



REHASENSE



Communication on Progress

2021

CONTENTS

I. CEO LETTER

II. OUR BUSINESS AT A GLANCE

III. HUMAN RIGHTS & LABOUR

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

Principle 2: Make sure that they are not complicit in human rights abuses.

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

Principle 4: The elimination of all forms of forced and compulsory labour.

Principle 5: The effective abolition of child labour.

Principle 6: The elimination of discrimination in respect of employment and occupation.

IV. ENVIRONMENT

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

Principle 8: Undertake initiatives to promote greater environmental responsibility.

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

V. ANT-CORRUPTION

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

VI. OUTCOMES - KPI

I. CEO LETTER

“more than mobility”

- our purpose, which drives us in everything we do...

Today's business world continues to change with increasing speed, companies like ours face ever-greater demands and expectations from our many different stakeholders. In our own business, we are not only scrutinised by those in the countries in which we operate, but also by the international community and society at large.

Moving forward, we see two main growth drivers in our market: a steadily growing number of people who are affected by motor disabilities and increased demand for better mobility in both mature and emerging markets.

We strive to make a difference and contribute to the health and well-being of millions of people while growing our business. We aim to reduce social isolation by ensuring access to technical aids.

Moreover, we raise awareness of health as a global challenge and break down the stigma around disabilities. An essential part of our strategy is to increase awareness, access, and affordability. Many people are not fully aware of the importance of mobility, for mental health for instance. And the stigma of disability sometimes holds people back, even if they are aware. We are already working on this by designing more attractive looking technical aids (e.g. wheelchairs, rollators).

Apart from direct medical rehabilitation procedures (e.g. physical therapy), another important group of therapeutic processes includes social rehabilitation and the elimination of physical barriers to mobility. This part of rehabilitation can't be forgotten, as it is extremely important not only for the physical health condition of a patient but also for his/her self-confidence and mental health and feeling of independence.

It is our ambition to change that in line with our

portfolio and “the best of best” concept.

We are committed to the Ten Principles of the United Nations Global Compact (UNGC) in the following areas Human Rights, Labour, Environment and Ant-Corruption.

We have set clear sustainability goals, and we have an inspiring purpose. We are aware that results will come with hard work - but it is worth it. We owe this to our customers, our employees, our families and future generations.

We will achieve our goals through our employees and partnerships with our stakeholders. We are committed to our people and local communities and their development, and we value their diverse and unique contributions. We are focused on maintaining a work environment where our employees can develop and thrive and work with our local communities to create mutually beneficial relationships.

As CEO of Rehasense Group I will support and stimulate the Team to achieve our objectives in timely manner.

We must all change, and we must do it at many levels. That is our commitment as Rehasense Group, and my personal commitment as CEO.

Roger Spencer Dutton
CEO Rehasense Group

II. OUR BUSINESS AT A GLANCE

Stemming from a long standing desire to develop a line of top end, high quality functional products, competitively priced and adapted for different countries, the international team at Rehasense has collaborated with experts from the Nordic countries to present a range of products that are developed with a clear northern European influence – focussing strongly on ergonomics, functionality, design and durability.

Rehasense manufactures a wide range of selected, high quality mobility products for those with mobility challenges in our communities. We provide superior products within a “best of the best” concept with regard to quality and function based on many years of experience in design, manufacturing and distribution in Europe and Asia.

The Rehasense product strategy is to have a portfolio which covers a wide range of mobility challenges with a focussed solutions offering. By focussing on a limited number of selected products for each mobility challenge, we are able to remain a lean organisation, delivering cost competitiveness

for the high quality product segment in order to serve our customers better.

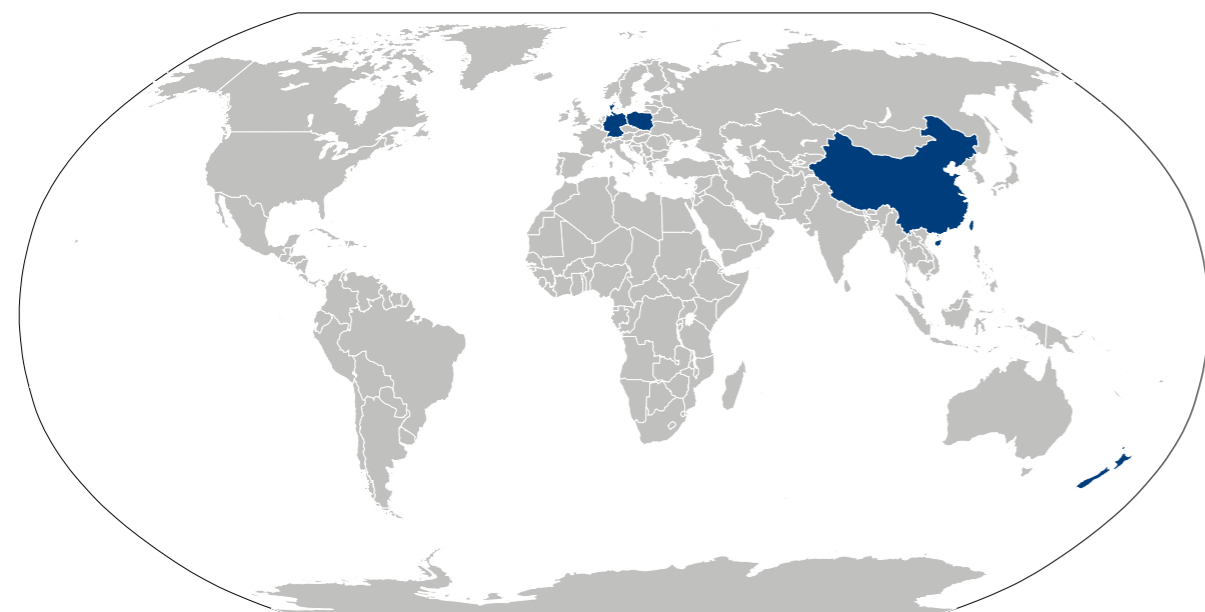
Rehasense Europe serves the European market from its production and service centre in Piotrkow, Poland.

The Asian-Pacific markets are served by Rehasense Asia with its Hong Kong and Xiamen (China) branches.

The Rehasense team includes more than 46 people working for us around the world, in 5 countries.

A sustainable business is purposeful, competitive, resilient and agile, it’s a business that thrives through both economic and social cycles. Sustainability providing for the well-being of future generations while protecting our natural resources – is in our everyday actions and at the heart of our business strategy, intrinsically bound together with technology. One enables the other.

Because of the above we ensure responsible business conduct. We make sure we are compliant with laws and pay special attention to human rights, labour rights, and anti-corruption.



III. HUMAN RIGHTS & LABOUR

<p>PRINCIPLE 1: Businesses should support and respect the protection of internationally proclaimed human rights.</p> <p>PRINCIPLE 2: Make sure that they are not complicit in human right abuses.</p> <p>PRINCIPLE 3: Business should uphold the freedom of association and the effective recognition of the right to collective bargaining</p>	<p>PRINCIPLE 4: The elimination of all forms of forced and compulsory labour.</p> <p>PRINCIPLE 5: The effective abolition of child labour.</p> <p>PRINCIPLE 6: The elimination of discrimination in respect of employment and occupation.</p>
--	--

We have a fundamental commitment to respecting labour and human rights. This drives our core values. It is further expressed through our observance of core labour rights; being guided by relevant laws and regulations. We aim to identify, assess and minimise potential adverse human rights impacts that we cause or contribute to, or that are linked to our business, through ongoing due diligence and appropriate management. Should adverse impacts occur as a result of our operations, our objective would be to ensure that these are remediated to the greatest possible extent. Where it is within our power to do so, we also seek to promote the observance of human rights in the countries where we work. We are committed to the International Labour Organisation’s core labour rights, covering the right to freedom of association and collective bargaining, the right to equal remuneration for equal work, and a zero tolerance approach to modern slavery, forced labour, child labour and unfair discrimination.

COMMUNITIES
We are committed to making a lasting, positive contribution to the countries and communities in which we operate. Maintaining open and robust engagement with the communities affected by our operations – in which many of our employees may also live – is a priority for us and is based on our value of care and respect. We seek to share, plan and communicate with those communities transparently and honestly, and aim to always engage with them in a manner which avoids all unethical behaviour or the appearance of improper influence having been exerted. We want to create and maintain mutually beneficial relationships by understanding and maximising the positive influence we can have on local and regional development. We respect the rights, interests and perspectives of local communities, and take into account their unique and special connections to land, water and other natural resources.

PEOPLE

Our employees inspire our purpose and are instrumental to how we live up to it in everything we do. For them, we strive to create safe, inclusive and diverse working environments that encourage high performance and innovative thinking. Engaging with our people and building a team-based culture is a priority for every employee at Rehasense, giving every person what they need to give their very best and feel safe and supported in doing their work.

EQUALITY (DIVERSITY, INCLUSION AND FAIR TREATMENT)

At Rehasense, we promote an inclusive environment where every colleague is valued and respected for who they are and has the opportunity to fulfil their potential. All colleagues are expected to treat each other with care and respect, and we are committed to ensuring that every individual can bring their whole self to work each day regardless of their gender, sexual orientation, age, race, ethnicity, religion, national origin or disability.

We believe our workforce should reflect the diversity of our partners, customers and the communities and countries in which we operate. We set appropriate actions for diversity at senior levels to ensure continuous improvement and commit to practices which help ensure that the careers of all colleagues are managed fairly and inclusively.

HARASSMENT AND BULLYING

We aim to ensure that all colleagues are treated, and treat others, with care and respect and as such, we are committed to zero tolerance within the workplace with regard to acts of bullying, harassment and/or victimisation. This includes all global places of work, including business trips, all work-related events and functions and social engagements with colleagues, during or outside of normal working hours.

SAFETY

Nothing is more vital than ensuring that every person who works for and with Rehasense returns home safe at the end of every day.



IV. ENVIRONMENT

PRINCIPLE 7:

Businesses should support a precautionary approach to environmental challenges.

PRINCIPLE 8:

Undertake initiatives to promote greater environmental responsibility.

PRINCIPLE 9:

Encourage the development and diffusion of environmentally friendly technologies.

We strive to minimize the footprint we set from the initial design phase, and we are aware of our environmental responsibility. We seek to be greener every day not only because there is money to be earned by safeguarding the environment, but also because it is one of our values. We consider environmental awareness as a wide range of initiatives that includes running our business on a sustainable basis.

We care about chemicals in products, and we observe the EU-REACH legislation as a minimum. We support environmentally friendly technologies.

Environmental principles at Rehasense includes:

- support a precautionary approach to environmental challenges;
- undertake initiatives to promote greater environmental responsibility;
- encourage the development and diffusion of environmentally friendly technologies

We achieve this through:

- Responsible production: Our portfolio includes a premium line of rollators with a long lifetime. We reduce waste through prevention, reduction, recycling and reuse in our entire supply chain.
- Responsible consumption: We ensure sustainable consumption patterns and reduce our environmental footprint on nature by changing the way of consumption, including device reuse.

We are continuously reviewing and improving our environmental performance.

We strive to ensure our compliance with local and national environmental legislation and regulations, focusing on effectively utilizing resources, energy, minimising waste, and preventing pollution everywhere we operate.

At Rehasense we ensure that our suppliers, service providers and contractors, as well as other key business partners, help us to support and uphold the environmental standards that we share.

V. ANTI-CORRUPTION

PRINCIPLE 10:

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

At Rehasense, corruption is not acceptable and we are strongly against bribery, extortion, or any other form of facility payments. We want to run a profitable company and respect people and the planet. We influence our business partners with our attitudes to bribery and corruption.

Bribery

We stand against corruption, bribes and other corrupt payments that are unethical, illegal and contrary to our values. We will neither give nor accept bribes nor permit others to do so in our name, either in our dealings with public officials, the communities in which we operate or with suppliers and customers.

Our employees are required to comply with this statement.

We are committed to taking appropriate steps to ensure that our business partners also understand and comply with our values when doing business with us or on our behalf.

We support efforts to eliminate bribery and corruption and encourage our suppliers, customers and partners to do the same.

Gifts, entertainment and hospitality

Our relationships with suppliers, customers and business partners, including governmental and other public bodies, are conducted on the basis of objective factors and are not influenced by the offer or acceptance of gifts or the provision or receipt of entertainment or hospitality. Our policies are not intended to prevent the establishment and building of legitimate business relationships. However, inappropriate (i.e. excessive or lavish) gifts, entertainment and hospitality can be seen as a way to unfairly gain business advantage and can amount to an illegal bribe. Gifts, entertainment

or hospitality offered or provided to government or public officials carry a heightened risk of perceived bribery and always require careful, prior consultation with the management team.

Conflicts of interest

Our employees, contractors and consultants must avoid actual or perceived conflicts of interest involving themselves, close relatives or associates. Where a conflict could arise, you must draw this to the attention of your line manager or Human Resources and ensure that the conflict is managed appropriately.

A conflict of interest exists when your personal or professional interests or activities affect your ability to make clear, objective decisions for Rehasense. Actual conflicts of interest must be avoided, but even the perception of a conflict of interest can be damaging to Rehasense and must be disclosed and discussed as early as possible.

Suppliers, customers and other business partners

We are careful and fair about how we select and use suppliers, customers and other business partners. We therefore seek to work with suppliers and business partners who share our commitment to safety, legal requirements, integrity, human rights and to our principles.

We follow established procedures that enable us to select the right business partners, who meet legal requirements while mitigating risks of improper influence arising out of our interactions with these third parties.

Our ongoing efforts to build a sustainable supply chain, our reputation and ultimately our financial performance could be damaged by the actions of suppliers, advisers, agents and contractors.

We seek to provide sustainable, responsible local

procurement that positively contributes to a resilient supply chain and the economic and social development of the communities in which we operate.

Through our procurement practices, we prioritise purchasing from host communities in order to build a resilient supply chain while supporting the socio-economic development of the communities in which we operate and impact.

Fair competition

We are committed to a free-market economy where vigorous but fair competition will result in the most efficient allocation of goods and services, the lowest prices, the highest quality and optimal innovation.

We prohibit anti-competitive practices and will not tolerate any such activity by our employees.



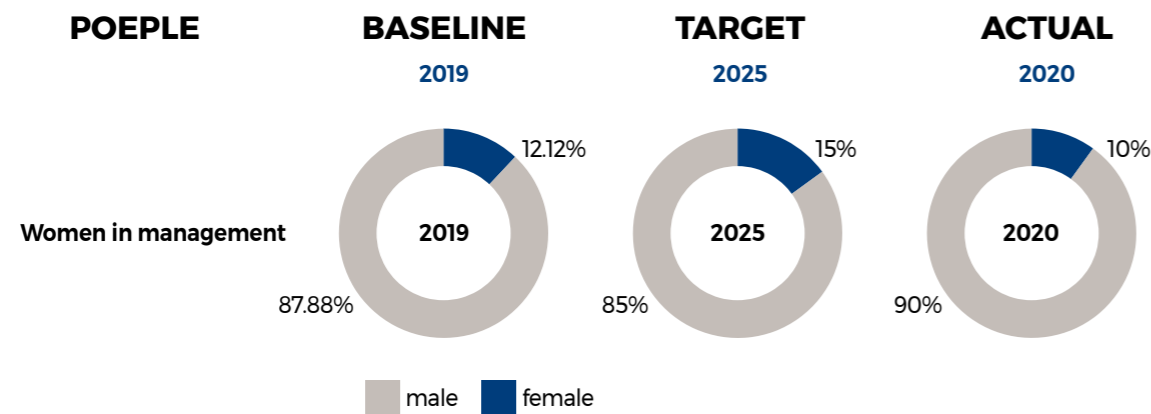
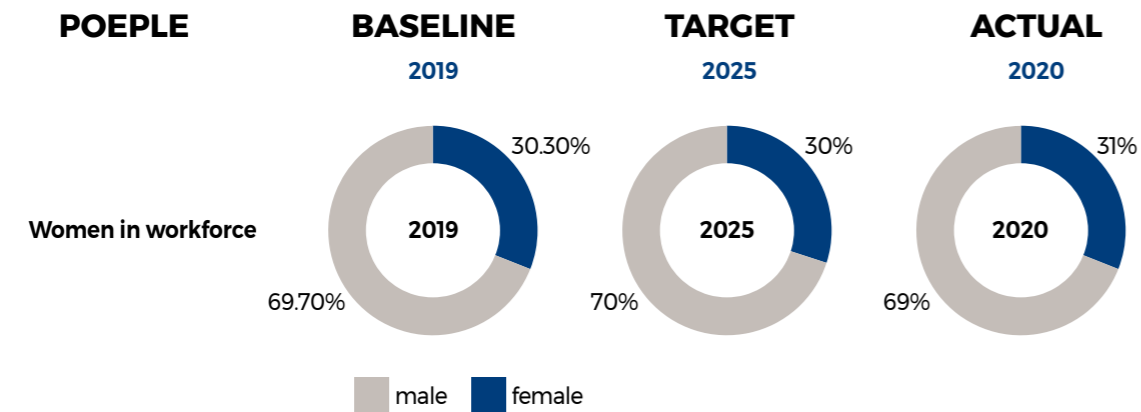
VI. OUTCOMES – KPI

Below tables presents main KPI, baseline and achievement within 2020.

H&S	BASELINE	TARGET	ACTUAL
	2019	by 2025	2020
Work - related injures	0	0	0
Incident rate (employees safety)	0	0	0
Incident rate (contractor safety)	0	0	0
Cases of occupational disease	0	0	0

H&S	BASELINE	TARGET	ACTUAL
	2019	by 2025	2020
Voluntary labour turnover	3.03%	2.5%	2.6%

ENVIRONMENTAL	BASELINE	TARGET	ACTUAL
	2019	by 2025	2020
Environmental incidents	3.03%	2.5%	2.6%
Energy consumption indicator (savings by baseline against business as usual projection)	15.52%	15%	9.50%
Wastes recycled (recycled wastes by baseline against business as usual projection)	90%	100%	100%
Wastes indicator (wastes weight per sold product- kg/psc.)	0.010	0.005	0.010





REHASENSE

**Rehasense Poland
Logistics Center**

Sulejowska 45g
97-300 Piotrkow Trybunalski,
Poland
+49 2821 590 8587 (office)
+49 2821 391 4308 (fax)

Rehasense Germany

Briener Strasse 25
47533 Kleve
Germany
+49 2821 590 8587 (office)
+49 2821 391 4308 (fax)

Rehasense Benelux

Markeweg 81
8398 GM Blesdijke
The Netherlands

Rehasense Denmark

Glarmestervej 18B
8600 Silkeborg
Denmark

Rehasense Spain

Aldai 66C
48116 Fruiz
Spain

Rehasense UK

Mobility House
Marsh Lane Ind. Park
Hayle, Cornwall
TR27 5JR
United Kingdom