

# Communication on Progress – r2p Group

## **Participant**

r2p GmbH

## **Published**

2022/01/06

## **Time period**

January 2021 – December 2021

## **Format**

Stand alone document

## **Differentiation Level**

This COP qualifies for the Global Compact Active level

## **Self-assessment**

- ✓ Includes a CEO statement of continued support for the UN Global Compact and its ten principles
- ✓ Description of actions or relevant policies related to Human Rights
- ✓ Description of actions or relevant policies related to Labour
- ✓ Description of actions or relevant policies related to Environment
- ✓ Description of actions or relevant policies related to Anti-Corruption
- ✓ Includes a measurement of outcomes

## **Statement of continued support by the Chief Executive Officer**

Statement of the company's chief executive (CEO or equivalent) expressing continued support for the Global Compact and renewing the company's ongoing commitment to the initiative and its principles.

At r2p, we try to become an even better version of ourselves each and every day. Our guiding stars for this journey are defined in our Code of Conduct and our Anti-Discrimination Policy. Both guidelines provide for an inspiring, self-determined and decent business and working environment. As long as this is no matter of course for everyone around the world, we will continue to publish an annual Modern Slavery Statement on our efforts to contribute to the strict compliance with Human Rights in our supply chain.

We support the Ten Principles of the United Nations Global Compact with our participation.

Flemming Kaer

CEO

r2p Group

## **Human Rights**

### **Assessment, policy, and goals**

Description of the relevance of human rights for the company (i.e., human rights risk assessment). Description of policies, public commitments, and company goals on Human Rights.

#### Principle 1

As stipulated in our group-wide Code of Conduct, the r2p Group is vehemently opposed to the use of slavery in all forms (ILO Conventions 29 and 105), to cruel, inhuman or degrading punishments and any attempt to control or reduce freedom of thought, conscience, and religion. The r2p Group will ensure that all its employees, agents and contractors are entitled to their human rights as set out in the Universal Declaration of Human Rights and the Human Rights Act 1998. The r2p Group will not enter into any business arrangement with any person, company or organisation

which fails to uphold the human rights of its workers or who breaches the human rights of those affected by the organisation's activities.

## Principle 2

Having stated r2p's clear and utter dedication to the protection of human rights, there is still a long way to go until any company in a "developed country" can be completely sure that no human rights abuses occur anywhere in their supply chain. In our efforts to analyse our most vulnerable spots, Conflict Minerals were identified as an important issue to work on: Today's electronic technology relies heavily on minerals whose global occurrences are concentrated in few, politically unstable and poor regions of the world. This is also true for the technologies used at the r2p Group: tantalum capacitors are a standard component for onboard PCs, for example.

## **Implementation**

Description of concrete actions to implement Human Rights policies, address Human Rights risks and respond to Human Rights violations.

## Principle 1

All stakeholders and business relations of r2p are encouraged to contact management or use our anonymous reporting system if any possible breach of human rights is suspected.

## Principle 2

Our business is dependent on such minerals. Their exploitation can be linked to armed conflicts, the violation of human rights and environmental damages – if we do not take measures against it. For these measures to work we depend on our suppliers' support, as our in-house production depth reaches only the use of intermediate goods such as components but never the use of any raw materials.

We expressly encourage our suppliers to monitor and certify their supply chains and honour this effort in our sourcing decisions.

We invite and expect our partners to join us on this journey towards a fair and responsible usage of minerals for modern technology.

## **Measurement of outcomes**

Description of how the company monitors and evaluates performance.

To measure progress will we continuously review the development in our supply chain. Additionally, we observe the number of reported suspected breaches and confirmed breaches as a "health indicator" for our Human Rights commitment.

For 2021 there have been no reported or confirmed breaches.

## **Labour**

### **Assessment, policy, and goals**

Description of the relevance of labour rights for the company (i.e., labour rights-related risks and opportunities). Description of written policies, public commitments, and company goals on labour rights.

#### Principle 3

Although there is currently no works council established at r2p, we fully respect the rights of our employees to associate and to bargain collectively.

#### Principle 4

The r2p Group publishes annual statements pursuant to section 54 of the Modern Slavery Act 2015. We understand that slavery, servitude, forced labour and human trafficking (Modern Slavery) is a global and growing issue given the rapid rise in global migration, existing in every region in the world and in every type of economy, whether industrialised, developing or in transition. No sector or industry can be considered immune or untainted. r2p has a zero-tolerance approach to Modern Slavery of any kind within our operations and supply chain. We all have a responsibility to be alert to any risks, however small, in our business and in the wider supply chain.

## Principle 5

As stipulated in our group-wide Code of Conduct, the r2p Group is vehemently opposed to child labour and will not accept it in any business activity including its supply chain (ILO Conventions 138 and 182).

## Principle 6

As stipulated in our group-wide Anti-Discrimination and Anti-Harassment Policy, r2p will not tolerate or accept any form of discrimination, harassment, victimisation, or vilification in the workplace or whilst representing the company.

## **Implementation**

Description of concrete actions taken by the company to implement labour policies, address labour risks and respond to labour violations.

## Principle 3

To ensure that everybody understands that collective bargaining is not subject to any kind of discrimination by the r2p, we have fixed “membership in a union” as a protected ground of discrimination in our Anti-Discrimination and Anti-Harassment Policy.

## Principle 4

All stakeholders and business relations of r2p are encouraged to contact management or use our anonymous reporting system if any form of forced or compulsory labour is suspected, so that we may take immediate action in such cases.

## Principle 5

We expressly encourage our suppliers to monitor and certify their supply chains and honour this effort in our sourcing decisions.

We invite and expect our partners to join us on this journey towards the compliance with child protection and human rights.

If employing a juvenile, the r2p Group ensures they are over the local minimum age for employment. Any employee younger than 18 years must not perform dangerous work, work at nights and is entitled to more breaks.

## Principle 6

We are proud to be an equal opportunity employer. We regard the diversity of our employees as a competitive advantage. From young trainees with fresh ideas to long-term employees with a wealth of experience: at r2p we employ people from all walks of life, with different life experiences and family backgrounds, from different nations and cultures.

### **Measurement of outcomes**

Description of how the company monitors and evaluates performance.

To measure progress will we continuously review the development in our supply chain. Additionally, we observe the number of reported suspected violations and confirmed violations as a "health indicator" for our supply chain.

For 2021 there have been no reported or confirmed violations.

## **Environment**

### **Assessment, policy, and goals**

Description of the relevance of environmental protection for the company (i.e., environmental risks and opportunities). Description of policies, public commitments, and company goals on environmental protection.

## Principle 7 + 8

We aim to minimise our environmental impact, both in product development and in our day-to-day work. As our in-house production depth reaches only the use of intermediate goods, our environmental impact amounts mainly to powering our office buildings and business travel by company cars and flights.

Our German headquarters is certified according to ISO 14001. Our professional data centre, a main driver for our energy consumption, uses 100% renewable energy. All

entities are encouraged to monitor their energy consumption and publish their measures to reduce their environmental impact in our intranet to foster mutual learning.

#### Principle 9

As it is our vision to make public transportation the preferred choice by improving on-the-move-experiences, we support the development of a central element for an environmentally sound future. Transport is one of the major sources of greenhouse gases worldwide, with a still-growing trend, which can only be stopped when future-proof public transport is an attractive option.

We thereby strive to contribute to the SDG 11 “Sustainable Cities and Communities” with our solutions for rail and road vehicles.

#### **Implementation**

Description of concrete actions to implement environmental policies, address environmental risks and respond to environmental incidents.

#### Principle 7 + 8

We strive to reduce business travel via videoconferences and purchase green power whenever possible.

Our German headquarter is certified according to ISO 14001. Our professional data centre, a main driver for our energy consumption, uses 100% renewable energy. All entities are encouraged to monitor their energy consumption and publish their measures to reduce their environmental impact in our intranet to foster mutual learning. Furthermore, preference is given to suppliers that also uphold a certified environmental management system (ISO14001).

#### Principle 9

Our entire product and service offering is aimed at improving the accessibility, quality, attractiveness, and affordability of public transport.

## **Measurement of outcomes**

Description of how the company monitors and evaluates environmental performance.

To measure progress, we annually review the development in our environmental impact and evaluate where we need take action to further reduce the impact.

We annually review how many of our suppliers achieve / maintain their ISO14001 certification. Since our hosted data centre represents a significant part of our overall power budget, we have switched to using renewable energy in our primary data centre.

Through the additional pressure from the COVID-19 pandemic, we have been successful in adapting our business to make extensive use of home office and remote meetings. This has reduced our CO2 footprint from travel activities. Since our business and our clients and suppliers have also adapted to this trend, we aim to maintain a significantly lower travel activity, even when the COVID-19 restrictions are lifted at some point in the future.

## **Anti-Corruption**

### **Assessment, policy, and goals**

Description of the relevance of anti-corruption for the company (i.e., anti-corruption risk assessment). Description of policies, public commitments, and company goals on anticorruption.

### Principle 10

(Including extortion and bribery)

As stipulated in our group-wide Code of Conduct, r2p is committed to a zero-tolerance approach towards bribery and corruption. We neither pay nor accept payments or other advantages from or to customers, suppliers or other parties that would influence business decisions.

Facilitation payments are also prohibited. A facilitation payment is a payment to secure or expedite the performance of a routine or necessary action to which the payer of the facilitation payment has a legal or other entitlement. Although in some



legislations, facilitation payments are not considered as bribery, the r2p Group does not engage in this practice.

## **Implementation**

Description of concrete actions to implement anti-corruption policies, address anti-corruption risks and respond to incidents.

### Principle 10

Any gift or hospitality of more than a token value must be reported to the respective supervisor or Group Legal to determine if it may be accepted. We transparently account for all invitations we receive. If there is a requirement for overnight stays or foreign travel, prior written consent will be needed from the line Manager.

All stakeholders and business relations of r2p are encouraged to contact management or use our anonymous reporting system if any possible breach of our anti-corruption commitment is suspected.

## **Measurement of outcomes**

Description of how the company monitors and evaluates anti-corruption performance.

To measure progress, we continuously observe the number of reported suspected breaches and confirmed breaches as a "health indicator" for our anti-corruption commitment.

For 2021 there have been no reported or confirmed breaches.