned more regular, proactive communications with employees.

- ➔ *Funding of transit passes / travel cards and e-bikes:* Despite an increase in the number of employees, CO₂ emissions decreased in 2017, which is also reflected in a 32% reduction in climate pollution per FTE. However, the company cars release more than twice as much emissions as traveling by plane and public transport combined. Identified areas of improvements include the corporate funding of transit passes/travel cards in order to reduce the commuter traffic of employees with company cars. If there is sufficient demand, the purchase of company e-bikes can also be discussed. This alternative is particularly worth considering for employees with short commutes.

Ongoing Measures to Improve our Environmental Performance

- ➔ *Sustainable energy supply:* At our Reutlingen headquarters, iPoint only consumes electricity from renewable sources (so-called “Ökostrom”), at a significantly higher cost to the company than regular electricity. We gladly absorb that cost impact, as it is one concrete step we can take.
- ➔ *Corporate car policy:* To conduct official business or due to their leadership position, certain Reutlingen-based employees currently receive a company car. Our corporate car policy however places restrictions on the type of vehicle and the permissible emissions in the three predetermined classes,

“For me, smart means not blindly following simple solutions from the media or politics. Due to my work at iPoint, I decided to change my ecological behavior only after solid analyses based on science and data. For example, paper bags are not necessarily better than plastic bags, as the life cycle of a plastic bag can be longer than a paper bag if you use it frequently.”

-- Daniel M., Digital Marketing Manager on Good Life Goal 9: Make Smart Choices



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the maximum CO₂-emissions being 140 g/km, 125 g/km, and 100 g/km, respectively. This policy has in fact resulted in employees downsizing their vehicles. Furthermore, several iPoint staff members at the Reutlingen headquarters – including iPoint’s CEO Joerg Walden – drive electric company cars, and iPoint’s Reutlingen site features two electric vehicle charging stations.

- *Less international business travel:* Part of the reason we opt to set up country offices is to offset carbon emissions through international travel. The specific locations of our country offices are chosen in such a manner that they have ready access to public transport infrastructure.
- *Encouragement of carpooling, use of public transport and cycling:* We encourage carpooling and the use of public transport in order to reduce emissions and to relieve road traffic. The flexible working hours enable the use of carpooling opportunities. On request, iPoint takes over the costs of local public transport for trainees. And to support our employees who use public transportation and bicycles to commute to our headquarters, iPoint has leased “bike boxes” at the Reutlingen Central Station from the city. These small, individually lockable bike garages allow employees to park their two-wheeled steeds in a dry, theft- and vandal-proof place to continue their trip to work or way home.

And iPoint attaches importance to supporting its employees in their daily commute to work by bicycle. From June 29 to July 19, 2019, for example, iPoint motivated employees at the Reutlingen headquarters to participate in the Germany-wide campaign “STADTRADELN”,⁶⁹ which aims at making a contribution to climate protection and setting an example for increased bicycle promotion in communities. In total, 11 cyclists from iPoint contributed 2.074 kilometers, thus avoiding 294 kg of CO₂ emissions.

- *Use of digital communication and collaboration tools:* iPoint’s sustainability culture maximizes digital communication and collaboration tools such as GoToMeeting, GoToWebinar, Microsoft Teams, SharePoint, and Confluence in order to simplify paperless collaboration as well as reduce our CO₂ footprint and the volume of physical travel for our employees and customers.
- *Facilitation of home office:* In May 2019, we introduced a home office policy which permits employees to work remotely for up to 20 % of their weekly working hours in order to reduce their volume of travel.



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Working in a green headquarters building

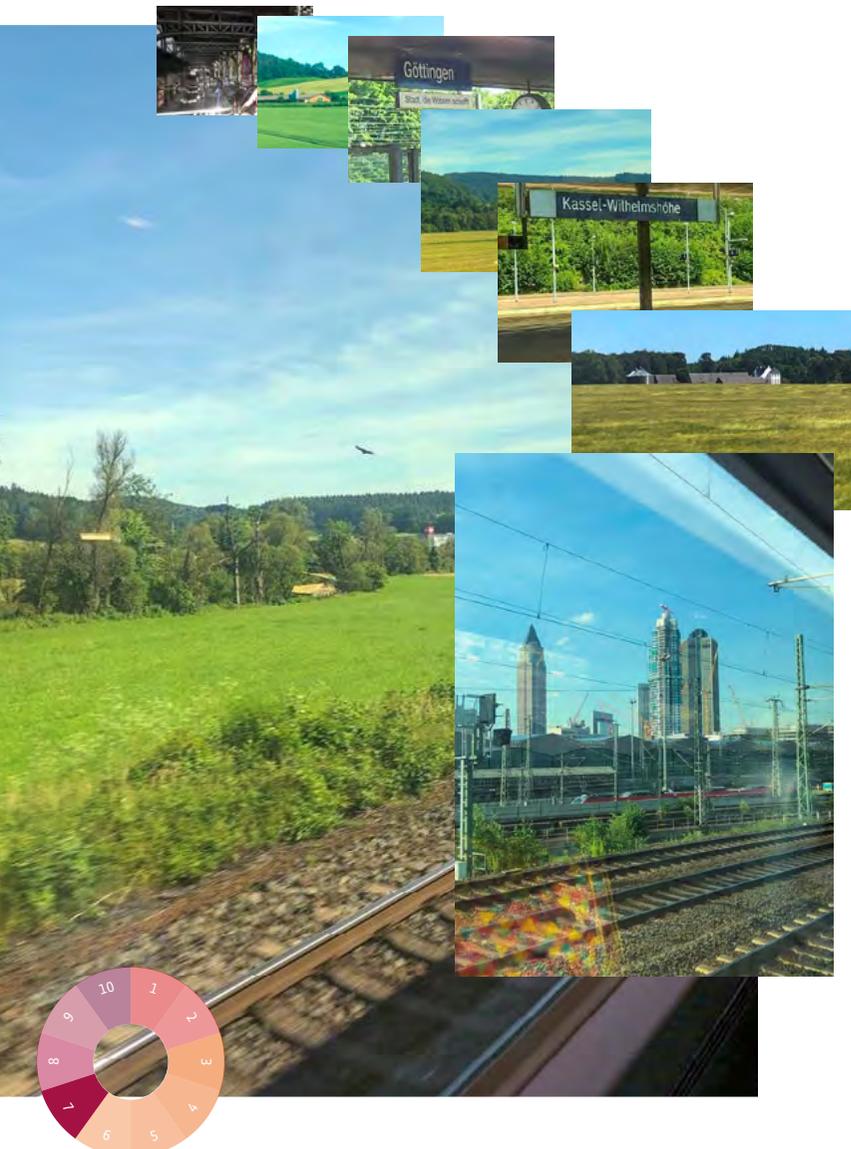
The newly built company headquarters in Reutlingen, into which we moved in December 2014, meets the latest environmental standards. It is characterized by high resource efficiency with regard to building materials, energy sources, and water technology. A number of features make it especially eco-friendly:

- ➔ Large windows allow for much natural light to enter the building, and indoor lighting relies on LED lights which enable a clear reduction in energy consumption;
- ➔ the building furthermore regulates its temperature through a geothermal heat pump – a central heating and cooling system that transfers heat or cold air to or from the ground (while substantially more expensive to install than viable alternatives, iPoint does count on the geothermal pump to pay for itself over the coming decades);
- ➔ the building's open design reduces the need for ventilation, heating and therefore also reduces electricity consumption;
- ➔ hand dryers were installed in the bathroom to render paper towels obsolete;
- ➔ with a vegetation layer on its roof, from above the building is turning literally green; it reduces the amount of wastewater, as a large part of the rainwater is absorbed by the plants;
- ➔ plants within the building provide fresh oxygen.



Photo by Fiedler-Gewerbeimmobilien GmbH

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2011,3 km – My business trip from Växjö, Sweden, to Reutlingen, Germany via public transport

By dealing with issues relating to environmental and social compliance and sustainability on a day-to-day basis, our workforce is sensitized to living in a sustainable, environmentally-friendly manner and traveling sustainably in their professional and private lives. We'd like to share our colleague Ove's story, who – in an effort to keep his carbon footprint low when traveling from his office in Växjö, Sweden, to the iPoint customer conference in Reutlingen, Germany – made the entire journey of 2.011,3 kilometers via public transport.

“Having assessed the climate impact of my own behaviour some years back, I started to reduce my impact from what I eat, what I buy, from heating and electricity, and travel. My largest impact in the past came from traveling – mainly as I was driving a diesel car and was a frequent flyer. Despite the fact that I travel in a totally different way today, my travel pattern still has the largest impact, mainly due to the few flights that I cannot avoid. Presently I am driving an electric car which, based on a Nordic energy mix, is the best solution available. Most of my business travel is done with train and as flying has such a large impact I try to avoid it if possible.

This year I decided to travel to iPoint's annual customer “fw:transparency” event via public transport. The direct distance to and from the venue included 2.011,3 kilometers. I used a combination of bus,⁷⁰ ferry (hybrid), and train. The trip not only made sense from an ecological point of view, but also from an economical one: The train ticket to Reutlingen was cheaper than an equivalent plane ticket. The train trip did take more time – around 15 hours one way, while the air travel alternative (including transport to/from the airports, security control, etc.) would have taken around 8,5 hours. However, both options more or less mean one day of traveling in each direction. One advantage of the train ride besides the positive environmental impact is that I was actually able to see and enjoy the landscape during my trip. It was definitely an adventure worthwhile.”

Environment

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.

Selecting business partners with sustainability criteria

Our commitment to sustainability extends to the products and services we procure, and implicates our business partners. Our current technology partners include:

1. Oracle

Oracle has a robust environmental track record and has set specific environmental goals for 2020 and 2025.⁷¹ It has notably improved its score year-over-year since 2005, when the company first reported its emission data to the CDP.⁷² Oracle was recognized on CDP's Climate A List 2018 for the third consecutive year, acknowledging the company's leadership in fighting climate change.⁷³ The company also earned a gold medal in the 2019 EcoVadis CSR Assessment, putting Oracle in the top 5 percent of responding companies for supplier sustainability.⁷⁴ And in June 2019, Oracle received two Manufacturing Leadership Awards for its sustainability

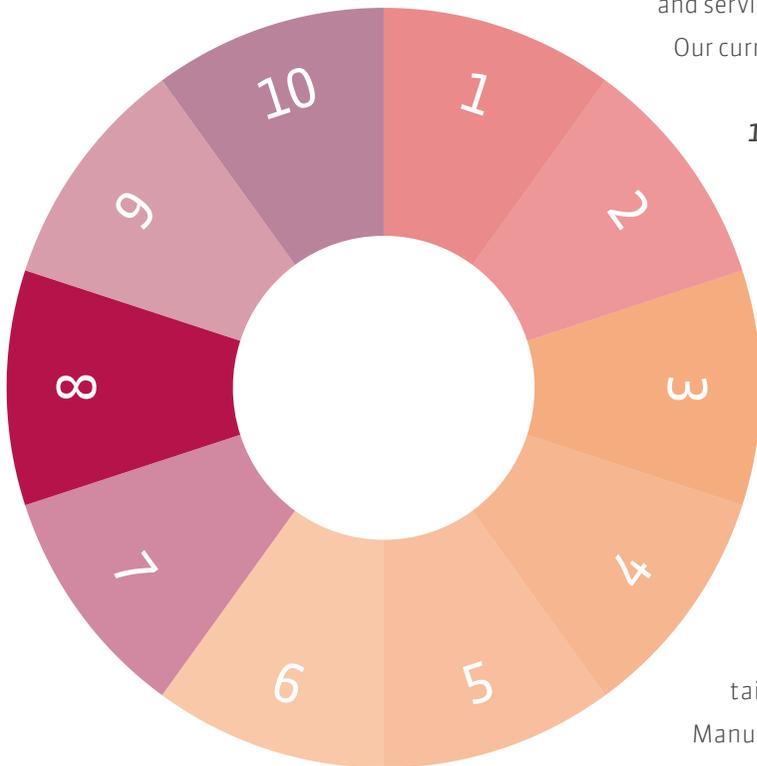
leadership from the National Association of Manufacturers' Manufacturing Leadership Council.⁷⁵

2. Microsoft

One of the reasons we are proud to work with Microsoft is that since July 2012, their global operations have been 100 % carbon neutral.⁷⁶ Furthermore, the company is scaling up its clean energy consumption to power its data centers and operations each year. In 2017, Microsoft pledged to reduce its operational carbon emissions by 75% by 2030, and is reportedly on target to achieve this goal.⁷⁷ In an assessment of its social responsibility provided by Development International's independent compliance benchmarking study against U.S. Conflict Minerals legislation, Microsoft scored 14/14 (100%) on legal compliance, and 16/17 (94%) on OECD Due Diligence conformance, for a combined score of 97%.⁷⁸

3. CHG-Meridian

To meet our hardware needs, iPoint has chosen CHG-Meridian as a business partner. The IT specialist supports us in the acquisition of new – and the recycling and reuse of our used – office computers in the spirit of an ecologically responsible Circular Economy. The company then professionally refurbishes and remarkets the IT equipment, and so extends its useful



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life. CHG-Meridian, in turn, partners with two non-profit organizations recognized by the UN: Close the Gap, which supplies schools and training establishments in developing countries with pre-owned equipment that is still in good working order, and WorldLoop, which collects defective used equipment in developing countries and has it professionally recycled in order to recover valuable raw materials.⁷⁹

Engaging in environmental sustainability collective action

Collective action – i.e. actions undertaken by an alliance of individuals and/or groups towards a collective purpose – is indispensable when matters are concerned that involve a multitude of stakeholders and competing interests. To foster the cause of the global commons, we engage in a number of joint initiatives and trade associations, such as the Expert Forum Global Environmental Compliance,⁸⁰ the IHK Netzwerk Nachhaltigkeit,⁸¹ and the VNU Verband für Nachhaltigkeits- und Umweltmanagement e.V.⁸² Furthermore, we are an organizational member of the Forum for Sustainability through Life Cycle Innovation (FSLCI), a membership-based community organization which has the specific mission of accelerating the transition towards a sustainable society.⁸³ Martina Prox of our subsidiary ifu Institute of Environmental IT Hamburg is a member of the Board of Directors and is currently serving as President of the Board of Directors.⁸⁴



Raising awareness

We regularly mobilize our staff and utilize our social media platforms and other corporate media to raise awareness about environmental issues and promote greater environmental responsibility. Typical occasions include, for example, individual initiatives and campaigns⁸⁵ as well as national or international awareness days.⁸⁶



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Towards a Digital Circular Economy

Take – make – use – dispose. This is the still prevailing linear economy system. Products which are thrown away, buried in landfills, or burnt at the end of their primary use phase can not only contain valuable materials consisting of finite natural resources, but also hazardous materials harmful to humans or the environment. We at iPoint strongly believe that the solution to many of these problems lies in the combination of the Circular Economy, which allows companies and society to manufacture, use, and re-use truly sustainable products, with digital data – an approach we at iPoint have come to call the “Digital Circular Economy”. To promote a (Digital) Circular Economy and show how we as a software company can support manufacturers and suppliers in creating more circular products and setting up circular processes, we have created a range of material on the topic of Digital Circular Economy, including a series of video clips, which we have accumulated on a webpage we are constantly expanding.

→ www.ipoint-systems.com/digital-circular-economy/



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Informing and educating

iPoint often hosts – or participates in – national and international events that are intended to educate or inform interested stakeholders. Our subject matter experts presented the following discussions topics over the reporting period:

topics	presentation / discussion title	more information
(Digital) Circular Economy	Digitalization as Key to Enabling the Circular Economy and Life Cycle Innovation	→ link
	How can Digital Twins enable a Digital Circular Economy?	→ link
	Circular Economy and Web3 Technologies	→ link
	The Use of Life Cycle Information in a Digital Circular Economy	→ link
	Unleashing the Potential of the Digital Circular Economy using Blockchain	→ link
	How will Life Cycle Information Contribute to a Digital Circular Economy?	→ link
	From Compliance to Circular Business Models (iPoint Symposium)	→ link
	Digital Circular Economy	→ link
Blockchain / material traceability / supply chain transparency	The potential of Blockchain driving sustainability	→ link
	SustainBlock: Blockchain-based supply chain traceability	→ link



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topics	presentation / discussion title	more information
Life cycle assessment (LCA) and resource efficiency	Stakeholder Perspectives on Business Requirements for an Automated Life Cycle Assessment using available internal data	→ link
	Resource efficiency through digitization: myth or reality? (“Ressourceneffizienz durch Digitalisierung: Mythos oder Realität?”)	→ link
	Resource Efficiency and Material Efficiency in Business (“Ressourceneffizienz und Materialeffizienz in der Wirtschaft”)	→ link
	Live LCA – New level of possibilities based on automated LCA – A user requirements point of view	→ link
EU RoHS directive, EU REACH regulation, Calif. Prop 65	Optimizing supply chain communication with respect to requirements under RoHS, REACH	→ link
	The new California Proposition 65 Warning Regulations	→ link

In addition to contributing expertise, we also put money where our mouth is. Over the reporting period, we sponsored conferences or fora that had implicit or explicit environmental objectives. Examples include:

event	location	more information
• Life Cycle Innovation Conference	Berlin	→ link
• LCA XVIII	Fort Collins, CO	→ link
• AIAG 2018 IMDS & Product Chemical Compliance Conference	Novi, MI	→ link
• ITI & IPC Conference on Emerging & Critical Environmental Product Requirements	Boston, MA; Chicago, IL; San Jose, CA	→ link
• RMI Responsible Sourcing Summit	Berlin	→ link
• AIAG 2019 Responsible Materials Industry Briefing	Southfield, MI	→ link



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Booking sustainable event venues

For regularly hosted public corporate events, such as our Customer Conference, we choose “green locations.” The Stadthalle Reutlingen⁸⁷ was the venue of iPoint’s 2019 two-day summit *fw:transparency*. It is the first and only city event hall in Germany to conduct fully carbon-neutral events, ranks among the top Green Globe-certified venues in Germany, and has several other sustainability certifications.

Improving our paper policy

During the current reporting period, we have switched our entire in-house paper consumption to FSC®-certified paper. For our corporate publishing needs (e.g. flyers, brochures, customer magazine, employee magazine, etc.), we demonstrate environmental responsibility by carefully selecting print services. For our printing needs, we work with FSC®- and ISO 12647-2-certified printers to achieve ecologically sustainable printing results. Since spring 2019, we have also been using the climate-neutral printing services offered by our printers in cooperation with ClimatePartner.⁸⁸ For each print order, the generated carbon emissions are calculated in line with ISO 16759 and offset via a certified project that can be chosen from the project portfolio of ClimatePartner.⁸⁹



Choosing sustainable gifts

In a bid to lead by example, our gifts and giveaways for trade fairs, conferences, customer visits, and employees are selected according to ecologically and socially sustainable standards. The decisive factors here are corresponding certifications or information provided by the vendors as well as an assessment whether the products meet our corporate criteria.⁹⁰ Current promotional gifts include reusable, REACH-compliant fabric bags, plantable pencils,⁹¹ eco-ballpoint pens and USB flash drives, eco-powerbanks,⁹² ecocubes,⁹³ and sustainably designed, reusable water bottles from a Cradle-to-Cradle-certified enterprise.⁹⁴ Furthermore, instead of giving the speakers at our annual conference *fw:transparency* 2019 take-home-presents, we gifted every speaker with a tree voucher from Plant for the Planet,⁹⁵ an organization which aims to raise awareness about the issue of climate change and actively combat it through tree-planting campaigns. By doing so, we were able to back this great climate cause by indirectly planting 520 trees and at the same time advance SDG 4 (Quality Education) and SDG 13 (Climate Action).



Environment

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

Offering our software and services

Environmentally sound technologies should protect the environment, are less polluting, use resources in a more sustainable manner, recycle more of their wastes and products, and handle residual wastes in a more acceptable manner than the technologies for which they were substitutes.⁹⁶ As one of the world's leading software and consulting companies for environmental product compliance and sustainability, the development and diffusion of environmentally-friendly technologies is a raison d'être of iPoint and part of our core business portfolio. The company's digital solutions permit an automated and secure exchange of relevant information across the entire value creation network and product life cycle – from product design, manufacturing and use, to reuse and recycling. Our solutions portfolio includes software that enables manufacturing companies to comply with legal requirements, regulations, and directives addressing hazardous and substances such as California Propo-

sition 65, the US Toxic Substances Control Act, EU RoHS, EU ELV, and EU REACH. In 2018, iPoint's software solutions in the area of environmental product compliance were notably recognized when the European Commission selected the company out of hundreds of applications to join the Scaling Circular Business initiative, a formal recognition of our innovative circular economy solutions underlining that we are one of the SMEs ready to help other organizations to become more circular.⁹⁷ In May 2019, our Digital Circular Economy approach was honored as APAC CIO Outlook selected iPoint out of more than 500 companies as one of the ten best-in-class compliance solution providers that offer state-of-the-art technology solutions which help enterprises tackle complex compliance challenges and optimize their business processes. iPoint's 'Digital Circular Economy' approach was one of the decisive factors for the company's inclusion in the 'Top 10 Compliance Solution Providers 2019' list.⁹⁸

Our acquisition of the ifu Institute for Environmental IT Hamburg – a company highly specialized in LCA – allows us to offer pertinent software and services, and accompany our customers on their quest to become circular.⁹⁹ What started out in 2013 as a B2B cooperation to develop design and evaluation tools for functional, ecologically-optimized, multi-material, lightweight



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automotive components in mass production (research project “MultiMaK”), flourished into a full-blown corporate merger in 2018. Our joint “Live LCA” project, which began in 2017, also implemented with other industry and research partners, set out to develop a software solution enabling companies to combine available material and energy consumption data for a real-time calculation of LCA and Material Flow Cost Accounting (MFCA), thereby reducing the costs for EPDs (Environmental Product Declarations) and LCAs by 90%.¹⁰⁰ This new solution is currently being tested and will be available as part of the iPoint Suite under the name of “iPoint Product Sustainability” in 2020.

Industry Cooperations, R&D Projects

In line with SDG 17 (Partnerships for the Goals), iPoint takes a strategic collaborative approach to implementing this UNGC principle. Since iPoint views Blockchain technology as an important enabler of the Circular Economy and the SDGs, we are proud to be a founding member of the International Association of Trusted Blockchain Applications (INATBA). Established in April 2019, INATBA aims to promote the use of blockchain technology by developing a predictable, transparent, and trust-based global framework. It offers developers and users of DLT a global forum to interact with regulators and policy makers and bring blockchain technology to the next stage.¹⁰¹



iPoint is also a partner in the project DiBiChain,¹⁰² a three-year research project which started in July 2019 and is funded by the German Federal Ministry of Education and Research (BMBF). Implemented with several industry partners, the project aims at investigating the application potentials of Blockchain for digitally mapping circular economy systems using the case study of a bionic component manufactured by Airbus.

Furthermore, iPoint is an industry partner of the Christian Doppler Laboratory for Sustainable Product Management in a Circular Economy, which was ceremoniously opened at the University of Graz in April, 2019.¹⁰³ The lab seeks to shed light on the convoluted web of global supply chains and to develop a scientifically-solid basis for sustainability assessments of products and services in a circular economy.

Environment: Measurement of Outcomes

- ➔ During the reporting period, iPoint received zero (0) complaints concerning environment-related violations.



Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

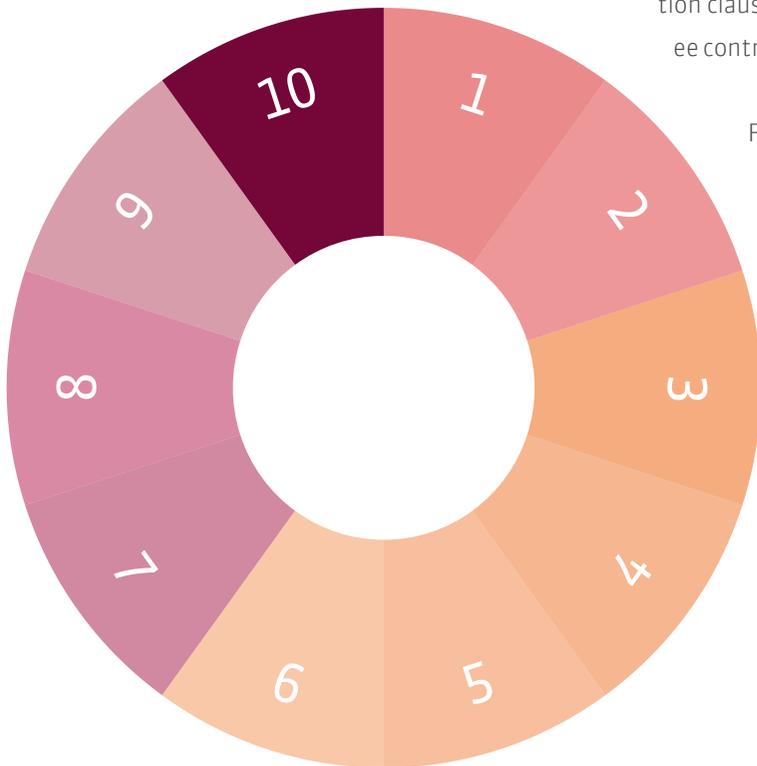
Ethical and responsible behavior are the cornerstones of a successful business in a dynamic global marketplace. Anti-corruption clauses are therefore included in iPoint's standard employee contracts which we introduced in March 2018.

For iPoint, sustainability means achieving long-term growth. Economic sustainability is anchored in iPoint's business processes, solutions, and customer relationships. We strive for continuous, sustainable improvement of the quality of our business processes and products. To this end, in June 2019 we had our quality management system audited in accordance with ISO 9001. Organizations that are ISO 9001-certified have a single and complete set of managed and applied procedures, regularly updated and audited.¹⁰⁴ ISO 9001 clauses 4.2.3, 4.2.4 and 8.0 address honesty in record keeping and records.

Participating in anti-corruption joint action, iPoint has endorsed the Call to Action: Anti-Corruption and the Global Development Agenda by signing the letter of support. In the letter, signed on August 2, 2018, iPoint affirms its commitment to integrate anti-corruption into our strategies and operations, and work against corruption in all its forms, including extortion and bribery.

Also in the area of anti-corruption, iPoint actively supports research on corporate behavior and disclosure. iPoint's commissioning of an EU Non-Financial Reporting Directive study – that specifically hones in on the actions companies in Sweden, Germany, and Austria are taking to counter the unethical practice of corruption –, which was released in May 2019, is another example of iPoint's vested interest in measuring macro-level trends.¹⁰⁵

Business ethics is strongly related with trust. And since trust in business is another important cornerstone of successful relationships with customers, suppliers, employees, and other stakeholders, we are particularly proud that in late 2018, iPoint was recognized as one of the '50 Most Trustworthy Companies of the Year' by The Silicon Review Magazine.¹⁰⁶ We were select-



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Anti-Corruption



ed based on iPoint's consistency in performance, product and service reliability, partnerships and collaborations, transparency, financial status, and the ability to reach customer expectations. In its article recognizing iPoint's achievement, The Silicon Review acknowledges iPoint's long-standing customer relationships and dedication to leveraging blockchain technology and other solutions to make the world a better, more sustainable place for future generations.

Anti-Corruption: Measurement of Outcomes

- ➔ During the reporting period, there have been zero (0) infractions on the grounds of corruption or bribery, either alleged or verified.
- ➔ During the reporting period, no disciplinary action was required concerning corruption.
- ➔ During the reporting period, the total number of confirmed cases where contracts with counterparties were terminated or not renewed due to corruption-related infringements was zero (0).



Corporate Non-Financial Reporting in Europe: The Cases of Germany, Sweden, and Austria

Baseline studies: www.ipoint-systems.com/nfrd-report-2018/

CERTIFICATE
ISO 9001:2015
 DEKRA Certification GmbH hereby certifies that the organization
iPoint systems GmbH
 Scope of Certification:
 Development and Operation of Software for various, such as Special and Production Process Control in Chemical, Chemicals, and Sustainability.
 Certified Address:
 Ludwig-Erhard Straße 11, 72766 Ruedingen, Germany

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Over the next reporting period, we plan to undertake the following initiatives in line with the UNGC principles.

Overarching (all UNGC principles)

Materiality analysis

iPoint plans to complete a materiality analysis premised on its own social and environmental footprint. This analysis, which was started in July 2019, will form the basis of our future CSR and sustainability planning. Topping the list are employees (diversity, health&safety, intellectual property rights), energy management, e-waste management, risk management, data privacy and security, travel, etc., to be analyzed according to spend.

Corporate procurement policy

In the fourth quarter of 2019, we plan to issue an official corporate procurement policy for sustainable office supplies and promotional items with selection criteria that include social responsibility, environment-related and other sustainability dimensions, also making sure there are no human rights violations occurring among iPoint's service providers or suppliers.

SDG-iPoint alignment analysis

In the forthcoming reporting period, we will revisit where the company's impacts align with the SDGs, also in terms of the specific SDG targets, and establish KPIs how our company will help contribute to these SDGs and targets.

SDG support via charitable causes and organizations

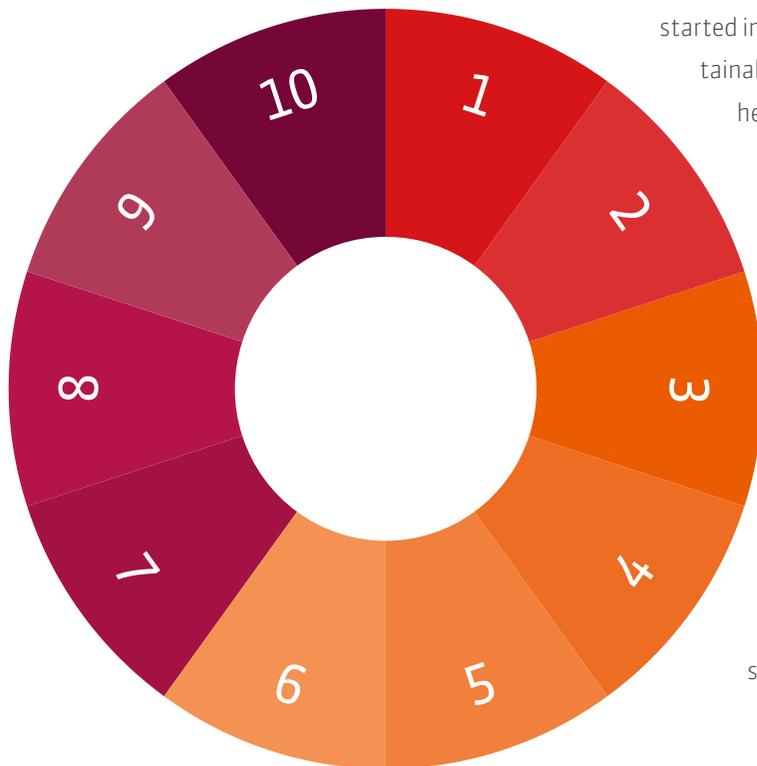
In the upcoming reporting year, we plan to select the beneficiaries of our donations on the grounds that the charitable organizations support the implementation of certain Sustainable Development Goals (SDGs).

Expertise sharing

Over the next reporting period, iPoint will continue to contribute subject matter expertise covering one or more UNGC principles at conferences and fora.

Sponsorship of conferences and events

Also in the upcoming reporting year, iPoint will host and sponsor conferences where one or more UNGC principles are front and center.



Social Charter

Our recently completed Social Charter – which contains several paragraphs on what kind of ethical, responsible behavior is expected from iPoint’s employees and which stipulates basic work- and social-standards and will include explicit mention of the freedom of association and collective bargaining – will be rolled out during the upcoming reporting period.

Having completed the development of the software for SustainBlock in June 2019, the next steps include the rollout and productive use of the solution on the ground in the African Great Lakes Region, thereby instituting a scalable traceability process and blockchain-enabled system for tracking the provenance of certain raw materials produced in conflict-affected and high-risk areas.

Sponsorship of human rights-related conferences and events

Also in the upcoming reporting year, iPoint will host and sponsor conferences where human rights are front and center.

Sponsorship of human rights-related research

iPoint plans to continue commissioning and funding independent research that investigates corporate implementation of Environmental, Social and Governance (ESG)-related laws.

Human Rights

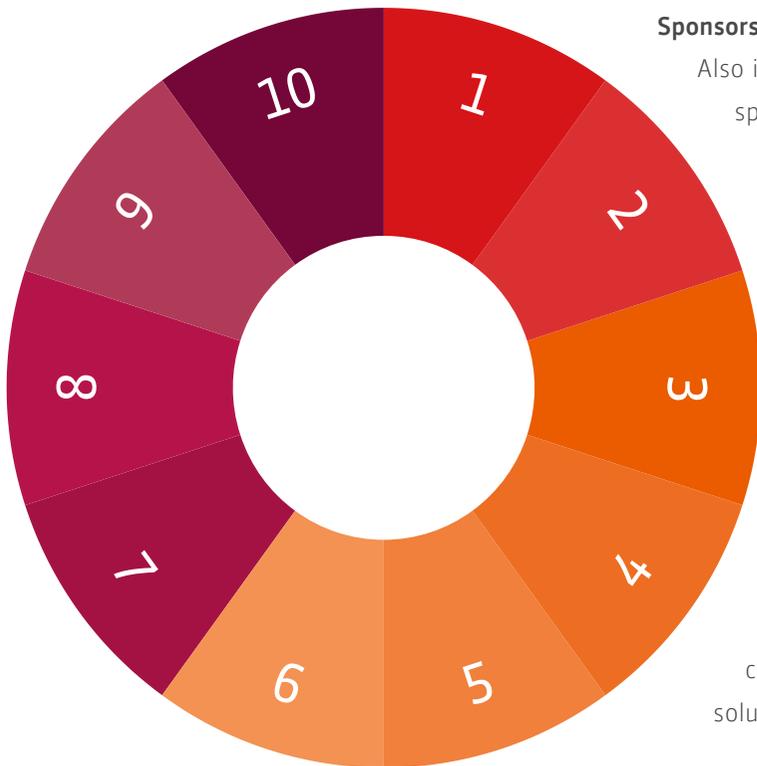
Further developing our Human Rights-oriented tools and services

With the release of eLRT lite – a streamlined version of the electronic Labor Rights Template – in August 2019, we have started to expand iPoint’s consulting and compliance services specifically focused on modern slavery legislation. In the upcoming reporting period, iPoint plans to continue this expansion of our human rights-oriented solutions and services.

Labor

Promoting better health and fitness

Since corporate commitment to promoting better health demonstrably reduces sick leave and fluctuation, increases employee satisfaction, and thus leads to more productivity and competitiveness, iPoint has planned two measures for the upcoming reporting period. Firstly, we are considering putting the company pension scheme on a new footing and to offer health care services as part of the new model, which the employees can use annually and as required. Secondly, in line with the phrase “Mens sana in corpore sano”, iPoint plans to sup-



port our employees' fitness at the Reutlingen headquarters by funding their participation in sports competitions with up to €200 per employee per year.

Services for new staff from abroad

Furthermore, to support new employees from abroad and make it easier for them to settle in and acclimatize, we have planned to provide a new service to this group of staff at our Reutlingen headquarters – by helping them find private apartments near our headquarters, where new employees from abroad can stay instead of taking lodgings in a hotel while searching for a permanent accommodation.

Ensuring privacy and protection of data

In the upcoming reporting period, we plan to have our information security management system audited and re-certified in accordance with ISO/IEC 27001, thereby continuing our efforts to ensure privacy as well as protect and keep our company's, customers' and employees' information secure.

Environment

Upscaling and audit of EMS

In the upcoming reporting period, we plan to scale up the number of sites for which an Environmental Management System (EMS) will be established, starting with sites with more than 15 employees. Furthermore, we plan to have our EMS audited according to the international environmental management standard ISO 14001.

Carbon neutrality plan

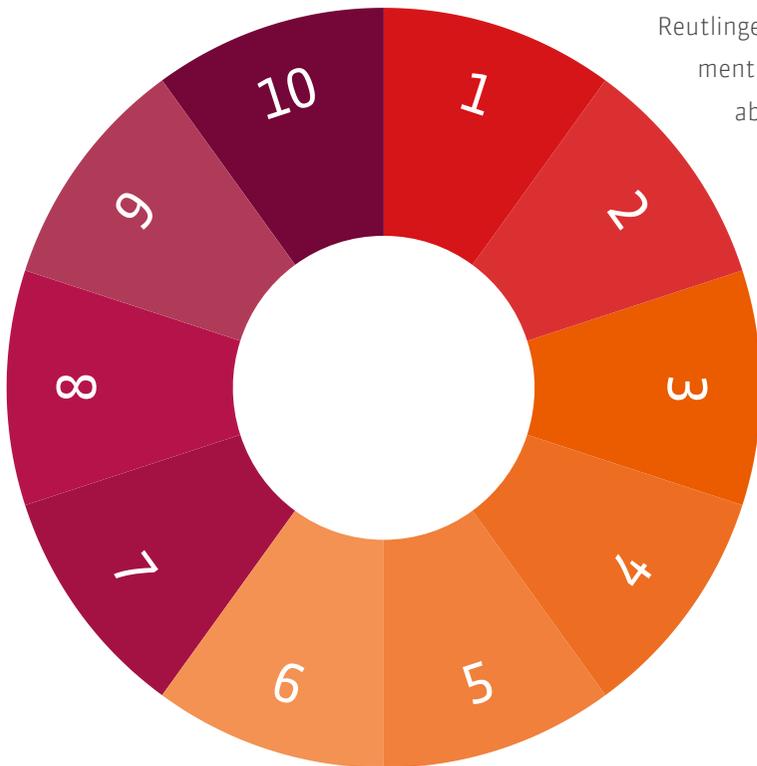
iPoint is committed to gradually reducing its carbon emissions to the point of carbon neutrality, and has already taken specific steps in this direction. Upon studying the feasibility of attaining complete carbon neutrality, we will issue a carbon neutrality plan.

KPIs of LCA

iPoint intends to conduct an LCA for 2019 and is considering to make public specific KPIs that emerged based on our 2019 LCA, including energy usage, waste, and emissions (Scope 1).

More employee information on energy-saving measures

Based on the recommendations made in the context of our



current LCA, we plan more regular, proactive communications with employees concerning energy-saving measures for the office and at home.

Release of Live LCA solution

As a result of our “Live LCA” project, implemented with other industry and research partners, we plan to launch a software solution as part of the iPoint Suite under the name of “iPoint Product Sustainability” in early 2020 which enables companies to combine available material and energy consumption data for a real-time calculation of LCA and Material Flow Cost Accounting (MFCA), thereby reducing the costs for EPDs and LCAs by 90%.

Anti-corruption

We have prepared a Social Charter which contains several paragraphs on what kind of ethical, responsible behavior is expected from iPoint’s employees. It will be rolled out during the upcoming reporting period.

Furthermore, constantly striving for continuous, sustainable improvement of the quality of our business processes and products, including anti-corruption measures, we plan to have our quality management system audited and re-certified in accordance with ISO 9001. ISO 9001 clauses 4.2.3, 4.2.4 and 8.0 address honesty in record keeping and records.



VII. Disclosure Regarding Forward-Looking Statements



This report contains “forward-looking statements”¹⁰⁷ based on current assumptions, plans, estimates and forecasts which include, but are not limited to, statements about iPoint’s expected future vendor due diligence and engagement efforts and development of related processes. Although we believe that the expectations, opinions, and comments reflected in these forward-looking statements are reasonable, such statements are subject to risks and uncertainties that cannot be controlled or accurately predicted by us, and we can give no assurance that such statements will prove to be correct. Actual outcomes may differ materially from those expressed or implied in such statements.

All forward-looking statements speak only as of the date of this report. It cannot be guaranteed, nor can any liability otherwise be assumed by iPoint and the companies of the iPoint Group, that these forward-looking statements will prove complete, correct or precise, or that expected and forecast results will actually be achieved in the future. We do not undertake any obligation to update or publicly release any revisions to forward-looking statements to reflect events, circumstances, or changes in expectations after the date of this report.

- 1 The iPoint Group includes:
 - 1) iPoint:
 - iPoint-systems gmbh, Reutlingen, Germany (headquarters)
 - iPoint-systems gmbh, Munich, Germany
 - iPoint-Austria GmbH, Vienna, Austria
 - iPoint-systems gmbh, Paris, France
 - iPoint-systems AB, Växjö, Sweden
 - iPoint Ltd., Manchester, United Kingdom
 - iPoint Inc., Ann Arbor, Michigan, USA (central office USA)
 - iPoint Inc., Los Angeles, California, USA
 - iPoint Japan Co Ltd, Tokyo, Japan
 - iPoint Ltd., Shanghai, China
 - iPoint Korea, Suwon, South Korea
 - 2) ifu Institute for Environmental IT, Hamburg, Germany (<https://www.ifu.com/en/>)
 - 3) CircularTree (<https://www.circulartree.com/>), located in
 - Berlin, Germany, and
 - Melbourne, Australia
- 2 UN, Sustainable Development Goals, <https://sustainabledevelopment.un.org/sdgs>
- 3 <https://www.linkedin.com/pulse/lets-make-2019-year-sdgs-joerg-walden/>
- 4 The GLGs are the result of a multi-stakeholder collaboration between the global change agency Futerra, the UN 10YFP Sustainable Lifestyles and Education (SLE), the governments of Sweden and Japan (represented by the Stockholm Environment Institute – SEI – and the Institute for Global Environmental Strategies – IGES), as well as UNESCO, UN Environment, and the World Business Council for Sustainable Development (WBCSD). These behavior- and lifestyle-oriented action items for individuals are aligned with the targets and indicators of the SDGs and were created to inspire individuals to participate in the conversation and act on the SDGs in their everyday lives. In short: The Good Life Goals aim at making the SDGs more personal. Learn more here: <https://sdghub.com/goodlifegoals/>
- 5 Learn more here: <https://www.ipoint-systems.com/newsroom/news-detail/webinar-good-practices-in-sdgs/>
- 6 8.2: “Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors”
- 7 8.4: “Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead”
- 8 8.7: “Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms”
- 9 12.2: “By 2030, achieve the sustainable management and efficient use of natural resources”
- 10 12.4: “By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment”
- 11 12.5: “By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse”
- 12 12.6: “Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle”

- 13 12.A: “Support developing countries to strengthen their scientific and technological capacity to move towards more sustainable patterns of consumption and production”
- 14 “iPoint is Partner of Consumer Information Programme for Sustainable Consumption and Production,” webnews March 21, 2019, <https://www.ipoint-systems.com/newsroom/news-detail/ipoint-is-partner-of-consumer-information-programme-for-sustainable-consumption-and-production/>
- 15 Previous beneficiaries of iPoint donations include (excerpt): AnnieCannons, Inc., ARCHE IntensivKinder, the German Bone Marrow Donation Register (Deutsche Knochenmarkspenderdatei), Eldoret Kids Kenia, the German foundation Give Education a Chance (“Gib Bildung eine Chance”), Hospice Veronika, JAM Deutschland e. V., Lebenshilfe Reutlingen, Make a Wish Foundation (Michigan), March of Dimes (Michigan), the Regional Group of the Registered Mucoviscidosis Association (Regionalgruppe Zollernalb-Tübingen des Mukoviszidose e.V.), YouthVille Detroit, Raise Hope for Congo, and the Wikimedia Foundation.
- 16 <https://acespace.org/>
- 17 <https://www.ipoint-systems.com/newsroom/news-detail/sustainableux-design-vs-climate-change/>
- 18 <https://hamburger-tafel.de/>
- 19 https://www.ipoint-systems.com/newsroom/news-detail/?tx_news_pi1%5Bnews%5D=551&cHash=70a20f2d82f6ea34c9fcff7cb7f2a7ca
- 20 <https://www.notforsalecampaign.org/>
- 21 https://www.ipoint-systems.com/newsroom/news-detail/?tx_news_pi1%5Bnews%5D=551&cHash=70a20f2d82f6ea34c9fcff7cb7f2a7ca
- 22 <https://www.plant-for-the-planet.org/de/startseite>
- 23 <https://www.ipoint-systems.com/de/newsroom/news-detail-de/koerbewerfen-fuer-den-klimaschutz/>
- 24 <https://www.praeventive-jugendhilfe.de/>
- 25 https://www.ipoint-systems.com/newsroom/news-detail/?tx_news_pi1%5Bnews%5D=551&cHash=70a20f2d82f6ea34c9fcff7cb7f2a7ca
- 26 <https://thewaterproject.org/>
- 27 “Clean Water, Climate Action, and Quality Education. iPoint donates to three SDG-relevant causes”, webnews August 5, 2019, <https://www.ipoint-systems.com/newsroom/news-detail/clean-water-climate-action-and-quality-education/>
- 28 <https://www.wirbelwind-reutlingen.de/>
- 29 https://www.ipoint-systems.com/newsroom/news-detail/?tx_news_pi1%5Bnews%5D=551&cHash=70a20f2d82f6ea34c9fcff7cb7f2a7ca
- 30 Deckel Gegen Polio, 500 LIDS ... FOR 1 LIFE WITHOUT POLIO! http://deckel-gegen-polio.de/wp-content/uploads/2017/09/Deckel_Rotary_Flyer_DIN_A6_eng.pdf
The initiative “Lids against Polio”, coordinated by Deckel drauf e.V., was discontinued on June 30, 2019. According to the website, the reasons for the discontinuation are as follows:
 - The prices on the market for secondary raw materials have recently fallen significantly. Therefore, it cannot be guaranteed that they will continue to achieve the revenues necessary to fulfil the motto of the collection in the future. It cannot be guaranteed that the organizers will continue to achieve the revenues necessary to fulfil the motto of the collection in the future. This price development is due to market shifts triggered by the Chinese import ban on plastic waste. There is such a large quantity on the market that even our good quality on the German market only achieves poor prices.
 - In its plastics strategy, the EU has stipulated that in future the lids must be firmly attached to the bottles. This implies that in the medium term, the organizers are running out of collection material.
 - The organizers have been overrun by success. The project has now become so big that it can no longer be run properly by a handful of volunteers in their spare time.Cf. <https://deckel-gegen-polio.de/>
- 31 UN Global Compact, The Ten Principles of the UN Global Compact, <https://www.unglobalcompact.org/what-is-gc/mission/principles>
- 32 “The Conflict Minerals Reporting Template is a free, standardized reporting template developed by the Responsible Minerals Initiative that facilitates the transfer of information through the

- 48 <https://www.wirbelwind-reutlingen.de/>
- 49 https://www.ipoint-systems.com/newsroom/news-detail/?tx_news_pi1%5Bnews%5D=551&cHash=70a20f2d82f6ea34c9c9c7cb7f2a7ca
- 50 With the exception of Article 14. See: United Nations, Universal Declaration of Human Rights, <http://www.un.org/en/universal-declaration-human-rights/>
- 51 TRIGEMA, <https://www.trigema.de/>
- 52 ISO, ISO/IEC 27001:2013(en), <https://www.iso.org/obp/ui/#iso:std:iso-iec:27001:ed-2:v1:en>
- 53 https://www.ipoint-systems.com/newsroom/news-detail/?tx_news_pi1%5Bnews%5D=624&cHash=fc2754607ecc0f623c0b36cddcc30fe6
- 54 eLRT, Welcome to eLRT.org! <http://www.elrt.org/>
- 55 Corporate liabilities for modern-day slavery in supply and service chains: A transnational framework
- 56 The electronic Labor Rights Template (eLRT): Introducing an anti-slavery, B2B measurement, tracking, and reporting tool for global supply and service chains
- 57 iPoint, „New Anti-Slavery Reporting and Risk Management Tool Launched,“ press release, August 7, 2019, https://www.csrwire.com/press_releases/42312-New-Anti-Slavery-Reporting-and-Risk-Management-Tool-Launched
- 58 E.g., the World Day against Trafficking in Persons (July 30), <https://www.facebook.com/iPointWorld/photos/a.255816197870586/2259868174132035/?type=3&theater>
- 59 Lavazza, Beitritt zu UN Global Compact und Global Goals, <https://www.lavazza.de/de/nachhaltigkeit/unser-engagement/global-compact.html>
- 60 Of note is that in 2017, the Lavazza Foundation undertook 27 projects in 17 countries impacting 94,000 producers. See: Lavazza, Sustainability Report 2016, <https://www.lavazza.com/content/dam/lavazza/sostenibilita/bilancio/bilanci-pdf/en/SustainabilityReport2017.pdf>
- 61 Ibid. Page 110
- 62 UNICEF, Child labour, December 2017, <https://data.unicef.org/topic/child-protection/child-labour/>
- 63 E.g., by calling attention to the World Day against Child Labor (June 12) – https://www.facebook.com/permalink.php?story_fbid=2192449567540563&id=101233979995476
- 64 Defined as head of department with personnel responsibilities.
- 65 IPCC: Global Warming of 1,5 °C. Summary for Policymakers. 2018, p. 6. https://report.ipcc.ch/sr15/pdf/sr15_spm_final.pdf
- 66 IPCC, Climate Change 2014 - Synthesis Report, 2014, https://www.ipcc.ch/site/assets/uploads/2018/05/SYR_AR5_FINAL_full_wcover.pdf
- 67 Like the ISO norms mentioned in this paragraph, the voluntary environmental management and audit system EMAS aims to systematically improve the environmental performance of a company or organization.
- 68 A UN Global Compact participant since 2011, KYOCERA is dedicated to providing products which allow customers and end-users to contribute to the reduction of environmental impact through use of their products. Cf. <https://global.kyocera.com/ecology/csr.html#c> and <https://global.kyocera.com/ecology/eco/products/index.html>
- 69 STADTRADELN is a campaign of the Climate Alliance of European Cities with Indigenous Rainforest Peoples, the largest network of cities, municipalities, and administrative districts for the protection of the world climate, which was further developed according to the Nuremberg model and has around 1.700 members in 26 European countries. The campaign provides municipalities with a proven, easy-to-implement measure to become active in communication/PR for sustainable mobility. Teams of local politicians, school classes, associations, companies, and citizens pedal to promote cycling, climate protection, and quality of life. In the period from May 1 to September 30, 2019, 21 consecutive days will be spent cycling as many kilometers as possible without CO2 emissions, both professionally and privately. When the three STADTRADELN weeks take place is up to each municipality. More info (German): <https://www.stadtradeln.de/hintergrund>
- 70 The reason for the bus travel is that at the time of Ove's travel, the Danish railways were improving the railway tracks between Copenhagen and Rødby. When completed, the travel time will be shorter.

- 71 Oracle, Corporate Citizenship / Sustainability / Achieving Operational Excellence, <https://www.oracle.com/corporate/citizenship/sustainability/operations.html>
- 72 CDP was formerly known as the Carbon Disclosure Project.
- 73 Oracle, February 2, 2019: Oracle Scores an 'A' for Climate Change, <https://blogs.oracle.com/sustainability/oracle-scores-an-%e2%80%98a%e2%80%99-for-climate-change>
- 74 Oracle, June 25, 2019: Oracle Receives Gold From EcoVadis Corporate Social Responsibility Assessment, <https://blogs.oracle.com/sustainability/oracle-receives-gold-from-ecovadis-corporate-social-responsibility-assessment>
- 75 NAM, Manufacturing Leadership Awards Program Honors 2019 Top Industry Innovators, <https://www.nam.org/manufacturing-leadership-awards-program-honors-2019-top-industry-innovators-5190/>
- 76 Microsoft: Beyond carbon neutral. Expanding beyond our carbon neutral operations to accelerate global and local good. <http://aka.ms/beyond>
- 77 For this and other areas in which Microsoft reports on its environmental performance, visit Microsoft at: <https://www.microsoft.com/en-us/environment>
- 78 Development International, Dodd-Frank Section 1502 – RY2016 Filing Evaluation, July 26, 2017, http://docs.wixstatic.com/ugd/f0f801_9502a3a2a8f143a7b5d863792a01318a.pdf
- 79 CHG-Meridian, TOTAL COMMITMENT, <https://www.chg-meridian.com/explore-chg/responsibility/corporate-citizenship.html> and CHG-Meridian: A New Life For IT Equipment Thanks to Close the Gap and Worldloop. https://www.chg-meridian.com/discover-chg/excellence-stories/excellence_story_close_the_gap.html
- 80 The Expert Forum Global Environmental Compliance was established by the Fraunhofer Institute for Manufacturing Engineering and Automation (Fraunhofer IPA) in 1994 with the objective of providing the electrical and electronic industries a comprehensive overview of current product-related environmental legislation (e.g. WEEE, RoHS, REACH, ErP and Conflict Minerals). A strong network from the scientific community, industry, associations, and legislative bodies emerged. In the regular meetings, participant exchanges focus on the current status of product-related environmental legislation, implementation strategies, and best practice approaches. See: Fraunhofer IPA, Expert Forum Global Environmental Compliance, <https://www.ipa.fraunhofer.de/de/Kompetenzen/nachhaltige-produktion-und-qualitaet/schadstoffmanagement/expertenforum-global-environmental-compliance.html>
- 81 The IHK Netzwerk Nachhaltigkeit is a network concerned with social, ecological and economic responsibility. The network provides up-to-date information and promotes the cross-industry exchange of expertise and experience. See: IHK Netzwerk Nachhaltigkeit, <https://www.reutlingen.ihk.de/netzwerke/netzwerke-fortsetzung/nachhaltigkeit/>
- 82 The VNU Verband für Nachhaltigkeits- und Umweltmanagement e.V. is an independent community of experts and users of environmental and sustainability management systems. It designs management systems through committee action, support their practical implementation in companies, and facilitates networking between members and stakeholders through conferences and regional meetings. See: VNU Verband für Umwelt- und Nachhaltigkeitsmanagement e.V., <https://www.vnu-ev.de/>
- 83 Forum for Sustainability through Life Cycle Innovation, <https://fslci.org/vision-mission/>
- 84 Forum for Sustainability through Life Cycle Innovation, Board of Directors, <https://fslci.org/board-of-directors/>
- 85 E.g., participation in tree watering challenge during the hot, dry German summer of 2018, <https://www.facebook.com/101233979995476/videos/309079523009695/>, or the launch of our “Plant your Pencil” campaign with our sustainable sprout pencils, <https://www.facebook.com/plugins/post.php?href=https%3A%2F%2Fwww.facebook.com%2FiPointWorld%2Fposts%2F2056567044462150&width=500>
- 86 E.g., World Bicycle Day <https://www.facebook.com/101233979995476/photos/a.255816197870586/2172508636201323/?type=3&permPage=1>, International Plastic Bag Free Day <https://www.instagram.com/p/Bzd32P6iDUI/>, and Earth Overshoot Day <https://www.instagram.com/p/B0f976iFlgN/>.
- 87 Stadthalle Reutlingen GmbH, <https://www.stadthalle-reutlingen.com/>
- 88 www.climatepartner.com
- 89 <https://www.climatepartner.com/en/climatepartner.com/offset-projects>. Each print product is labeled with a special ID number so the offset can be traced in a transparent manner.
- 90 These criteria comprise: (1) REACH-compliant, (2) RoHS-compliant, (3) No plastics, (4) A keeper (non-disposable), (5) Biodegradable, (6) Not too big (simple transport), (7) No expiration date, and (8) In line with our brand.

- 91 Sprout, <https://sproutworld.com/>
- 92 This RoHS-compliant product consists of FSC®-certified maple wood; where plastic was used for internal, non-visible components, it was made from 100% recycled material.
- 93 These plants come in a wooden cube which is filled with a special cultivation granulate and a biological long-term fertilizer; it is made of alder and consists of 100% compostable materials.
- 94 Dopper, <https://dopper.com/usa/> These water bottles are at the center of an ongoing social media campaign, which involves iPoint employees sharing pictures of their bottle during their travels and holidays.
- 95 Plant for the Planet, <https://www.plant-for-the-planet.org/en/home>
- 96 Cf. Agenda 21 of the Rio Declaration, <https://sustainabledevelopment.un.org/content/documents/Agenda21.pdf> and UN Global Compact: Principle 9, <https://www.unglobalcompact.org/what-is-gc/mission/principles/principle-9>
- 97 The European Commission, iPoint-systems, https://ec.europa.eu/environment/ecoap/scalingcircularbusiness/solution/ipoint-systems_en
- 98 Cf. “iPoint Recognized as Top Compliance Solution Provider 2019,” press release, July 2, 2019, https://www.csrwire.com/press_releases/42188-iPoint-Recognized-as-Top-Compliance-Solution-Provider-2019. In addition, APAC CIOoutlook also selected iPoint as the cover story feature for the Compliance Special of their enterprise business technology print magazine. Cf. APAC CIOoutlook, Top 10 Compliance Solution Providers 2019, May 2019, <https://compliance.apacciooutlook.com/vendors/top-10-compliance-solution-providers-2019-rid-229.html#>
- 99 iPoint, iPoint takes over industry leader in life cycle assessment and material flow cost accounting, January 25, 2018, <https://www.ipoint-systems.com/newsroom/news-detail/ipoint-takes-over-industry-leader-in-life-cycle-assessment-and-material-flow-cost-accounting/>
- 100 Ibid.
- 101 “105 Organizations Announce New Blockchain Association INATBA,” press release, April 3, 2019, https://www.csrwire.com/press_releases/41848-105-Organizations-Announce-New-Blockchain-Association-INATBA
- 102 “DiBiChain” stands for “Digital image of circular systems by means of blockchain” (German: Digitales Abbild von Kreislaufsystemen mittels Blockchain).
- 103 Christian Doppler Laboratory for Sustainable Product Management enabling a Circular Economy, <https://idw-online.de/de/news713478>
- 104 Under the management review of ISO 9001 clause 5.1 and the internal audit requirements of clause 8.2.2, top management is required to establish an independent audit committee and has responsibility for the outcome of the audit. The standard requires respect for auditor independence and prohibits executive management from improper influence of an auditor. Clause 4.1 assigns responsibility of process controls to top management. They are required to assess whether internal controls are effective, certify compliance to the organization’s quality manual, and be accountable for conformance to its quality system.
- 105 Cf. “CSR Reporting Under EU Law Is Highest for Gender and Lowest for Human Rights Matters, Study Reveals”, press release May 9, 2019, https://www.csrwire.com/press_releases/41945-CSR-Reporting-Under-EU-Law-Is-Highest-for-Gender-and-Lowest-for-Human-Rights-Matters-Study-Reveals and iPoint, Corporate Non-Financial Reporting in Europe, The case of Germany, Sweden and Austria, <https://www.ipoint-systems.com/de/nfrd-report-2018/>
- 106 “iPoint-systems Recognized as One of the ‘50 Most Trustworthy Companies of the Year’,” press release, November 8, 2018, https://www.csrwire.com/press_releases/41519-iPoint-systems-Recognized-as-One-of-the-50-Most-Trustworthy-Companies-of-the-Year-
- 107 Statements including words such as “believe”, “expect”, “anticipate”, “plan”, “intend”, “will”, “should”, “could”, “would”, “may”, “strategy”, “potential”, “opportunity”, and similar expressions are forward-looking statements.

Abbreviations



3TG	Tantalum, Tin, Tungsten, Gold	EPRM	European Partnership for Responsible Minerals	LED	Light-Emitting Diode
AIAG	Automotive Industry Action Group	FSC	Forest Stewardship Council	MFCA	Material Flow Cost Accounting
BMBF	Bundesministerium für Bildung und Forschung (German Federal Ministry of Education and Research)	FSLCI	Forum for Sustainability through Life Cycle Innovation	OECD	Organisation for Economic Co-operation and Development
B2B	Business-to-Business	FTE	Full-time equivalent	REACH	Registration, Evaluation, Authorisation and Restriction of Chemicals (EU)
CCF	Corporate Carbon Footprint	GDPR	General Data Protection Regulation	RMI	Responsible Minerals Initiative [formerly known as the Conflict-Free Sourcing Initiative (CFSI)]
CDP	Carbon Disclosure Project	GHG	Greenhouse Gas	RoHS	Restriction of Hazardous Substances (EU)
CEO	Chief Executive Officer	GLG	Good Life Goal	SME	Small and medium-sized enterprise
CI-SCP	Consumer Information Programme for Sustainable Consumption and Production	HSI	Homeland Security Investigations	SDG	Sustainable Development Goal
CMRT	Conflict Minerals Reporting Template	ICT	Information and Communication Technology	SEI	Stockholm Environment Institute
CoP	Communication on Progress	IEC	International Electrotechnical Commission	SLE	Sustainable Lifestyles and Education
CRT	Cobalt Reporting Template	IGES	Institute for Global Environmental Strategies	UN	United Nations
CO₂	Carbon Dioxide	IHK	Industrie- und Handelskammer	UNESCO	United Nations Educational, Scientific and Cultural Organization
CSR	Corporate Social Responsibility	INATBA	International Association of Trusted Blockchain Applications	UNGC	United Nations Global Compact
DI	Development International e.V.	IPC	Institute of Printed Circuits – Association Connecting Electronics Industries	UNICEF	United Nations Children’s Fund
DLT	Distributed Ledger Technology	IPCC	Intergovernmental Panel on Climate Change	USB	Universal Serial Bus
EASP	European Association of Sustainability Professionals	IPCMP	iPoint Conflict Minerals Platform	VNU	Verband für Nachhaltigkeits- und Umweltmanagement e.V.
EHS	Environment, Health & Safety	ISO	International Organization for Standardization	WBCSD	World Business Council for Sustainable Development
eLRT	electronic Labor Rights Template	IT	Information technology	WEEE	Waste of Electrical and Electronic Equipment
ELV	End of Life Vehicles Directive (EU)	ITI	Information Technology Industry Council		
EMAS	Eco-Management and Audit Scheme	JEITA	Japan Electronics and Information Technology Industries Association		
EMS	Environmental Management System	LCA	Life Cycle Assessment		
EPD	Environmental Product Declaration				

Sustainability Report & Communication on Progress 2018/19, published in August 2019.

The collection and presentation of the content in the 2018/2019 Sustainability Report are the product of the work of all units of iPoint-systems gmbh and the iPoint Group, including all of its subsidiaries in Germany and abroad .

The Corporate Communications & Sustainability Department of iPoint-systems gmbh is responsible for developing and editing the content as well as designing the report:

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- Carsten Girke

Copy editing team

- Christine Beck
- Jacky Goeron
- Beate Hummel

Feedback from our stakeholders improves further development of our reporting. We welcome and look forward to your suggestions and ideas.

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This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.