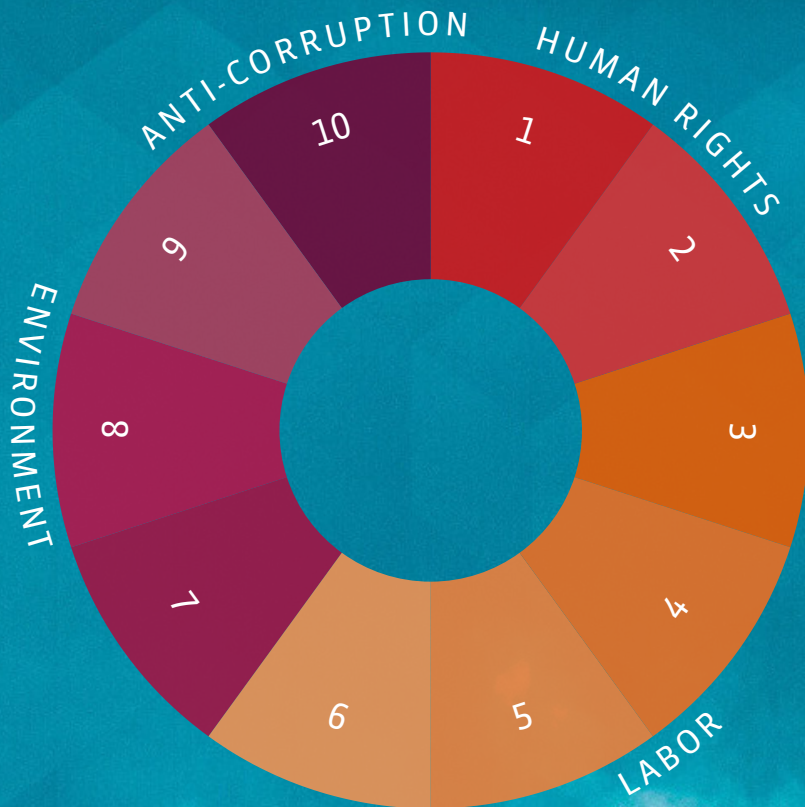


# Sustainability Report 2020/21

UN Global Compact | Communication on Progress | August 2020 - August 2021



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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.

## **iPoint-systems gmbh**

Managing Directors: Joerg Walden (CEO), Thomas Diezmann, Peter Schmidt  
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 6, 2021

I am pleased to confirm iPoint-systems' continued commitment 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) – our fourth to date –, we describe our actions to continually improve the integration of the UNGC's principles into our business strategy, culture, and daily operations and to advance broader societal goals, in particular the United Nations' Sustainable Development Goals (SDGs). We also commit to sharing this information with our stakeholders using our primary channels of communication.

At the time of writing this introduction, two topics are dominating the news: first, the still-prevalent COVID-19 pandemic, which is far from over, as evidenced by global data trends showing increasing numbers of new cases and deaths. Second, severe weather events, including the torrential rain and flash flooding in central China and western Europe that have left hundreds of thousands unable to return to their homes and many without access to power and drinking water. If there is one thing that crises like these have taught us, it is that we – the private sector – must unite in

solidarity, take action, demonstrate our responsibility towards society, employees, suppliers, and other stakeholders, and lead by example to build back better and recover stronger.

We all need to join forces and pool our commitment to tackle the coronavirus pandemic, the climate crisis, as well as other global challenges that have to be solved in order to ensure a prosperous, sustainable, and equitable world worth living in for future generations – including efforts to reduce inequalities, conserve the environment, halt the food crisis, end poverty, and produce and consume sustainably by 2030 by moving from a linear to a circular economy. Sustainable business leadership as well as sustainable business models and frameworks like the SDGs are needed now more than ever. Because it is precisely in these volatile times that sustainable companies prove to be the most successful and resilient ones.

However, in order to achieve truly long-term, sustainable improvements and impacts, the measures taken by the corporate world must be scientifically backed as well as measurable. A good example in this context are the science-based targets that provide companies with a clearly-defined pathway for reducing their emissions in line with the goals of the Paris Agreement. Another scientific approach is currently experiencing a revival in the context of sustainability. Based on the question of how infinite



# I. Statement of Commitment and Continued Support

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



growth is possible in finite space, the mathematical principle of folding could provide this solution because it allows infinite movement in a finite world through growth into diversity – not growth into more –, not just theoretically, but very practically. That we live on a finite planet with finite resources is clear not only to a handful of activists, but also to the vast majority of the population, which is now demanding solutions.

The solution has to let us continue to evolve as well as preserve and further improve social achievements, such as the rule of law, democracy, equality, and poverty reduction, that have been fought for over the past centuries. If it is to serve people, sustainability must be progress, not regression. Movement and stability are not contradictory, they are mutually dependent. Today, we can decouple growth and emissions. With the confidence of business in there, that politics will enforce the factual finiteness of the system 'atmosphere' and thus the need for zero emissions by 2050, a scarcity will be generated that will lead to innovation if allowed to. That is the principle of folding.

Apart from backing our efforts with these and many other promising scientific approaches, the private sector also needs measurability and transparency of sustainable actions and impact. This is where digital solutions come into play. I am convinced that the solution to many of our global environmental, social, and economic challenges lies in combining the Circular Economy with digital data.


iPoint's digital business solutions contribute to accelerating the transition to the circular economy, focusing on supply chain transparency and product sustainability – and thus on areas which are particularly important for companies' sustainable restart.

We are very proud to be part of the United Nations Global Compact as the world's largest and most widely embraced voluntary corporate sustainability initiative. To iPoint, the UNGC's Ten Principles and the SDGs have continued to be a valuable guide in these challenging times.

The findings in this report summarize the path iPoint has chosen to follow in support of achieving the SDGs by 2030. We remain committed both as a company and a corporate citizen to accelerate the transition towards a circular, sustainable future. iPoint is proud of what we have achieved, yet humbled by how far we still need to go. We will continue to challenge ourselves to progress and to do even better – to secure a prosperous, sustainable, and equitable world worth living in for future generations.

We live sustainability.

Sincerely yours,

  
Joerg Walden  
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



**2001**

Over 20 years of experience and know-how in the areas of compliance and sustainability

**14**

locations worldwide

**170+**

employees and growing

**250**

global manufacturers among customers

**70,000**

users from 100+ countries

**ISO**

iPoint is ISO 9001:2015 and ISO/IEC 27001:2013 certified and has received more than 30 awards

iPoint-systems gmbh (iPoint) develops pioneering compliance and sustainability solutions to open the door to the Circular Economy. More specifically, we provide software and services for environmental and social product compliance, process compliance, and sustainability which enable 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 services support companies in assessing and reporting the environmental, social, and economic impacts of their products and related processes, and meeting and staying one step ahead of regulations and requirements such as REACH, SCIP, RoHS, WEEE, ELV, EHS, Conflict Minerals- and Modern Slavery-related laws, as well as other trending devel-

opments 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

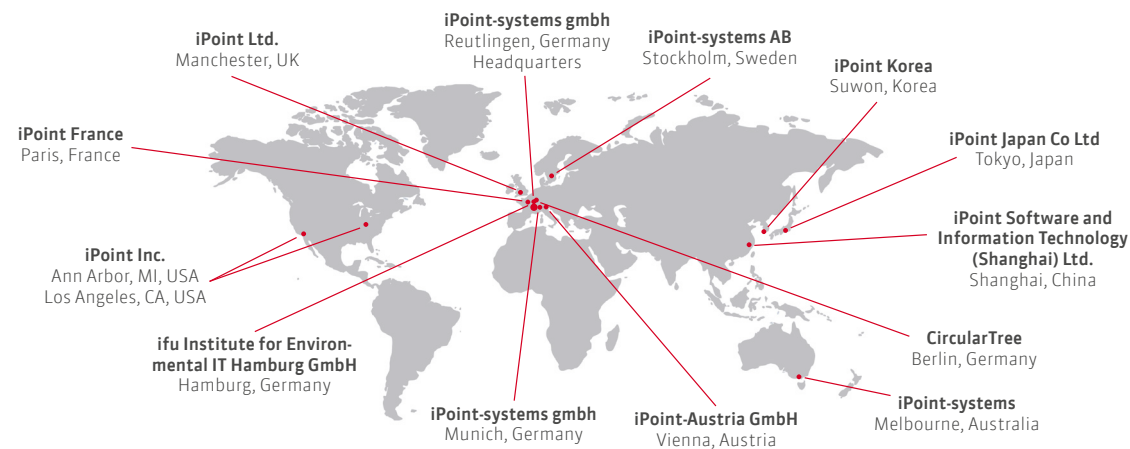


Yet we also strive to uphold these principles with respect to our internal day-to-day operations. Our main business comprising software and related services, and not selling any hardware or other goods, means that iPoint does not have traditional supply chains. That said, we do procure select goods and 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.

Please note that this report only covers iPoint-systems gmbh, encompassing our Reutlingen headquarters and Munich branch. The entire iPoint Group, however, includes 14 subsidiaries and offices worldwide.<sup>1</sup>

Further information:

➔ [www.ipoint-systems.com](http://www.ipoint-systems.com)



### III. Sustainability Facts at a Glance

Over the period from August 8, 2020 to August 7, 2021



#### Internal:

<b>FSC</b>	iPoint's entire in-house paper consumption is based on FSC®- and ISO 14001-certified paper with an EU Ecolabel, and all of our corporate printing needs are met by FSC®- and ISO 12647-2-certified printers
<b>ECO</b>	iPoint's headquarters run on sustainable geothermal energy and are powered by renewable electricity sources
<b>22%</b>	Twenty-two percent (22%) of our employees have a citizenship other than German
<b>31%</b>	Thirty-one percent (31%) of our upper-level managers are female
<b>-CO<sub>2</sub></b>	By contributing 1,599 kilometers to a cycling campaign, cyclists from iPoint were able to avoid 244.3 kilograms of CO <sub>2</sub> emissions
<b>2</b>	iPoint's Reutlingen site features two electric vehicle charging stations
<b>30%</b>	30% of our fleet are alternatively powered company cars (electric and hybrid)

#### External:

<b>SDGs</b>	iPoint's business solutions are aligned with SDG 3, SDG 8, SDG 9, SDG 12, and SDG 16
<b>60,000+</b>	The iPoint Conflict Minerals solution is now used by more than 60,000 companies around the globe
<b>8</b>	iPoint donated to 8 charitable causes
<b>2</b>	We joined 2 initiatives and projects dedicated to advancing one or more of the SDGs
<b>4</b>	We received 4 awards which align with the UNGC principles or the SDGs
<b>7,140l</b>	During an iPoint-sponsored plogging challenge, 238 30l garbage bags were filled with trash disposed of in city parks, on sidewalks, etc. within 2 hours.



## IV. Advancing the SDGs

### Advancing the SDGs

As a member of UN Global Compact, iPoint is fully committed to promoting and advancing the Sustainable Development Goals (SDGs)<sup>2</sup> inside and outside of our company to accelerate the transition towards a sustainable future.

For this purpose, iPoint – together with 600+ companies in 65+ countries – became part of the first cohort of SDG Ambition in February 2021. This six-month accelerator aims to challenge



and support participating companies of the UN Global Compact in setting ambitious corporate targets and accelerating integration of the 17 SDGs into core business management.<sup>3</sup>

### Assessing iPoint's Contribution to the SDGs

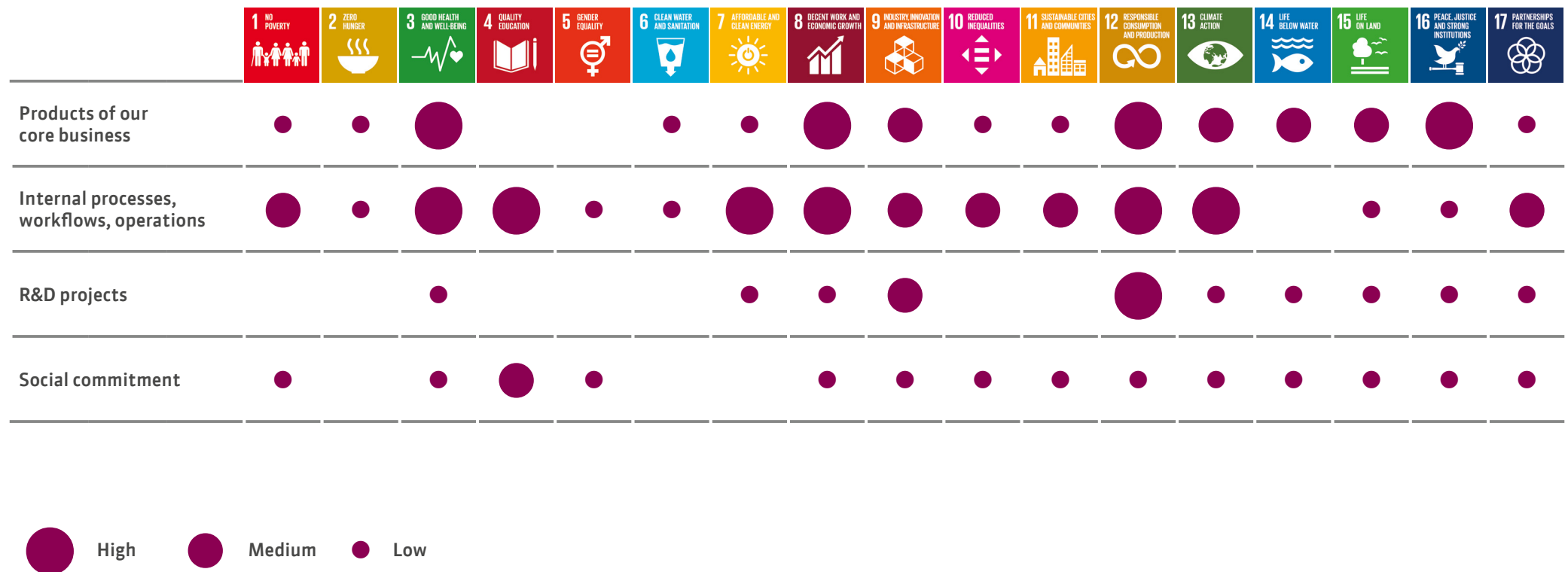
Since joining the UN Global Compact as a signatory, we have continued to educate ourselves on the SDGs to understand the opportunities and responsibilities they represent to our company. In 2020, we conducted a first detailed analysis of our contribution to the SDGs in order to define our priorities, focusing on the measures we implement to reduce our negative impacts while enhancing our positive contribution to the sustainable development agenda. This analysis of our strategic priorities extended to the following areas:

- a) Products of our core business
- b) Internal processes, workflows, operations
- c) R&D projects
- d) Social commitment (mainly: donations to charitable causes)

Building on this foundation, we conducted an updated analysis which focused on our measures in the current reporting year. The result of this analysis is the following bubble heatmap, the elements of which are detailed in the following paragraphs.

## IV. Advancing the SDGs

### iPoint's Contribution to the SDGs 2020 - 2021





## IV. Advancing the SDGs



The assessment of iPoint's contribution is based on qualitative and quantitative data collected separately for each category in relation to the 169 targets and subsequently consolidated at the level of the 17 overarching goals. The analysis took into account a wide range of different factors and their respective influence on the goal or target – including, among other things, sales figures and donation budgets –, and was conducted with stakeholders from different departments at iPoint (sales, product management, human resources, corporate communications, and accounting).

We continue to use this analysis as the basis for:

- ➔ identifying potential areas in which we can increase our positive impact and reduce our negative impact regarding the prioritized SDGs,
- ➔ defining objectives – in cooperation with stakeholders – via which we intend to contribute to the prioritized SDGs and their targets in the upcoming reporting year, and
- ➔ determining the indicators we will use to measure progress against them.

### 1. Core Business

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. Indirectly supporting several of the SDGs (see heatmap, low support category), our business solutions also align directly with SDG 3 (ensure healthy lives and promote well-being for all at all ages), SDG 8 (promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all), SDG 9 (build resilient infrastructure, promote sustainable industrialization and foster innovation), SDG 12 (ensure sustainable consumption and production patterns), and SDG 16 (promote just, peaceful and inclusive societies).

More specifically, our external impact is aligned with Target 3.9,<sup>4</sup> Targets 8.2,<sup>5</sup> 8.4,<sup>6</sup> and 8.7,<sup>7</sup> Target 9.4,<sup>8</sup> Targets 12.2,<sup>9</sup> 12.4,<sup>10</sup> 12.5,<sup>11</sup> 12.6,<sup>12</sup> and 12.A,<sup>13</sup> Targets 13.1<sup>14</sup> and 13.3,<sup>15</sup> as well as Targets 16.2<sup>16</sup> and 16.4.<sup>17</sup>

With the ongoing expansion of our solutions portfolio, we will be able to cover more and more SDGs with our solutions to support our customers – no matter how large or small the company – to contribute to achieving the SDGs and advance the SDG agenda. Our software iPoint Product Sustainability and its functionalities in the areas of life cycle assessment and product carbon footprint, has helped put a spotlight on SDG 13.



## IV. Advancing the SDGs

### 2. Internal Workflows, Processes, and Operations

Our internal workflows, processes, and operations continue to focus strongly on issues and measures relating to SDG 3 (ensure healthy lives and promote well-being for all at all ages), SDG 4 (ensure inclusive and equitable quality education and promote lifelong learning opportunities for all), SDG 7 (ensure access to affordable, reliable, sustainable and modern energy for all), SDG 8 (promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all), SDG 12 (ensure sustainable consumption and production patterns), SDG 13 (Take urgent action to combat climate change and its impacts), and SDG 17 (strengthen the means of implementation and revitalize the global partnership for sustainable development).<sup>18</sup>

#### **SDG 3 (ensure healthy lives and promote well-being for all at all ages)**

In the current reporting year, in an effort to support SDG 3, we have either newly introduced or continued to implement several measures aimed at, inter alia, reducing premature mortality from non-communicable diseases through prevention and treatment, and promoting mental health and well-being (Target 3.4), including:

- ➔ offering a weekly corporate sports course with an external trainer (online),
- ➔ funding employees' participation in sports competitions (e.g., running and cycling competitions) with up to €200 per employee per year,
- ➔ provision of height-adjustable standing desks (on request),
- ➔ drawing attention to national and international awareness and action days aimed at promoting good health and well-being, including, for example, National Relaxation Day,<sup>19</sup> Eat a Red Apple Day,<sup>20</sup> Walk to Work Day,<sup>21</sup> Fitness Day,<sup>22</sup> International Winter Bike to Work Day,<sup>23</sup> International Day of Sports for Development and Peace,<sup>24</sup> Global Handwashing Day,<sup>25</sup> National Walking Day,<sup>26</sup> Mental Health Awareness Week,<sup>27</sup> World Bicycle Day,<sup>28</sup> and World Wellbeing Week,<sup>29</sup>
- ➔ providing mineral water, coffee, and tea to every employee working on the headquarters' office premises.

#### **SDG 4 (ensure inclusive and equitable quality education and promote lifelong learning opportunities for all)**

Having skilled and motivated staff is a strategic corporate goal of iPoint, and we continuously invest in our workforce to provide relevant information, high-quality training, and further education. This includes:



**SUSTAINABLE  
DEVELOPMENT  
GOALS**





## IV. Advancing the SDGs



### Apprenticeship

During the current reporting period, our HR team has continued to take measures in cooperation with the training instructors to optimize iPoint's apprenticeship system.

Despite some challenges due to the Coronavirus pandemic, the rotation system for interdisciplinary exchange between the teams has been continued and improved to give the trainees a comprehensive insight into the various departments of our software company.

In a quest to increase the number of youth and adults who have relevant technical and vocational skills for employment (SDG Target 4.4), iPoint has also expanded the portfolio of job profiles for apprentices in the current reporting year. Since September 2020, in addition to the already existing apprenticeships as IT Specialist Application Development and IT Specialist System Integration, we are also offering the 3-year apprenticeship as a "Marketing Communications Assistant".

A survey conducted at the end of 2020 has shown another increase in the quality and structure of our apprenticeship system. This has become a vital part of our quality assurance.

### Lifelong learning

We also place great value on further training opportunities, which are equally decisive for the qualification and personal development, positioning as an attractive employer, and the future viability of our company.

In order to promote lifelong learning opportunities for all and access to skills development training and particular occupations, we not only have several small libraries at iPoint's headquarters. iPoint also funds professional training courses for all of our Reutlingen-based staff with a dedicated budget for training courses they can complete via a third-party online learning platform.

We not only attach great importance to high-quality, but also sustainability-oriented education. To this end, in the current reporting year iPoint partnered with an external training provider<sup>30</sup> that specializes in developing competences of managers in sustainable leadership, value-oriented attitudes, and responsible action, thereby addressing all three dimensions of sustainability. The iPoint executives that took part in this open training course, which lasted several months and was completed in June 2021 at iPoint's headquarters, are now taking what they learned back to the company.

## IV. Advancing the SDGs

Furthermore, in May 2021, we started to work on the concept for a corporate academy – the “iPoint Academy” – as a central space for learning, training, and systematic professional development. A strategic instrument for employee development in our company driven by and tailored to business requirements, the iPoint Academy aims to enable employees to take a structured and personalized approach to learning and development in accordance with their chosen career path. This lets iPoint and our staff plan internal career steps early and in a targeted manner. The range of topics covered by the iPoint Academy extends from basic knowledge about important areas of our company, to technical-vocational-methodological skills to personal skills and leadership skills. We plan to roll out the iPoint Academy in late 2021. Apart from that, iPoint also offers our staff Lunch&Learn sessions as an alternative to formal training courses and events. What started out as a face-to-face format for employees at the Reutlingen headquarters in 2016 has been changed to an online format in 2020 due to COVID-19-related restrictions, thus opening this offer to colleagues at other locations. In the current reporting year, we were able to offer

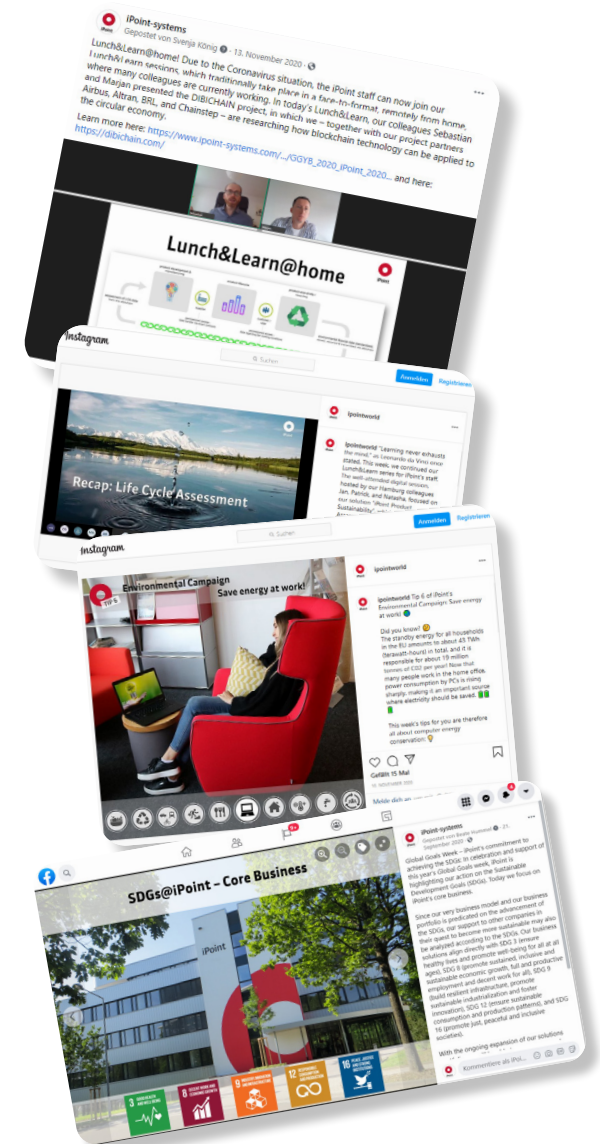
six Lunch&Learn sessions from iPoint staff for iPoint staff, covering specific solutions, research projects, and product visions, among other things. With these measures we intend to make a contribution to SDG 4 (Target 4.4).



### Education on the SDGs

During the current reporting year, we continued to educate our internal and external stakeholders on the SDGs and SDG-related topics, for example on sustainable lifestyles,<sup>31</sup> good health and mental wellbeing,<sup>32</sup> gender equality,<sup>33</sup> diversity,<sup>34</sup> modern slavery and child labor,<sup>35</sup> decent work,<sup>36</sup> occupational health and safety,<sup>37</sup> recycling,<sup>38</sup> food loss and waste,<sup>39</sup> waste reduction and waste avoidance,<sup>40</sup> carbon footprint reduction,<sup>41</sup> the circular economy,<sup>42</sup> and energy efficiency<sup>43</sup> (Target 4.7). We regularly addressed the SDGs in our internal communications to increase our employees’ awareness and knowledge of this topic, e.g. at staff meetings or in our employee magazine “To the iPoint”. Furthermore, we continued to feature SDG-related topics and campaigns (e.g., the Global Goals Week in September)<sup>44</sup> as well as highlight our commitment to the SDGs in our external communications, for example, via our social media channels, whenever possible. And iPoint CEO Joerg Walden continued to address the importance of the SDGs in his articles published on the social business platform LinkedIn.<sup>45</sup>

Our commitment to educate our stakeholders on the SDGs was notably recognized in March 2021 when iPoint won a Gold Stevie® Award in the category “Communications Department of the Year” at the German Stevie® Awards, based on outstanding ratings for our communications work focused on the Sustainable Development Goals (SDGs). For the jury of the German



## IV. Advancing the SDGs

Stevie® Awards 2021, “Choosing sustainability as the guiding theme of corporate communications is a good move, but one that also fits very well with the orientation of iPoint’s products and is consistent in this respect.” One judge praised the orientation of iPoint’s communication work to the SDGs as “a prime example of sustainable communication. Over the years, the topic is being consistently pushed and worked on, using a wide range of media. What is striking is the involvement of employees, the focus on clear key figures and results, and the didactically successful preparation of the topics.” Another judge highlighted: “Very commendable that an SME is putting the effort behind the 17 SDGs.” Overall, the jury rated the sustainability effort as very credible, “which is lived comprehensively in the company.”<sup>46</sup>



### SDG 7 (ensure access to affordable, reliable, sustainable and modern energy for all)

iPoint contributes to achieving SDG 7 both by procuring energy responsibly and by reducing energy consumption. At our Reutlingen headquarters, we only consume electricity from renewable sources (so-called “Ökostrom”; Target 7.2) – from hydro-power, to be precise. We strive to reduce energy consumption in our own operations (Target 7.3) through the use of:

- resource-efficient heating and cooling technology (geothermal heat pump);<sup>47</sup>
- resource-efficient lighting (LEDs);<sup>48</sup> and
- fuel-efficient vehicles.<sup>49</sup>





## IV. Advancing the SDGs



### **SDG 8 (promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all)**

We have implemented several measures and procedures to support SDG 8:

- ➔ iPoint is committed to enhancing our own productive capacity through continuous skills development of workers, thus generating added value in the domestic economy (Target 8.1; see also details on SDG 4 in this chapter).
- ➔ iPoint strives to achieve higher levels of economic productivity through technological innovation, that is, through co-developing technology with start-ups, notably our own innovation hub and startup CircularTree<sup>50</sup> (Target 8.2).
- ➔ We foster local employment by supporting vocational education, job-oriented training programs, and building alliances with educational institutions to create a pipeline for skilled workers (Target 8.2). In particular, we are an official training facility and practice partner for integrated degree program studies at the Duale Hochschule Baden-Württemberg (DHBW, or Baden-Wuerttemberg Cooperative State University) for the Computer Science course at the Stuttgart location. Additionally, we are a recognized training company of the German Chamber of Industry and Commerce (IHK). With the above-mentioned measures taken to

optimize and expand iPoint's apprenticeship system (see paragraphs on SDG 4), we were able to offer more apprenticeship opportunities and thus reduce the proportion of young people not in employment, education, or training (Target 8.6).

- ➔ Through our employment contracts as well as our corporate policies and procedures we ensure responsible employment strategies and provide decent work and productive activities for all employees (Target 8.3), and protect basic labor rights including freedom of association, collective bargaining and industrial relations, limiting hours of work and providing adequate rest periods, ensuring job security and a safe and healthy working environment and supporting employment promotion and employment stability (Target 8.5, 8.8). For example, the employment contracts with our 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, paid vacation day standards, and anti-discrimination. iPoint's Social Charter, which applies to all employees, managers, and executives of the company, covers minimum standards in areas such as equal treatment; freedom of association and the right to collective bargaining; and remuneration, working time, and paid leave.



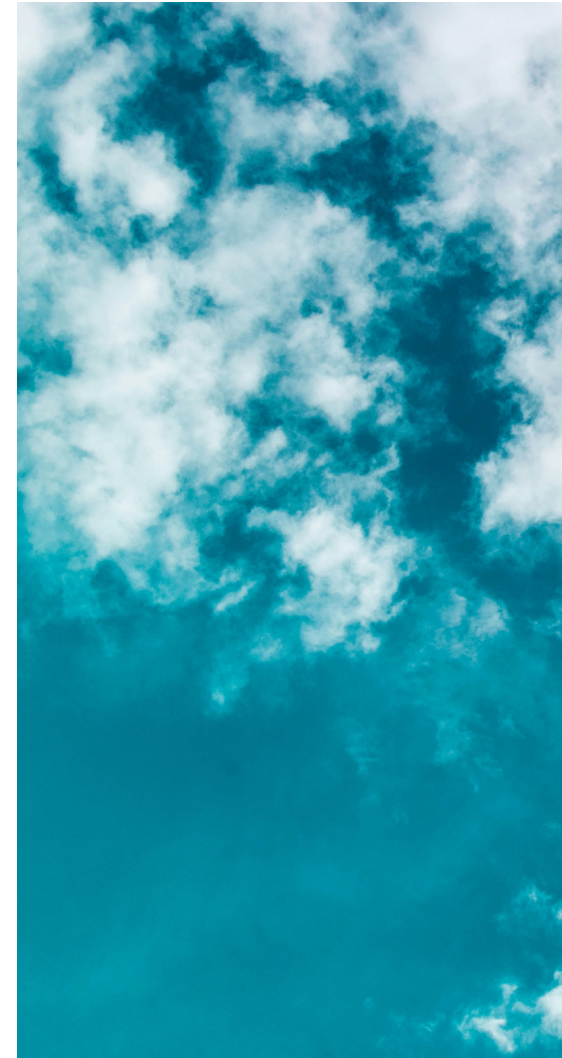
## IV. Advancing the SDGs

And our workforce composition reflects our commitment to inclusion, gender equality, and sexual orientation non-discrimination. As of July 31, 2021, our male-to-female ratio at the Reutlingen and Munich locations was 62%, 31% of our upper-level managers<sup>51</sup> were female, 28% of our employees were over the age of 50 years (an 8 percent increase since our last report), 3% employees have disabilities, and 22% of our employees had a citizenship other than German, belonging to 14 different nationalities. In this context, the compatibility of work and family is an important concern for iPoint. For us, it is a matter of course to offer employees flexible working time models and extensive remote work arrangements wherever possible. We are aware that not every activity allows for flexible working to the same extent. The aim is to enable every employee to combine private life and work in the best possible way. The part-time rate at iPoint is 14%. We also actively support employee reintegration into the workplace – for those who, for example, return after parental leave or after a long illness – with individualized plans.

- ➔ Regularly optimized annual performance reviews between managers and employees serve to discuss performance, goals, and individual development opportunities. These mandatory reviews are conducted according to uniform criteria (Target 8.3).



- ➔ iPoint has implemented several measures to support the progressive improvement of global resource efficiency in consumption and production and to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production (Target 8.4). For further details, please refer to the subchapter on SDG 12 in this section.
- ➔ iPoint has in place several policies and measures to support the eradication of forced labor, the ending of modern slavery and human trafficking, and securing the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers (Target 8.7). For example, iPoint's Social Charter, which provides guidance to all employees, managers, and executives of the company on their daily conduct, contains a chapter on the prohibition of child labor and forced labor, and we regularly mobilize our corporate channels to raise awareness among our internal and external stakeholders about the practice of forced and compulsory labor, human trafficking, and child labor. Furthermore, we preferably work with vendors who place great value on certifications, labels, and standards which are based on internationally recognized standards of decent work – including the Universal Declaration of Human Rights, ILO conventions, and national laws – and attest



## IV. Advancing the SDGs



that companies treat workers fair, source and sell ethically and responsibly, and comply with social criteria.<sup>52</sup>

- ➔ We are continuously working on measures to offer our employees a safe and attractive working environment (8.8). With respect to occupational health and safety, we currently have four specifically trained first responders, three specifically trained fire protection assistants, and one safety officer at our headquarters. Each year we hold 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.
- ➔ Further measures to promote decent work include:
  - regularly conducted surveys to measure and improve employee satisfaction;
  - an idea management process, inviting employees to submit their suggestions for improvement and ideas on various topics in their department or in other areas that offer added value to their iPoint colleagues;
  - a company pension scheme for employees who have been employed by iPoint since January 1, 2020, combining an old-age insurance and a health insurance module.

### **SDG 12 (ensure sustainable consumption and production patterns)**

The goal of ensuring sustainable consumption and production patterns is near and dear to iPoint, not just externally, in relation to our core products, but also internally. To underline our commitment to achieving this goal, we are part of pertinent programs, organizations, and projects, e.g.:

- ➔ ISO Technical Committee for the Circular Economy (ISO/TC 323)<sup>53</sup>
- ➔ One Planet Network, "a platform for Sustainable Development Goal 12",<sup>54</sup> and One Planet Network's Consumer Information Programme for Sustainable Consumption and Production (CI-SCP),<sup>55</sup> which implements and supports projects, undertakes research, identifies and encourages policies, and provides collaboration opportunities for anyone looking to engage and assist consumers in sustainable consumption.

Our internal workflows, processes, and operations aligned with this important SDG include, among other things, measures in the following areas:

- ➔ Improving energy use, minimizing emissions: We are continuously re-assessing where we may improve the efficiency and effectiveness of our energy use, and reduce CO<sub>2</sub> emissions (Target 12.1). In this context, we pay particular attention to passenger transportation since this area causes by far the



## IV. Advancing the SDGs

largest amount of GHG emissions at iPoint. Apart from encouraging carpooling and the use of public transport in order to reduce emissions and to relieve road traffic, we also have a corporate car policy which places restrictions on the type of vehicle and the permissible emissions, resulting in employees downsizing their vehicles. iPoint's Reutlingen site features two electric vehicle charging stations, and 30% of our fleet are currently alternatively powered company cars (electric and hybrid) – a 10% increase compared to the previous reporting year. Switching to remote work from home, encouraging virtual meetings, and reducing the volume of physical travel for our employees and customers to the bare minimum during the COVID-19 pandemic also supported us in reducing our environmental footprint in the current reporting year.

- ➔ Sensitizing and educating stakeholders: In order to improve their willingness to engage in sustainable consumption, we are constantly raising our internal and external stakeholders' awareness and educating them on this topic. This includes, for example, using our social media to promote national or international awareness days,<sup>56</sup> or implementing campaigns to proactively inform our employees about precautionary approaches to environmental challenges by providing, e.g., waste

prevention or energy savings tips or pointers for correct office airing.<sup>57</sup>

- ➔ Proactive environmental management systems: We have implemented several measures to achieve the sustainable management and efficient use of natural resources (Target 12.2) by establishing and maintaining proactive environmental management systems, including:

- replacing unsustainable office supplies with sustainable alternatives;<sup>58</sup>
- switching to certified organic tea;<sup>59</sup>
- improving food packaging;<sup>60</sup>
- tracking and reducing water use by installing motion-activated taps which prevent water usage longer than required;
- partnering with vendors who implement circular business models.<sup>61</sup>

- ➔ Monitoring and reducing waste: We monitor and track our waste (12.4) and continually encourage iPoint's employees to separate waste correctly by providing instructions and charts next to the central waste bin stations at iPoint's headquarters (12.5). During the current reporting period we also provided practical tips on how to avoid waste.<sup>62</sup> We also use environmentally friendly packaging made of cellulose without plastic coating PET for 50% of the meals we provide at our headquarters through an external catering service.<sup>63</sup>



## IV. Advancing the SDGs



### SDG 13 (take urgent action to combat climate change and its impacts)

We strive to contribute to this goal by decarbonizing our operations through continuously improving energy efficiency and reducing the carbon footprint of our processes (Target 13.1). Measures that we – as a software and service provider with no production or handling of physical goods – have taken to achieve this goal include:

- supporting and encouraging climate-friendly travel and commute, including carpooling, use of public transport,<sup>64</sup> and cycling;<sup>65</sup>
- using digital communication and collaboration tools;<sup>66</sup>
- reducing the volume of work-related travel by facilitating remote working from home as a preventive measure to protect employees and external visitors during the COVID-19 pandemic;
- consuming electricity from renewable sources (so-called "Ökostrom");<sup>67</sup>
- using climate-neutral printing services.<sup>68</sup>

Furthermore, we are committed to educating our internal and external stakeholders and raising awareness on climate change mitigation, adaptation, and impact reduction (Target 13.3), e.g. by

- conducting environmental campaigns to proactively communicate to our employees a precautionary approach to environmental challenges;<sup>69</sup>
- supporting and promoting initiatives committed to climate protection like Entrepreneurs For Future.<sup>70</sup>



## IV. Advancing the SDGs

### SDG 17 (strengthen the means of implementation and revitalize the global partnership for sustainable development)

Many challenges of the present and the future are complex and affect a wide variety of players along the value chain. Therefore, we rely on close partnerships with our stakeholders to jointly develop practicable and future-proof solutions for our industry.

Apart from being a partner in several research projects (see next page), iPoint is also a member of several initiatives, work groups, industry associations, programs, and organizations to develop the systems, processes, and procedures needed to comply with environmental and human rights-related regulations and directives, to interact with regulators and policy makers and bring technology to the next stage, and to advance the SDGs.

These include (selection):

- ➔ Automotive Industry Action Group (AIAG),<sup>71</sup>
- ➔ CEWI (short for: Circular Economy als Schlüsselstrategie einer klimaneutralen und ressourceneffizienten Wirtschaft = Circular Economy as a key strategy for a climate-neutral and resource-efficient economy),<sup>72</sup>
- ➔ Consumer Information Programme for Sustainable Consumption and Production (CI-SCP)<sup>73</sup> of One Planet Network,<sup>74</sup>
- ➔ Entrepreneurs for Future,<sup>75</sup>
- ➔ Forum for Sustainability through Life Cycle Innovation (FSLCI),<sup>76</sup>
- ➔ IHK Netzwerk Nachhaltigkeit,<sup>77</sup>
- ➔ IPC,<sup>78</sup>
- ➔ ISO Technical Committee on Circular Economy (ISO/TC 323),<sup>79</sup>
- ➔ International Association of Trusted Blockchain Applications (INATBA),<sup>80</sup>
- ➔ #ManagersForFuture,<sup>81</sup>
- ➔ Responsible Minerals Initiative (RMI),<sup>82</sup>
- ➔ Unternehmen zusammen für Nachhaltigkeit – wir bleiben dran! (Companies together for sustainability – we're staying on task!),<sup>83</sup>
- ➔ Verband für Umwelt- und Nachhaltigkeitsmanagement e.V. (VNU; Association for European Sustainability and Eco-Management Professionals).<sup>84</sup>





## IV. Advancing the SDGs



### 3. R&D Projects

iPoint's research and development activities are aimed at providing innovative solutions for customers, supporting sustainable development, and at the same time strengthening the competitiveness and thus the growth of the company. iPoint is involved in several R&D projects on national and international level which relate to one or more of the SDGs. Current projects include:

#### ➔ **ACTion – Advanced Shaped Sandwich Composites for Mechanical, Thermal and Acoustic Applications**

- *Project description:* The ACTion project wants to contribute to the establishment of cost-efficient mass production of advanced shaped sandwich-based lightweight structures by exploring the design and development of multi-functional sandwich structures for large-scale automotive manufacturing. It will also explore alternative manufacturing processes using presses and autoclaves for future small and medium volume industrial production and will develop a design tool for sandwich composites that allows the target-oriented engineering of sandwich structures, with respect to one or many design goals. The process for manufacturing the demonstrator will be integrated into the technical infrastructure of the Open Hybrid LabFactory (OHLF) – a leading research facility for large-scale manufacturing processes for lightweight structures which focuses on the energy- and resource-efficient production of multi-

functional structures for vehicle applications, and maps the entire value chain from the semi-finished product to the manufacturing of functional lightweight components – including conceptual competencies for component design and recycling.

- Funding: German Federal Ministry of Education and Research (BMBF).
- Project partners:
  - ElringKlinger AG
  - iPoint-systems
  - INVENT GmbH
  - Technical University of Braunschweig
    - » Institute for Acoustics (InA)
    - » Institute of Joining- and Welding Technology (ifs)
    - » Institute of Machine Tools and Production Technology (IWF), Chair of Sustainable Manufacturing and Life Cycle Engineering
  - Volkswagen AG
- Duration: 10/2019-09/2022
- Website: <https://open-hybrid-labfactory.de/ohlf/>
- SDGs:
  - 7
  - 9
  - 12



## IV. Advancing the SDGs

### ➔ Christian Doppler Laboratory for Sustainable Product Management enabling a Circular Economy

- *Project description:* The lab at the University of Graz 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.
- *Funding:* Christian Doppler Laboratories are financed jointly by the public purse and the participating companies. The most important public sponsor is the Austrian Federal Ministry of Digital and Economic Affairs (BMDW).
- *Project partners:*
  - ARA – Altstoff Recycling Austria
  - AVL
  - iPoint
- *Duration:* 2018-2025
- *Website:* <https://circular.uni-graz.at/en/>
- *SDGs:*
  - 8
  - 12

### ➔ DIBICHAIN – Digital representation of circular systems using Blockchain technology

- *Project description:* DIBICHAIN investigates the potential of blockchain for the digital representation of product cycles – especially with regard to decentralization, reliability, and counterfeit protection, but also carbon footprint, sustainable production, and recycling – using the case study of a bionic component manufactured by Airbus.
- *Funding:* As part of the blockchain strategy of the German Federal Government, which was adopted in September 2019, DIBICHAIN is funded within the framework of the measure “Resource-efficient recycling management – innovative product cycles” (ReziProK) of the German Federal Ministry of Education and Research (BMBF).
- *Project partners:*
  - Airbus
  - Altran Deutschland
  - Blockchain Research Lab
  - CHAINSTEP
  - iPoint
- *Duration:* 07/2019-06/2022
- *Website:* <https://dibichain.com/>
- *SDGs:*
  - 9
  - 12
  - 13
  - 15



## IV. Advancing the SDGs



### ➔ iCAREPLAST – Integrated Catalytic Recycling of Plastic Residues Into Added-Value Chemicals.

- *Project description:* Addresses the cost-efficient and environmentally-friendly recycling of a large fraction of today's non-recyclable plastics and composites from urban waste. Aims to demonstrate the whole technology for plastic waste valorisation in a pilot plant able to process >100 kg/h of plastic.
- *Funding:* Funded within the European Union's Horizon 2020 research and innovation programme under grant agreement N° 820770.
- *Project partners:*
  - Agencia Estatal Consejo Superior de Investigaciones Científicas
  - Universitat Politècnica de València
  - Technical University Braunschweig
  - National Laboratory of Energy and Geology
  - BioBTX B.V.
  - Imperial College London
  - iPoint
  - University of Twente
  - KERIONICS S.L.
  - URBASER, S.A.
- *Duration:* 10/2018-10/2022

• Website: <https://www.icareplast.eu/>

- SDGs:
  - 3
  - 12

### ➔ Life AskREACH

- *Project description:* The project aims to improve the substitution of Substances of Very High Concern (SVHCs) by increasing consumer transparency and thus demand for SVHC-free products and supporting industrial actors in identifying SVHCs in their products and fulfilling their information obligations under REACH Article 33(2).
- *Funding:* Funded under the LIFE Programme of the European Union (No. LIFE16 GIE/DE/000738)
- *Project partners:* The project is implemented by several partners from 13 EU states and supported by several institutions (e.g. ECHA, Cefic).
- *Duration:* 07/2017-08/2023
- Website: <https://www.askreach.eu/>
- SDGs:
  - 3
  - 12
  - 16
  - 17



## IV. Advancing the SDGs

**ReDiBlock: Ressourcenschonung durch Distributed-Ledgers- und Blockchain-Technologie für die industrielle Produktion und Kreislaufwirtschaft (Resource efficiency through distributed ledger and blockchain technology for industrial production and circular economy)**

- **Project description:** Blockchain-based system to establish due diligence and traceability for recycled and secondary metals and materials to cover manufacturer, recycler, smelter.
- **Funding:** Ministry of Environmental Affairs Baden-Wuerttemberg
- **Project partners:**
  - Industrial Think Tank “Industrial Resource Strategies”
  - iPoint
  - Karlsruhe Institute of Technology (KIT)
  - Pforzheim University, Institute for Industrial Ecology (INEC)
- **Duration:** 10/2020-10/2022
- **Website:** <https://pudi.lubw.de/de/projektdetailseite/-/project/128675> (German website)
- **SDGs:**
  - 8
  - 9
  - 12
  - 15



### 4. Social commitment: 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.<sup>85</sup> Spread out over reporting year 2020/21, we have made donations to:

- ➔ Hamburg-based *Ein Herz für Kinder* (A Heart for Children) is a charity organization initiated by publisher Axel Springer and the German newspaper Bild. Founded in 1978 as a campaign for more road safety in Germany, today the aid organization supports children and families in need, both in Germany and abroad. Since the association only supports specific projects, one hundred percent of all donations go to these projects. The funded projects are diverse and support, for example, children’s hospitals, soup kitchens, kindergartens, and schools in Germany and around the world. Internationally, the organization provides, among other things, aid in war and disaster areas and supports life-saving operations. With our donation to the charity organization iPoint directly supports the implementation of SDG 1 (No Poverty), SDG 3 (Good Health and Well-being), SDG 4 (Quality Education), and SDG 10 (Reduced Inequalities).<sup>86</sup>



## IV. Advancing the SDGs



- ➔ *Frauenhaus Reutlingen e.V. (Women's Shelter Reutlingen)* – The Corona pandemic is forcing us all to spend more time at home – for many families, this extra family time may be primarily a gift, but for other families, this time means more stress and, in the worst cases, an increase in domestic violence, especially directed at women and children. In these cases, women's shelters offer them sheltered accommodation, counselling, and accompaniment at all times. The women's shelter in Reutlingen also offers a place of refuge for women who have experienced physical, sexual, and/or psychological violence at home – regardless of income, nationality, religious confession, or age. With our donation iPoint supports this important institution, while also supporting SDG 3 (Good Health and Well-being), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities), and 16 (Peace, Justice and Strong Institutions).<sup>87</sup>
- ➔ The “HEY, ALTER!” (HEY, OLDIE!) initiative gives children and young people from socially disadvantaged families access to digital educational opportunities by refurbishing old laptops and distributing them, equipped with operating systems and software, to the students concerned – for more equal opportunities. The initiative, which was founded in Braunschweig (Lower Saxony) in spring 2020, now has offshoots all over Germany. With our donation iPoint supports SDG 1 (No Poverty), SDG 4 (Quality Education), SDG 9 (Industry, Innovation and Infrastructure), SDG 10 (Reduced Inequalities), and

SDG 12 (Sustainable Consumption and Production).<sup>88</sup>

- ➔ *Plogging Challenge “Gemeinsam Gewinnen” (Winning Together)* – During this iPoint-sponsored cross-city and cross-team clean-up event on July 13, 2021, three local sports clubs (TusSies Metzingen, Tigers Tübingen and SSV Reutlingen) simultaneously participated in the plogging challenge to collect as much trash as possible while running. The winning team received 50 percent and the other two teams 25 percent each of the prize money donated by iPoint, which benefits the youth department of the respective club. With this sponsoring of the challenge and the donation to the youth departments of the clubs, iPoint directly supports SDG 3 (Good Health and Well-being), SDG 11 (Sustainable Cities and Communities), SDG 12 (Sustainable Consumption and Production), SDG 14 (Life below Water), SDG 15 (Life on Land), and SDG 17 (Partnership for the Goals).<sup>89</sup>
- ➔ *Ride For Freedom Premier League & Euro 2020 Cycling Tour* – To shine a light on modern slavery and specifically child trafficking in sport, human rights advocate and cycling Guinness World Record holder Gordon Miller led a cycling tour between the 20 English Premier League Clubs during the dates of the UEFA European Championship (aka Euro 2020). Simultaneously, cyclists, sponsors, and fans across Europe will support the tour at several Euro 2020 tournament host cities, starting in Munich, Germany – with a live link to iPoint's CEO Joerg Walden and other iPoint staff. iPoint



## IV. Advancing the SDGs

supported this cycling tour as German Country Sponsor. The very mission of the tour – utilizing the universal appeal and power of cycling to deliver positive social impacts and specifically to raise awareness, educate, and forge partnerships to end modern slavery – aligns with several SDGs iPoint is committed to promoting and advancing: SDG 3 (Good Health and Well-being), SDG 8 (Decent Work and Economic Growth), SDG 13 (Climate Action), and SDG 17 (Partnership for the Goals). Target 8.7 specifically calls to “Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking (by 2030) 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.”<sup>90</sup>

- ➔ *Stiftung Digitale Bildung* (Digital Education Foundation) – Above all else, the Coronavirus crisis has made one thing clear in the field of education: Germany is lagging behind internationally in terms of digital schooling – a major problem at a time when home schooling plays such a significant role. The Digital Education Foundation, which is based in Germering near Munich, has set itself the goal of providing optimal multimedia learning tools to give everyone the chance for individual and autodidactic learning. With the combined expertise of authors, UX designers, software engineers, and experts, “digital learning” is to be advanced. With this donation we are able to

directly support SDG 4 (Quality Education) and SDG 9 (Industry, Innovation and Infrastructure).<sup>91</sup>

- ➔ *Stiftung Zukunft Wald* (Future Forest Foundation) – Since healthy forests are the basis of life for numerous animal and plant species, for the climate on planet Earth, and in a special way for us humans, the foundation “Zukunft Wald” (Future Forest) promotes forest-related environmental education projects and nature and species conservation measures in Lower Saxony. “School forests against climate change,” the lighthouse project of the foundation, supports all types of schools in creating, maintaining, and using their own school forests. Thereby, the associated CO<sub>2</sub> reduction and the promotion of biodiversity gets pupils involved in forest, environmental, and climate protection. The goal of the foundation is to influence sustainable development and the sustainable use of nature and forests, and to draw attention to the importance of forests for society. iPoint supports the fight against climate change and the preservation of our environment. With this donation we directly support the implementation of four Sustainable Development Goals: SDG 4 (Quality Education), SDG 13 (Climate Action), SDG 15 (Life on Land), and SDG 17 (Partnerships for the Goals).<sup>92</sup>

Since December 2019, we have been selecting potential institutions and projects based on whether their focus, vision, or mission are related to the SDGs.





## 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.<sup>93</sup> In October 2019, we deepened our commitment and took on a more active role by the election of Dr. Katie Boehme, Director People, Communications, and Sustainability at iPoint, to the steering committee of the Global Compact Network Germany (DGCN) as a representative of the business community for the period 2019-2021.<sup>94</sup> In July 2021, she was re-elected for the period 2021-2023.<sup>95</sup> The document at hand is our Communication of Progress for reporting year 2020/21. In the following paragraphs we describe our main actions to continually improve the integration of the Global Compact and its principles in the areas of human rights, labor, environment, and anti-corruption 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

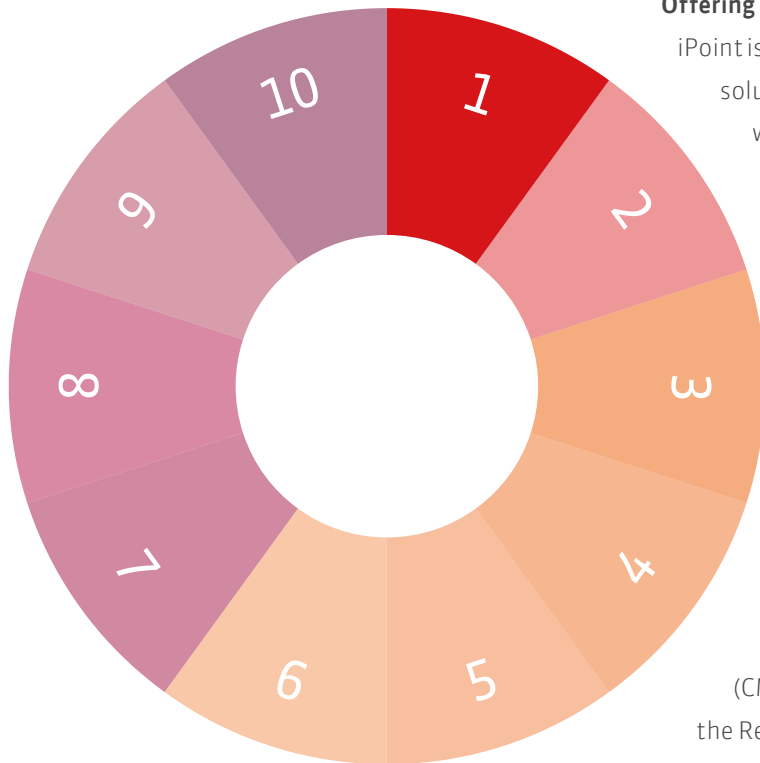
#### Offering our solutions

iPoint is a software and services provider specialized in digital solutions for companies and their supply chain. As such, we allow vital information to flow through entire value chains in an automated and controlled fashion. The very information accompanying the transformation from materials to products often concerns the subject of human rights. For instance, iPoint's Conflict Minerals solution (for tin, tungsten, tantalum, gold, and cobalt) facilitates the flow of information regarding mineral provenance, mode of production, supplier chain of custody, due diligence, corrective action, assurance, and company policies. More than 60,000 companies worldwide are using our solution which is based on the Conflict Minerals Reporting Template (CMRT)<sup>96</sup> and the Cobalt Reporting Template (CRT)<sup>97</sup> of the Responsible Minerals Initiative (RMI).<sup>98</sup>

A related solution, SustainBlock, builds on Blockchain technology, which as a secure and distributed digital ledger<sup>99</sup> has garnered much attention also in the context of responsible sourcing and Conflict Minerals traceability. Started in 2018 as an EPRM<sup>100</sup>-funded project, the objectives of SustainBlock were threefold:

1. to create a system for end-to-end chain of custody tracking of responsible minerals originating from conflict-affected and high-risk areas, and
2. to support end-user involvement in upstream due diligence, and
3. to encourage in-region procurement (over disengagement) through better distribution of the accountability for traceability from artisanal and small-scale mining (ASM) operations to smelters or refiners (SoRs).

Piloted in the African Great Lakes Region with a downstream actor (an automotive manufacturer of premium vehicles) and

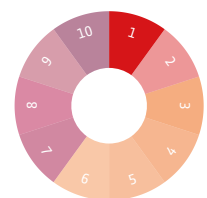
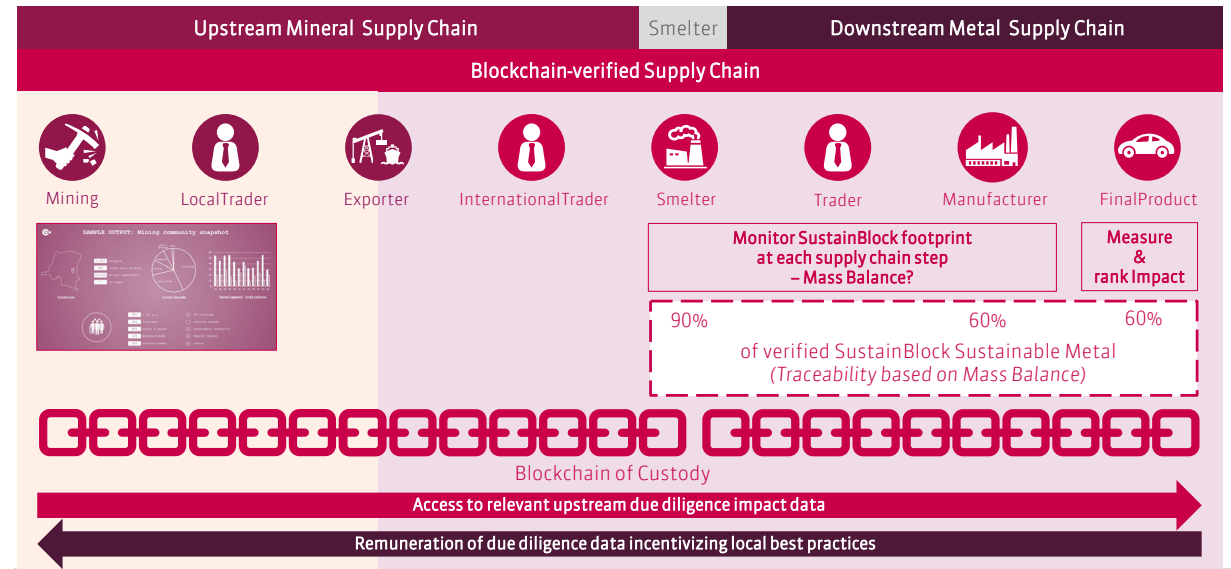




## V. Living Up To UNGC's 10 Principles

developed to production maturity, the SustainBlock system lets consumer-facing brands access the wealth of available information on specific mining communities – going beyond the ‘classical’ due diligence data about a conflict-free supply chain. SustainBlock allows the communication of other important aspects – including child labor, impact of ASM on vulnerable groups including women and children, other forms of human rights abuse, or environmental destruction – effectively within the supply chain for companies it is directly relevant to, thus contributing to the support and protection of human rights, also via the disclosure of human rights abuses, and encouraging actors in the supply chain to source minerals in a transparent and responsible manner.

In recognition of our solutions in the area of responsible sourcing, iPoint's CEO Joerg Walden was honored as “Best Social Compliance Software Solutions CEO (Europe)” by CEO Monthly, and will be featured in their Global CEO Excellence Awards 2021 magazine in late August 2021.



## V. Living Up To UNGC's 10 Principles

### Human Rights

#### Sharing our expertise

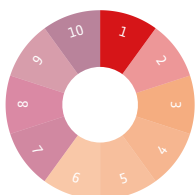
Along these lines, over the reporting period iPoint also contributed to conferences and fora, and hosted or organized events on this topic:

topics	presentation / discussion title	more information
Conflict Minerals, Responsible Sourcing	<ul style="list-style-type: none"> <li>• Conflict Minerals – requirements and current current developments ("Konfliktmineralien – Anforderungen und aktuelle Entwicklungen")</li> <li>• Responsible minerals sourcing in the manufacturing industry – best practices and future challenges</li> </ul>	<a href="#">→ link</a>  <a href="#">→ link</a>
Human rights due diligence	<ul style="list-style-type: none"> <li>• The Role of the Devoir de Vigilance Law in Reforming Corporate Risk Engagement</li> </ul>	<a href="#">→ link</a>

#### 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"> <li>• Responsible Minerals Initiative (RMI) Annual Conference 2020</li> </ul>	Virtual event	<a href="#">→ link</a>
<ul style="list-style-type: none"> <li>• Responsible Business Alliance Virtual Outreach Meeting Europe 2021</li> </ul>	Virtual event	<a href="#">→ link</a>
<ul style="list-style-type: none"> <li>• Automotive Industry Action Group (AIAG) 2021 Corporate Responsibility Summit</li> </ul>	Virtual event	<a href="#">→ link</a>



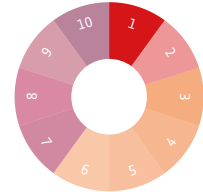
# V. Living Up To UNGC's 10 Principles Human Rights



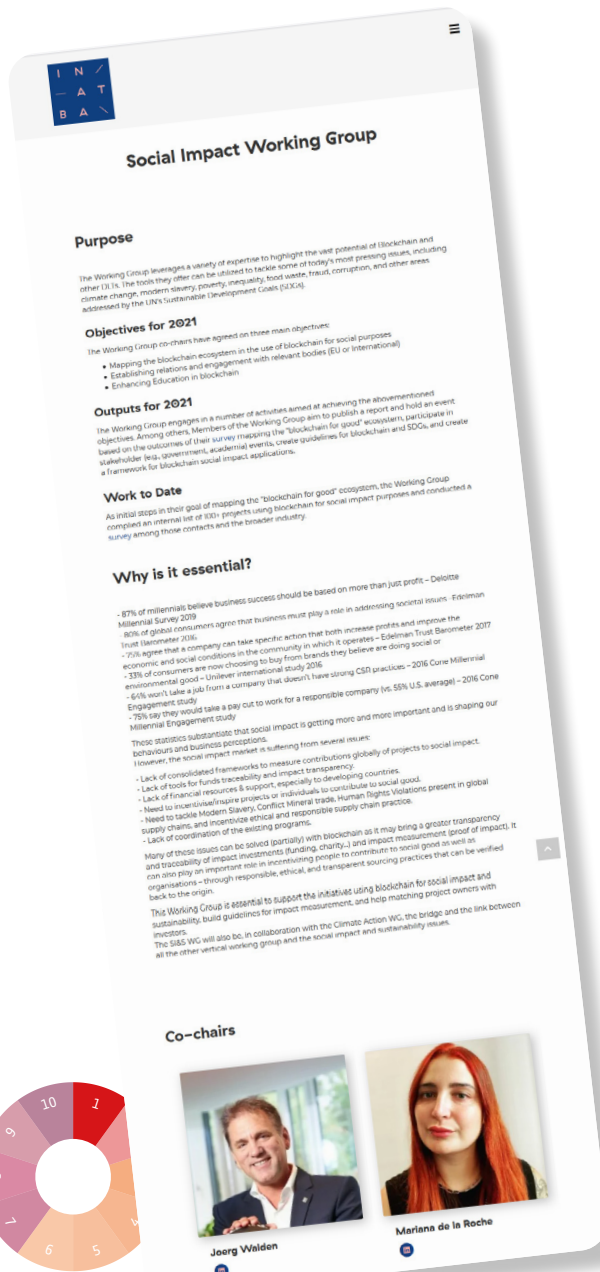
## Releasing human rights-related publications

In the reporting period, we also published or were featured in articles on human rights-related topics, including:

title	publication channel	more information
• Mandatory Human Rights and Environmental Due Diligence in Europe: Coming to a Country Near You	Corporate blog iPoint	➔ <a href="#">link</a>
• Due Diligence: French Law as EU Model? ("Due Diligence: Französisches Gesetz als EU-Vorbild?")	Global Compact Network Germany Yearbook 2020, p. 92-93	➔ <a href="#">link</a>
• Duty of Care Also in Germany: The Impending Mandatory Due Diligence Legislation	Corporate blog iPoint	➔ <a href="#">link</a>
• Leveling the Pitch: Mandatory Human Rights Due Diligence Legislation in the EU	Corporate blog iPoint	➔ <a href="#">link</a>



## V. Living Up To UNGC's 10 Principles Human Rights



### Engaging in collective action on social responsibility

We work hand in hand with industry associations and collective action groups that were explicitly established to tackle complex human rights issues. For example, iPoint is a member of the Responsible Minerals Initiative (RMI),<sup>101</sup> of the Automotive Industry Action Group (AIAG),<sup>102</sup> and of IPC,<sup>103</sup> to develop the systems, processes, and procedures needed to comply with U.S. Conflict Minerals legislation (Dodd-Frank Section 1502) and the EU Conflict Minerals regulation (Regulation (EU) 2017/821 of the European Parliament and of the Council of 17 May 2017). In 2012, iPoint partnered with AIAG to develop the iPoint Conflict Minerals Platform (iPCMP),<sup>104</sup> a solution today used by more than 60,000 companies around the globe via the iPoint SustainHub platform. Furthermore, iPoint is a founding member of the International Association of Trusted Blockchain Applications (INATBA),<sup>105</sup> and CEO Joerg Walden is currently in his second term as co-chair of the INATBA working group "Social Impact".<sup>106</sup> 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 the reporting year 2020/21, we financially supported the following NGOs, charitable organizations, and initiatives that work to support and respect the protection of internationally proclaimed human rights:<sup>107</sup>

- Ein Herz für Kinder (A Heart for Children)<sup>108</sup>
- Frauenhaus Reutlingen e.V. (Women's Shelter Reutlingen)<sup>109</sup>
- Ride For Freedom – End Modern Slavery.<sup>110</sup>



## V. Living Up To UNGC's 10 Principles

### Human Rights

#### Internal focus

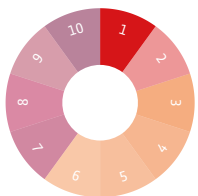
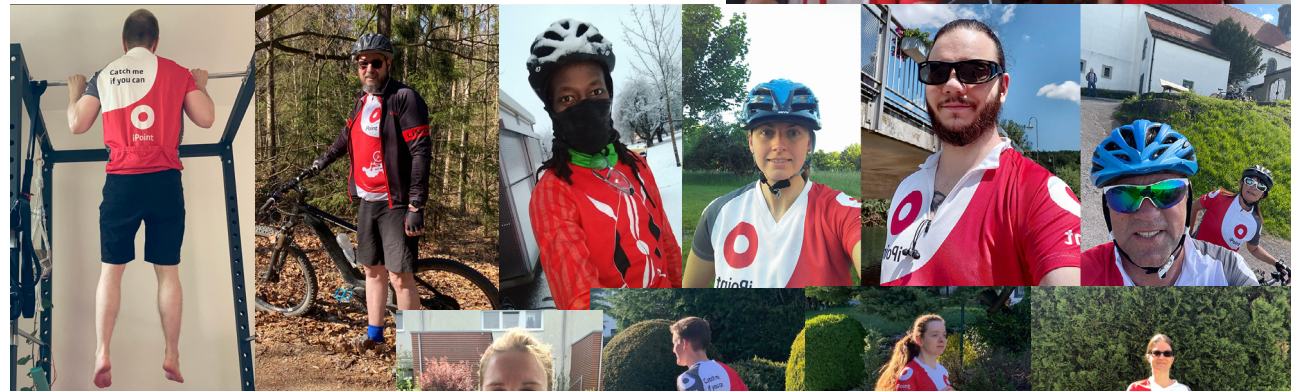
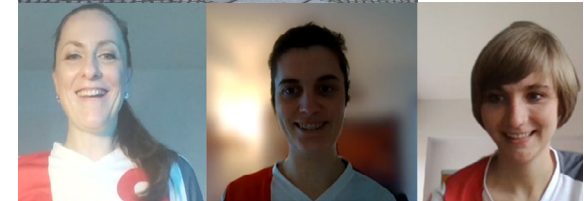
##### Upholding employee rights

Satisfied, healthy, informed, skilled, motivated, and committed employees are a basic condition for a sustainable company development. The employment contracts with each of our 100 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 our employees have 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.<sup>111</sup>

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 working at the Reutlingen headquarters on request. The company provides – free of charge – mineral water in glass bottles (not plastic bottles), coffee, and tea to every employee every day on the headquarters office premises.

We see the health and fitness of iPoint's employees as both the basic prerequisite for and an indicator of the performance, competitiveness, and long-term success of our company. This is why sports are explicitly promoted at iPoint: Since 2014, we have been rewarding and encouraging participation in public sports competitions and events through our iAmFit campaign.

These include, for example, running and long-distance cycling competitions and fitness tests to obtain the German Sports Badge (Deutsches Sportabzeichen). To equip its athletic employees, the company worked with sport outfitter Trigema<sup>112</sup> to fashion Germany-made, sustainably-produced running and cycling jerseys.



## V. Living Up To UNGC's 10 Principles Human Rights



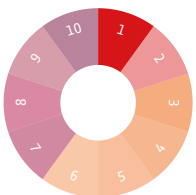
### Ensuring occupational health and safety

With respect to occupational health and safety, we currently have four specifically trained first responders and three specifically trained fire protection assistants at our headquarters. 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- and business-related data have always played an important role at iPoint – not only since the implementation of the EU's General Data Protection Regulation (GDPR). For example, in the case of smelting operators, confidentiality regarding supply chains is a central competitive criterion and unique selling point of this type of company. This was taken into account when creating our SustainBlock system,<sup>113</sup> which ensures complete security of supply relationships based on cryptographic calculations.

And while it supports the discovery of mine sites of origin, SustainBlock does not make all connectors visible throughout the entire supply chain.



In May 2021, a surveillance audit of our information security management system in accordance with ISO/IEC 27001<sup>114</sup> and of iPoint's compliance with the most common data protection laws, guidelines, and specifications such as the GDPR was carried out remotely and on site at our headquarters. 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.

In order to create employee awareness of the requirements of data protection, we post regular updates and news on data protection issues on our Intranet. In addition, every employee is required to complete a GDPR training on a regular basis.



### Human Rights

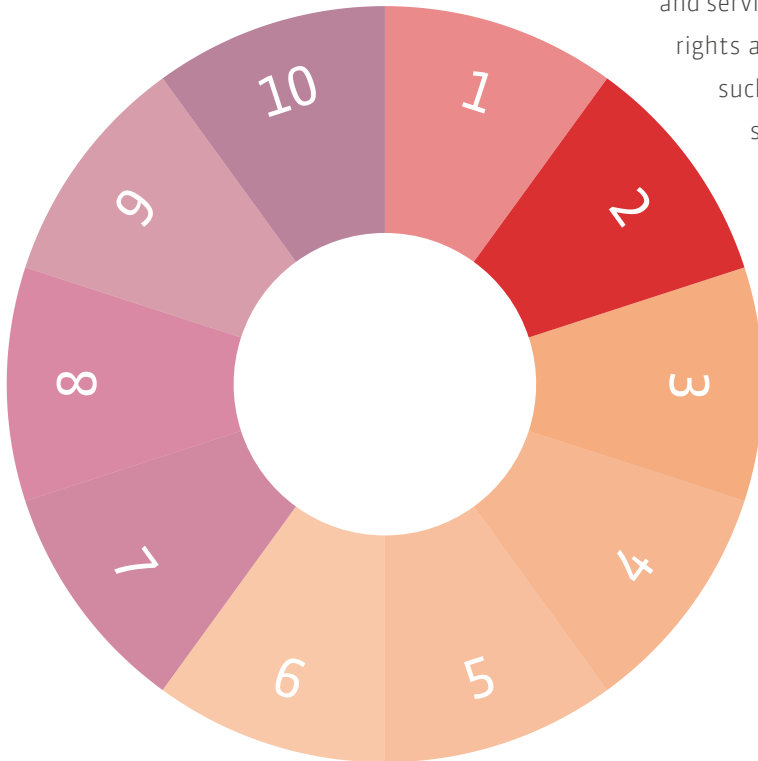
**Principle 2:** Businesses should make sure that they are not complicit in human rights abuses.

#### 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. Yet, 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. The actual incidence rate lies at 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.

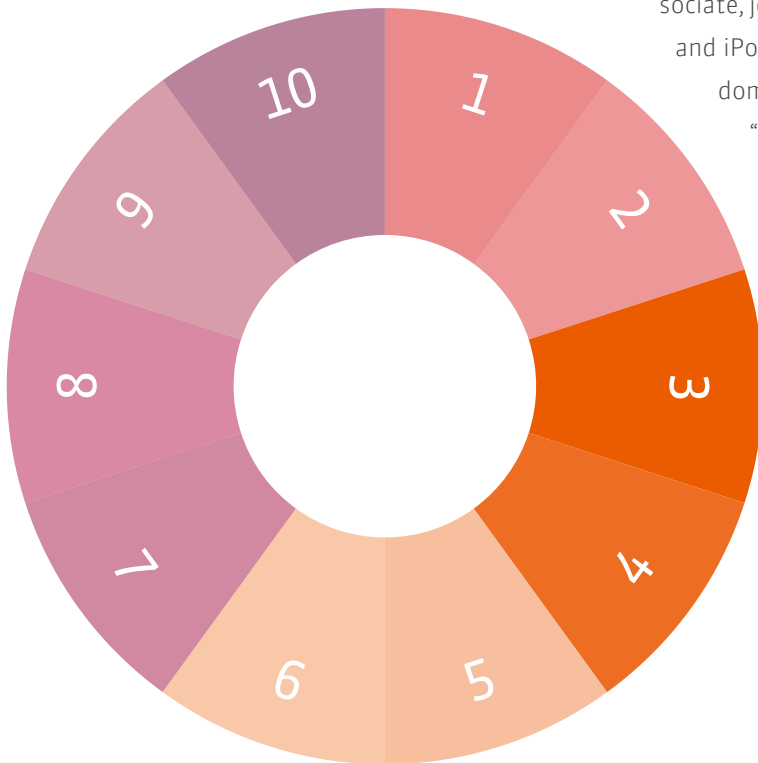
German law fully protects the right of employees to freely associate, join a labor union, and engage in collective bargaining, and iPoint fully respects and upholds these rights and freedoms. Moreover, our Social Charter contains a chapter on “Freedom of Association and the Right to Collective Bargaining”, which underlines our commitment to this principle.

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

#### Advancing human rights-oriented reporting tools

Given the risk to corporations 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.<sup>115</sup> 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,<sup>116</sup> and the other a supporting guide to the tool.<sup>117</sup>

iPoint's electronic Labor Rights Template is listed in a toolkit to advance reporting on modern slavery which the Global Reporting Initiative (GRI) and the Responsible Labor Initiative (RLI) launched in December 2019. eLRT is recommended as a tool which “can provide valuable input and guidance for





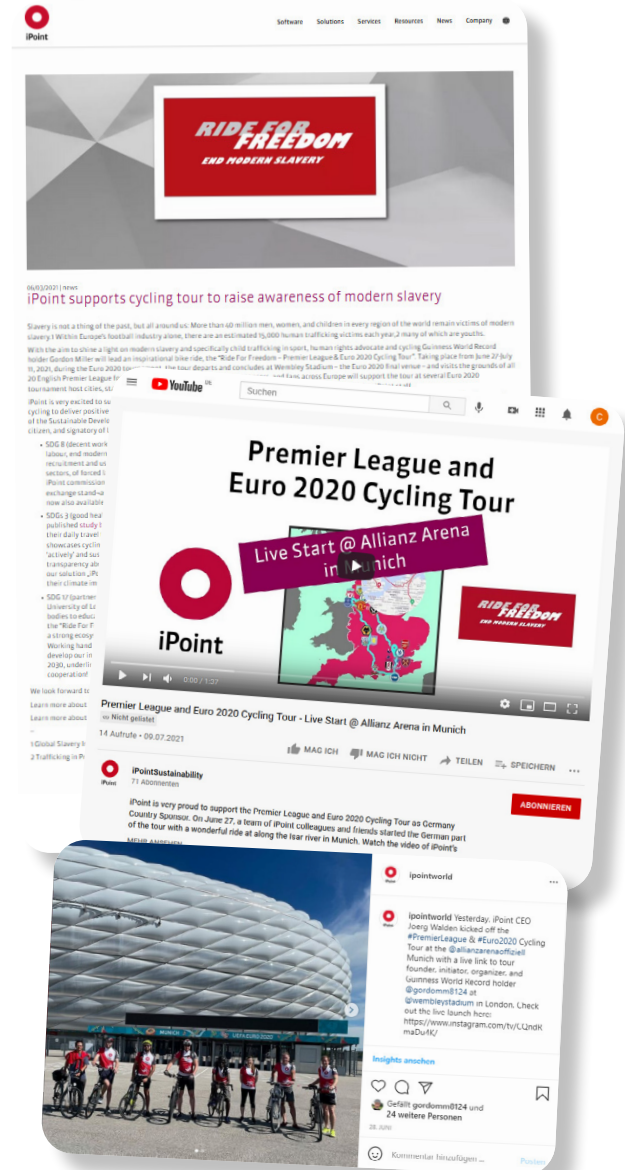
## V. Living Up To UNGC's 10 Principles Labor

- reporting on due diligence and policies, [...]
- reporting on progress of implementing due diligence mechanisms, [...] and
- reporting on effectiveness of actions".<sup>118</sup>

The electronic Labor Rights Template (eLRT) is now also available via the iPoint Supply Chain Survey of the iPoint SustainHub.

### 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 and agreements<sup>119</sup> as well as national or international awareness days.<sup>120</sup> In June and July 2021, iPoint also supported a cycling tour to raise awareness of modern slavery and specifically child trafficking in sport, led by human rights activist and cycling Guinness World Record holder Gordon Miller, as German Country Sponsor. Taking place from June 27-July 11, 2021, during the Euro 2020 tournament, the “Ride For Freedom – Premier League & Euro 2020 Cycling Tour” departed and concluded at Wembley Stadium – the Euro 2020 final venue – and visited the grounds of all 20 English Premier League football clubs. Simultaneously, cyclists, sponsors, and fans across Europe supported the tour at several Euro 2020 tournament host cities, starting in Munich, Germany – with a live link to iPoint’s CEO Joerg Walden and other iPoint staff. The very mission of the tour was to utilize the universal appeal and power of cycling to deliver positive social impacts and specifically to raise awareness, educate, and forge partnerships to end modern slavery. Within Europe’s football industry, there are an estimated 15,000 human trafficking victims each year,<sup>121</sup> many of which are youths.<sup>122</sup>



## V. Living Up To UNGC's 10 Principles

### Labor

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

#### Adhering to laws and regulations

iPoint adheres to minimum age provisions of German labor laws and regulations. We also take account of and refer to international standards like ILO Convention No. 138 and 182, e.g. in the chapter on “Prohibition of Child Labor and Forced Labor” of our Social Charter.<sup>123</sup>

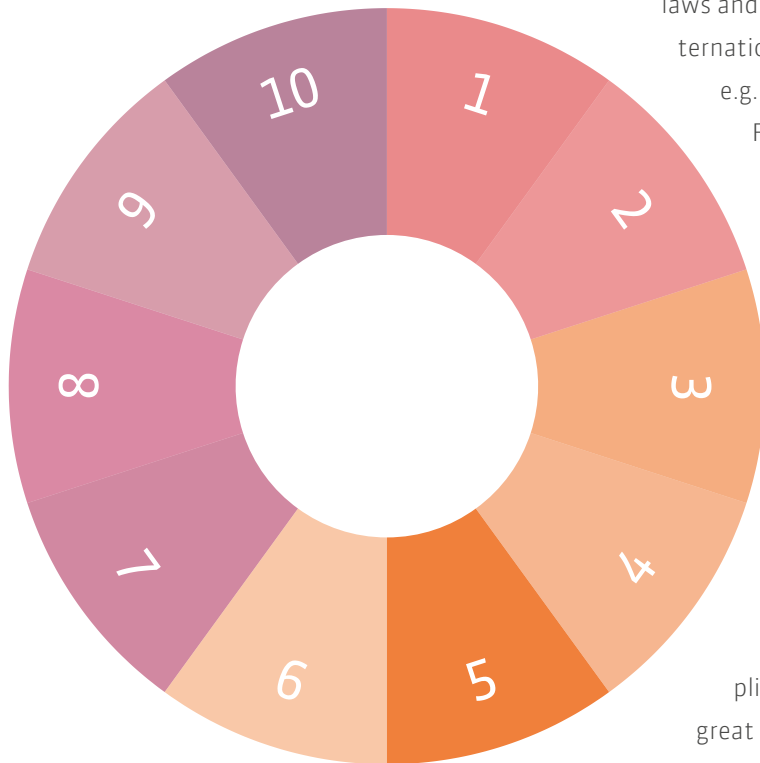
#### Procuring responsibly

As a software and services company, iPoint does 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. We work with suppliers to make sure that the history of our consumables is a happy one. For example, at iPoint's headquarters in Reutlingen we work with the Germany-based vendors memo<sup>124</sup> and Green Promotion<sup>125</sup> as providers of our office supplies and promotional giveaways. These vendors place great value on certifications, labels, and standards like

FAIRTRADE,<sup>126</sup> the Global Organic Textile Standard (GOTS),<sup>127</sup> or Social Accountability International's (SAI) SA8000,<sup>128</sup> which are based on internationally recognized standards of decent work and attest that companies treat workers fair, source and sell ethically and responsibly, and comply with social (and environmental) criteria. Over 1,800 products in the memo range are fair trade products.<sup>129</sup>

#### 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.<sup>130</sup> To this end, we also leverage our social media platforms and other corporate media to raise awareness and draw attention to this subject.<sup>131</sup>



### Labor

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

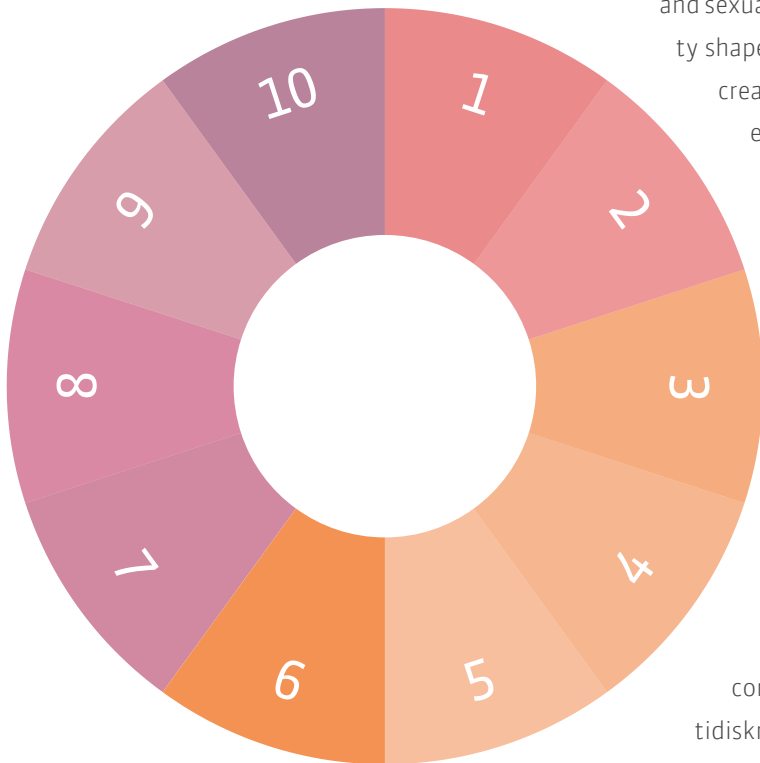
At iPoint, men and women from various nations and age groups, with different cultural, religious, ethnic and social backgrounds, and sexual orientation work side-by-side. Our workforce diversity shapes our corporate culture and has a positive impact on creativity, innovation, and performance, as well 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-two percent (22%) of our employees had a citizenship other than German over the reporting period, whereby the non-German employees belonged to 14 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 (Antidiskriminierungsgesetz). 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.

iPoint's employee composition reflects our commitment to inclusion, gender equality, and sexual orientation non-discrimination. As of July 31, 2021, iPoint-systems gmbh (Reutlingen and Munich locations) had 100 employees, a number which includes trainees and part-time student employees (7 trainees, 6 working students). Our male-to-female ratio was 62%. 31% of our upper-level managers<sup>132</sup> were female. 28% of our employees were over the age of 50 years. We also had 3% of 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.

Another specific measure we take at iPoint to address discrimination and eliminate it within the workplace is keeping up-to-date records on recruitment, training and promotion that provide a transparent view of opportunities for employees and their progression within the organization.



## V. Living Up To UNGC's 10 Principles

### Labor



**62%** Company male-to-female ratio

**28%** Employees over 50 years

**3%** Employees with disabilities

**31%** Female upper-level managers

**14%** Part-time employees

**22%** Non-German citizenship

iPoint also actively supports employee reintegration into the workplace (for those who e.g. took parental leave or were ill) with individualized plans. Furthermore, working part-time is a distinct option for our staff, and 14% of our employees did so over the reporting period. Part-time employees and other low-income earners (trainees and working students) were excluded from the short-time working arrangements iPoint had in place until November 2020 due to the COVID-19 crisis, and we made individual arrangements with employees who had to look after their children when daycare centers, kindergartens, and schools were closed.

### 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.**

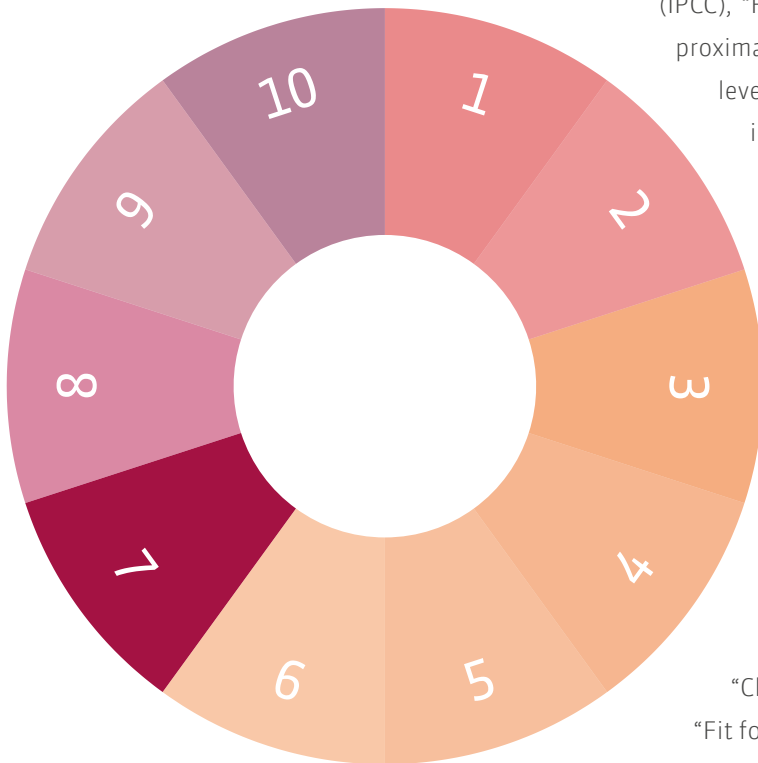
#### Monitoring climate change and risks

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”.<sup>133</sup> 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). Also, the legislator is now taking action to accelerate the transition to a climate-neutral economy, e.g., with the German “Climate Protection Act”<sup>134</sup> and the newly introduced “Fit for 55” strategy of the European Commission.<sup>135</sup>

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.<sup>136</sup> 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 strongly 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 impact is minimized. This includes, for example, several measures to record (and improve) our operational environmental performance, reduce energy consumption, and cut CO<sub>2</sub> emissions.

#### Conducting life cycle assessments

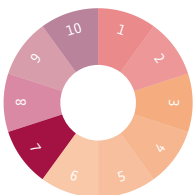
In line with the saying that you can only manage – and improve – what you measure, we have established an environmental management system (EMS) at our Reutlingen headquarters –



## V. Living Up To UNGC's 10 Principles Environment

where 71% of our iPoint Group employees work –, which we use to find ways of optimizing our operational environmental performance. In order to capture all relevant emissions, the EMS is currently being rolled out to our site in Hamburg. The recording of operational environmental 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 executing an action plan as a basis to achieve an ISO 14001:2015 certification. Furthermore, we are expanding our EMS to include criteria of the Eco-Management and Audit Scheme (EMAS).<sup>137</sup> Consequently, we expanded our EMS to our Hamburg site, including the determination of a local environmental management representative and the development of a roll-out strategy.

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, and according to the defined two-year schedule, the LCA for 2019 was carried out in 2020. We are currently analyzing the data from 2020 – in particular, we are examining the special effects of



COVID-19 and its implications for iPoint's operations – e.g., the increased percentage of remote work from home.

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. This commitment to consequently reducing our emissions is backed by iPoint's participation in the UN Global Company Climate Ambition Accelerator programme.<sup>138</sup> With this, iPoint lays the foundation to achieve the science-based Targets for GHG and future climate neutrality (Net Zero).

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.



## V. Living Up To UNGC's 10 Principles Environment



### 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. iPoint’s smaller locations will evaluate to use also sustainable energy supply. The increased remote work from home and the related energy consumption states a new challenge which iPoint intends to tackle in the next years.
- ➔ **Corporate vehicles:** To conduct official business or due to their leadership position, certain Reutlingen-based employees currently receive a company car. Our employees are encouraged to choose environmentally sound vehicles. This has, in fact, resulted in employees downsizing their vehicles. This is also reflected in the increase in the number of alternatively powered company cars (electric and hybrid) from 20% to 30%, which marks a 10% increase compared to the previous reporting year. iPoint’s Reutlingen site currently features two electric vehicle charging stations. To meet this growing demand of alternatively powered company cars, we are currently evaluating an increase in 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. Due to the global pandemic and the resulting travel restrictions, the international business travel was further kept at a minimal level of activity.

- ➔ **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. By traveling on business by rail, we were able to conserve resources compared to traveling by car, saving 808 or 999 kg of CO<sub>2</sub>, respectively. We are part of a business program of a German railway company Deutsche Bahn AG, which uses 100% green energy for business trips and also compensates for indirect emissions, which is why every trip by Deutsche Bahn is CO<sub>2</sub>-free.<sup>139</sup> Thus, we were able to keep our train travel-related carbon footprint at zero. On request, iPoint takes over the costs of local public transport for trainees. 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. In a quest to encourage our employees to commute to work by



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bicycle, we also promote participation in relevant initiatives – which is often also driven by our staff. From September 19 to October 9, 2020, for example, iPoint's Reutlingen employees participated in the initiative "Stadt-Land-Radeln" (city-country-cycling). Our iPoint cycling team covered a total of 1,134 km and was thus able to save 176 kg of CO<sub>2</sub> emissions. Similarly, from June 26 to July 16, 2021, employees at the Reutlingen headquarters participated in the Germany-wide campaign "STADTRADELN",<sup>140</sup> which aims at making a contribution to climate protection and setting an example for increased bicycle promotion in communities. In total, cyclists from iPoint contributed 1,599 kilometers, thus avoiding 244.3 kg of CO<sub>2</sub> emissions.<sup>141</sup>

➔ **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 CO<sub>2</sub> footprint and the volume of physical travel for our employees and customers.

➔ **Facilitation of remote work from home:** Since May 2019, we have a home office policy in place which permits employees to work remotely for up to 20% of their weekly working hours in order to reduce their volume of travel. As a preventive measure to protect



employees and external visitors from COVID-19, we have increased this percentage during the COVID-19 pandemic, temporarily even switching entirely to telecommuting and virtual meetings, which supported us in reducing our CO<sub>2</sub> footprint even more. Due to our positive experiences with telecommuting during the COVID-19 pandemic, we continued to support remote work during the current reporting period, e.g., by releasing working from home guidelines and recommendations for action.

### Working in a green headquarters building

The specially 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);





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- 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 literally turning 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.

### Improving our waste management

During the current reporting period, we continually reminded iPoint's employees to follow the instructions and charts on correct waste separation provided next to the central waste bin in the kitchens on every level in iPoint's headquarters. This measure not only enabled us to optimize our waste separation, but has also led to a reduction of trash bags: Instead of many small bags, the garbage is collected in large 120 liter bags, some of which are reused. Additionally, we gave practical tips on how to avoid waste during the Environmental campaign in 2020<sup>142</sup> and the Plastic Free July campaign in 2021.<sup>143</sup>

At our headquarters in Reutlingen, iPoint's staff can make use of a daily lunch offer which we provide in cooperation with the catering company Menue-Manufaktur Hofmann at subsidized rates.<sup>144</sup> 98% of the ready-portioned menus, which also include vegetarian and vegan meals, are served in packaging made of cellulose without plastic coating PET, while the remaining 2% are provided in a single-serving tray consisting of aluminium.<sup>145</sup> In theory, aluminium has the potential to be more sustainable than other materials if it could be more easily recycled with less energy consumption. As the industry has not yet reached this stage, we appreciate that Menue-Manufaktur Hofmann has developed an alternative packaging based on cellulose.<sup>146</sup> "Indeed, packaging improvements and innovations offer significant power to contribute to achieving SDG 12 and its specific targets."<sup>147</sup>



### 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

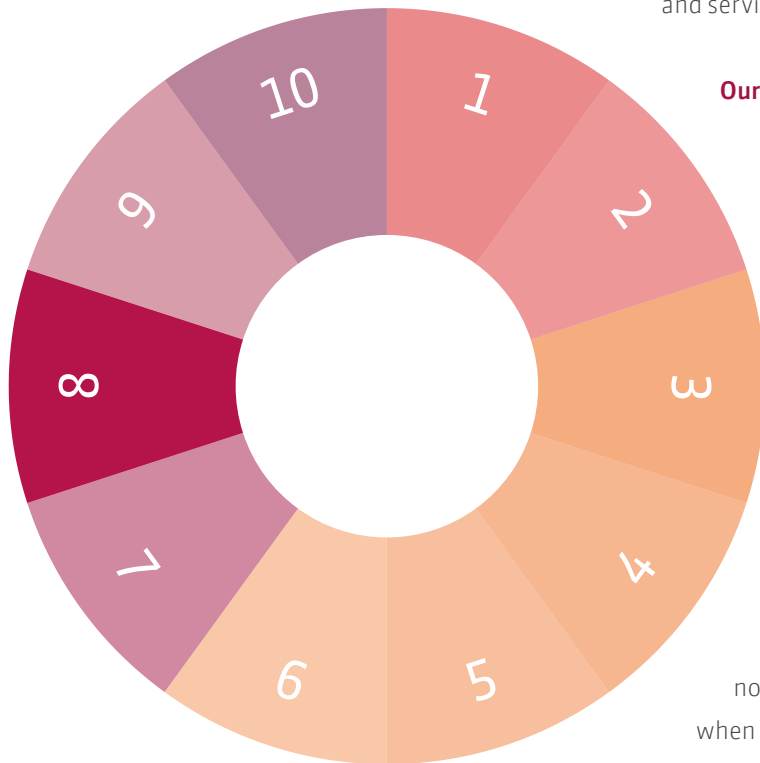
Oracle has a robust environmental track record and has set specific environmental goals for 2025, including the reduction of absolute emissions by 26% compared with a 2015 baseline and the reduction of emissions per unit of energy consumed by 55%. As reported in December 2020, the multinational computer technology corporation is on track to achieving these goals, having cut total emissions by 20.5% as well as energy emissions intensity by 42.3% (compared with Oracle's initial target of 2015).<sup>148</sup> The company has notably improved its score year-over-year since 2005, when Oracle first reported its emission data to the Carbon

Disclosure Project (CDP).<sup>149</sup> In 2020, Oracle was recognized as a leader on CDP's Climate List for the fifth consecutive year, this time with an A- score.<sup>150</sup> 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.<sup>151</sup> In 2019, Oracle received two Manufacturing Leadership Awards for its sustainability leadership from the National Association of Manufacturers' Manufacturing Leadership Council.<sup>152</sup> And in 2021, Sims Lifecycle Services (SLS) recognized Oracle for its contributions that help work towards creating a circular economy for electronics, and supporting sustainable processes and business models.<sup>153</sup> Oracle remains committed to driving sustainability in several other areas, for example, by setting the goal:

- to achieve 100% renewable energy use at all of the company's next-generation Oracle Cloud data centers by 2025,<sup>154</sup>
- to reduce employee air travel emissions by 25% by 2025,
- to ensure that 100% of Oracle's key suppliers have an environmental program in place by 2025.<sup>155</sup>

##### 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 –<sup>156</sup> with President Brad Smith announcing in January



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2020 their ambitious plan to be carbon negative by 2030 and, by 2050, “to remove from the environment all the carbon the company has emitted either directly or by electrical consumption since it was founded in 1975”.<sup>157</sup> To achieve this goal, Microsoft aims to reduce the company’s Scope 1 and 2 emissions to near zero by 2025, and to reduce the company’s Scope 3 emissions by more than half by 2030, among other things.<sup>158</sup> Furthermore, Microsoft 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, e.g. by increasing their internal carbon fee, and are reportedly on target to achieve this goal.<sup>159</sup> In August 2020, Smith announced the company’s commitment to achieving zero waste goals by 2030.<sup>160</sup> Microsoft has also committed to being water positive by 2030. In 2020, Microsoft, like Oracle, was recognized as a leader on CDP’s Climate List for the fifth consecutive year, with an A score.<sup>161</sup> And in 2019, Microsoft received Gold recognition in the EcoVadis Supplier Sustainability Rating, thereby placing the company in the top five percent of performers evaluated by EcoVadis.<sup>162</sup>

### 3. CHG-MERIDIAN

To meet our hardware needs, iPoint has chosen CHG-MERIDIAN as a business partner, who follow a circular economy-based, end-to-end lifecycle tech-

nology management approach. 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 life. CHG-MERIDIAN, in turn, partners with two non-profit organizations recognized as UNGC signatories: 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.<sup>163</sup> Since 2021, CHG-Meridian has been carbon-neutral, which the company achieves by avoiding, reducing, or offsetting all CO2 emissions generated by its business activities.<sup>164</sup> And also in 2021, the company introduced carbon-neutral IT leasing.<sup>165</sup>

### Our current office stationery and giveaway suppliers include:

#### 1. Flashbay

Flashbay<sup>166</sup> is specialized in on-demand manufacturing of custom-branded promotional technology products. As a responsible global company, Flashbay aims to help protect the environment by preventing pollution and making continuous improvements to environmentally-relevant processes while



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### Environment



complying with laws and regulations. Among other things, Flashbay shipments are batched and processed in bulk to minimize the amount of delivery trips, thus reducing the company's CO<sub>2</sub> footprint, and Flashbay strives to use products and packaging made from recycled materials.<sup>167</sup>

#### 2. Green Promotion

Germany-based Green Promotion<sup>168</sup> supplies promotional items. All products in Green Promotion's range consist of eco-friendly materials, where possible in organic quality, preferably from renewable resources, recycled materials, or natural materials. As a rule, Green Promotion does not offer products that do not meet any of these criteria. The company also places value on the social and economic pillars of sustainable development, e.g. by choosing suppliers who comply with the ILO Core Labour Standards and by striving for long-term supply relationships.<sup>169</sup>

#### 3. memo

The Germany-based mail order company memo<sup>170</sup> provides more than 20,000 sustainable products for daily use in the office and at home.<sup>171</sup> All products are selected according to ecological, social, economic and qualitative criteria – which is why iPoint has chosen memo as one of our preferred vendors for office supplies. In product evaluation, memo is guided by the

criteria of recognized environmental labels and quality seals. In procurement, memo follows the principle of “local sourcing” – wherever possible, suppliers from Germany and Europe are selected. In addition, memo consistently pursues sustainability criteria in all business areas. The company has already received several awards for their commitment to people, the environment, and the climate.<sup>172</sup> memo's sustainability reports have also received several awards.<sup>173</sup>

#### Our current food and beverage suppliers include:

##### 1. TEEKANNE

Founded in 1882, TEEKANNE is a global tea company that sources approximately 300 raw materials from more than 150 suppliers in 50 countries and maintains long-term partnerships with approximately 80% of its suppliers.<sup>174</sup> TEEKANNE was the first tea company in Germany to introduce Rainforest Alliance-certified tea products to the market in 2011.<sup>175</sup> Since mid-2018, more and more of TEEKANNE's products have also been marked with the EU organic logo, originating from controlled organic farming.<sup>176</sup> The tea company almost exclusively uses recyclable paper packaging certified with the FSC label.<sup>177</sup> Since 2020, all TEEKANNE production sites have been using exclusively green electricity. In addition, an ISO-certified energy management system has been in place since 2014.<sup>178</sup> In the cur-

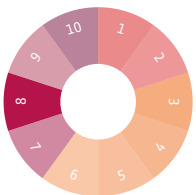


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rent reporting year, iPoint switched completely to TEEKANNE for our entire tea supplies at our headquarters in Reutlingen.

### 2. Romina Mineralbrunnen

Founded in 1957 in Reutlingen-Rommelsbach, in the immediate vicinity of our company headquarters, Romina Mineralbrunnen GmbH today is one of the third-largest mineral springs in the German state of Baden-Wuerttemberg, extracting its water exclusively from the Swabian Alb region, in southwestern Germany. The company places great value on sustainable management. In 1998, Romina's environmental management system was certified and successfully revalidated according to EMAS (Eco-Management and Audit Scheme).<sup>179</sup> The company continuously takes measures to reduce its environmental impact, which include, e.g., the installation of a photovoltaic system that covers the energy needs of the entire plant.<sup>180</sup> Since 2019, Romina has been one of the first mineral springs in Germany to use bottles made from 100% recycled material for its entire PET range.<sup>181</sup> In 2020, Romina Mineralbrunnen was awarded the "swt Environmental Prize" by the local municipal works (Stadtwerke Tübingen, swt) for its decades of environmental management.<sup>182</sup>

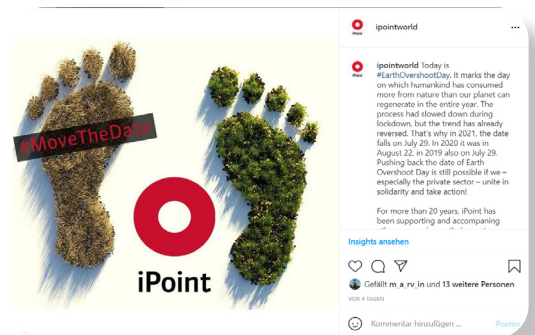


### Engaging in environmental sustainability collective action

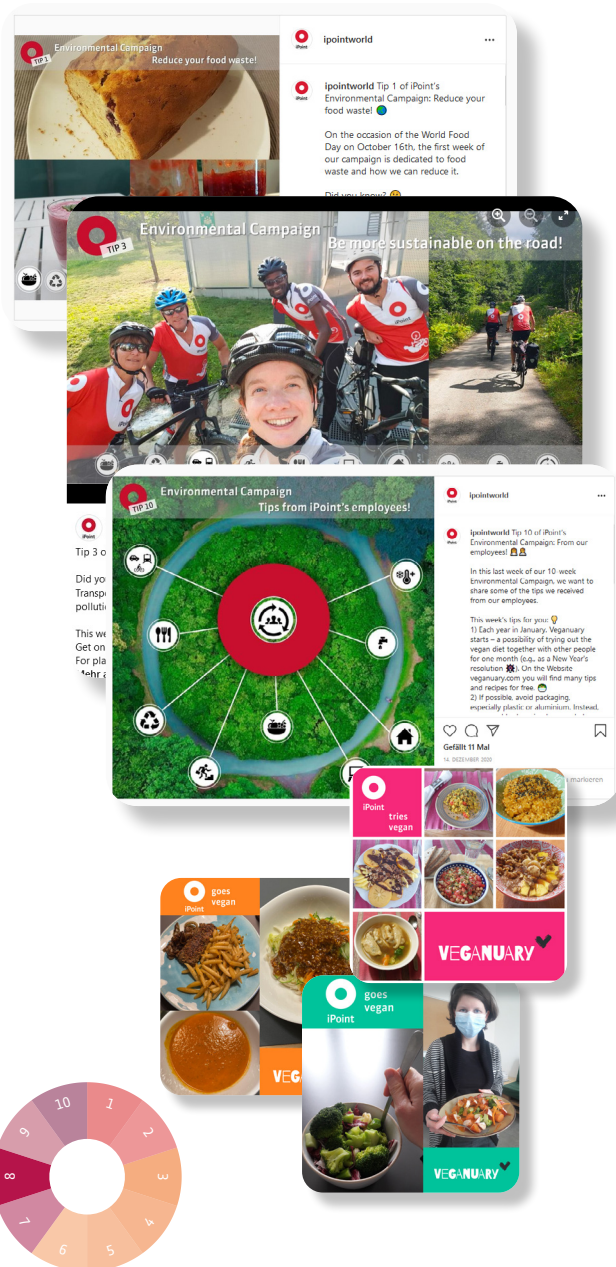
Collective action – i.e. actions undertaken by an alliance of individuals and/or groups towards a collective purpose – is indispensable when matters are concerned that involve a multitude of stakeholders and competing interests. To foster the cause of the global commons, iPoint engages in a number of joint initiatives and trade associations, such as the Expert Forum Global Environmental Compliance,<sup>183</sup> the IHK Netzwerk Nachhaltigkeit,<sup>184</sup> and the VNU Verband für Nachhaltigkeits- und Umweltmanagement e.V.<sup>185</sup> We are also an organizational member of the Forum for Sustainability through Life Cycle Innovation (FSLCI).<sup>186</sup>

### Raising awareness

iPoint remains committed to protecting the climate, also by creating awareness for the climate crisis. 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 national or international awareness days.<sup>187</sup>



## V. Living Up To UNGC's 10 Principles Environment



On October 5, 2020,<sup>188</sup> we launched a 10-week environmental campaign addressed to our internal and external stakeholders, which we ran on iPoint's intranet and corporate social media channels. The focus of this campaign was to provide information and tips for our stakeholders on how to integrate environmental protection even more into their everyday professional and private lives. The overall goal was to support the environment-related Good Life Goals (GLGs)<sup>189</sup> that we introduced to iPoint staff in 2019.<sup>190</sup> Each week of the environmental campaign was dedicated to one topic and the corresponding GLG, e.g., sustainable nutrition,<sup>191</sup> mobility,<sup>192</sup> or energy<sup>193</sup> and water saving.<sup>194</sup> Before the start of the campaign we also invited all iPoint employees to share their personal tips for an environmentally conscious life. We published these additional tips per theme week and in week 10.<sup>195</sup> On average, the campaign was rated 3.5 out of 4 stars and 74% of the survey participants said iPoint should run a campaign in support of the SDGs every year.

iPoint kicked off 2021 with an activity in support of environment-oriented SDGs: We invited iPoint's employees to participate in "Veganuary"<sup>196</sup> and try out vegan nutrition – together with more than 440,000 people around the globe – for one month.<sup>197</sup> After the 31-day challenge, we shared our employees' stories and experiences on iPoint's social media channels.<sup>198</sup>

In the current reporting period, we also launched iPoint's Plastic Free July<sup>199</sup> campaign to create awareness for and contribute to achieving SDG 12 (Sustainable consumption and production) and SDG 14 (Life below water). We invited our internal and external stakeholders to join the global movement that has already inspired more than 326 million participants in 177 countries to avoid and refuse single-use plastics in their professional and private lives for the month July and beyond.<sup>200</sup> Over the course of four weeks we shared tips and information on how to avoid plastic waste and what else we can do to protect our environment: Week 1 of the campaign was all about plastic pollution and how clean-ups can help.<sup>201</sup> In week 2, we shared easy to start with tips to avoid plastic waste in everyday life.<sup>202</sup> Week 3 was all about tips and ideas on how we can contribute to a truly circular economy where as little waste as possible is produced and disposed of by reusing, repairing, and recycling.<sup>203</sup> In the last week of the campaign, we shared tips on how to avoid (plastic) waste, especially on vacation and when travelling.<sup>204</sup>

Highlight of our Plastic Free July<sup>®</sup> campaign was the iPoint-sponsored plogging challenge "Gemeinsam Gewinnen" (Winning Together) on July 13, 2021, together with the three local sports clubs TusSies Metzingen, Tigers Tübingen, and SSV Reutlin-

## V. Living Up To UNGC's 10 Principles Environment

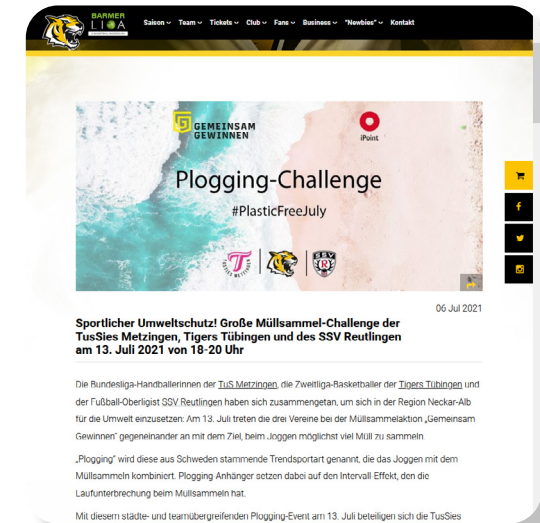
gen.<sup>205</sup> Players and fans of the three clubs as well as sponsors were invited to participate in the cross-city and cross-team plogging challenge to pick up as much trash as possible while jogging. “Plogging” is the name of this trend sport originating in Sweden, which combines jogging with picking up garbage along the way. Plogging followers rely on the interval effect of stopping to run while picking up trash. During the two-hour challenge, the participating ploggers collected a total of 238 garbage bags and a lot of larger items in the Neckar-Alb region of southern Germany. The trash bags, which iPoint donated, were made from 100 per-cent recycled “wildplastic”.<sup>206</sup>

### Promoting the (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.<sup>207</sup> With our logo already reflecting iPoint’s commitment to the Circular Economy, a cross-departmental team including representatives from Corporate Communications, Sustainability Strategy, and Product Management, came together in the fall of 2020 to launch a project to review and revise our purpose, vision, and mission in order to more strongly emphasize the centrality of the circular economic model to our organization, strategy, and culture – with the Circular Economy taking center stage.<sup>208</sup>

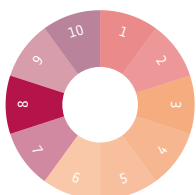


## V. Living Up To UNGC's 10 Principles Environment



In the reporting period, we also published or were featured in several media pieces concerning the (Digital) Circular Economy, including:

<i>title</i>	<i>publication channel / medium</i>	<i>more information</i>
DIBICHAIN: Transparent Material Cycles with Blockchain	Global Goals Yearbook 2020, p. 106-107	→ <a href="#">link</a>
Digitalization — A major driver towards the Circular Economy and the SDGs	medium	→ <a href="#">link</a>
Data – the raw material required for good decision making in the transition to a Circular Economy	iPoint blog	→ <a href="#">link</a>
From Compliance to Sustainability – Managing Matierial Life Cycle in the Circular Economy Era	eBook	→ <a href="#">link</a>
iPoint: Digitising product life cycles and supply chains to encourage circularity	Happyporch blog	→ <a href="#">link</a>
The Digital Circular Economy (“Die Digital Circular Economy”)	Trend Report	→ <a href="#">link</a>





## V. Living Up To UNGC's 10 Principles Environment



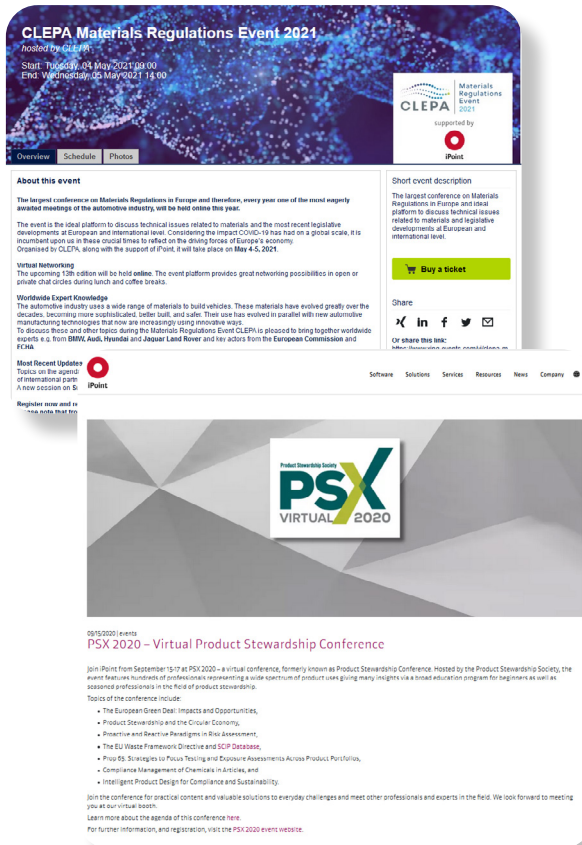
### Informing and educating

iPoint often hosts – or participates in – national and international events that are intended to educate or inform interested stakeholders. Over the reporting period, our subject matter experts hosted events, facilitated, discussed, and presented the following topics:

topics	presentation / discussion title	more information
(Digital) Circular Economy	<ul style="list-style-type: none"> <li>Seeding Circular Economies through Regional Doughnuts</li> <li>Digital Circular Economy</li> <li>Digitalization and the Circular Economy</li> <li>Circular Supply Chains: End of Global Trade?</li> <li>Towards a Circular Economy</li> </ul>	<ul style="list-style-type: none"> <li>→ <a href="#">link</a></li> <li>→ <a href="#">link</a></li> <li>→ <a href="#">link</a></li> <li>→ <a href="#">link</a></li> <li>→ <a href="#">link</a></li> </ul>
Life cycle assessment (LCA) and resource efficiency	<ul style="list-style-type: none"> <li>Role-based access to Life Cycle Information and Decision-Support</li> <li>Reaching Carbon-neutrality with Role-based Access to LCA Information of Materials, Parts and Components</li> <li>Integrated software solutions for the optimal lifecycle management of innovative products</li> <li>LCA and insights into latest trends</li> <li>LCA Vision 2025: Automated LCA and role-based use of Life Cycle Information along the value chain</li> </ul>	<ul style="list-style-type: none"> <li>→ <a href="#">link</a></li> <li>→ <a href="#">link</a></li> <li>→ <a href="#">link</a></li> <li>→ <a href="#">link</a></li> <li>→ <a href="#">link</a></li> </ul>
EU RoHS directive, EU REACH regulation, Calif. Prop 65	<ul style="list-style-type: none"> <li>SCIP Database: There is little time left for preparation</li> <li>WMF (World Materials Forum) KPIs for Using Materials Smarter, Less and Longer</li> <li>How to Collect and Prepare the Data for SCIP Database Reporting</li> <li>How Do Software Solutions Enable the Optimisation of SCIP Data Management &amp; Reporting?</li> <li>The SCIP database of ECHA – challenges for the economy (“Die SCIP-Datenbank der ECHA: Herausforderungen für die Wirtschaft”)</li> <li>SCIP Reporting: Challenges and Approaches</li> </ul>	<ul style="list-style-type: none"> <li>→ <a href="#">link</a></li> <li>→ <a href="#">link</a></li> <li>→ <a href="#">link</a></li> <li>→ <a href="#">link</a></li> <li>→ <a href="#">link</a></li> <li>→ <a href="#">link</a></li> </ul>

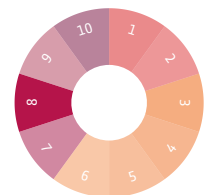


## V. Living Up To UNGC's 10 Principles Environment



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 2020	Virtual event	→ <a href="#">link</a>
• 7th International r3.0 Conference 2020: Redesign for a Regenerative & Distributive Economy: Closing Systemic Gaps	Virtual event	→ <a href="#">link</a>
• PSX 2020	Virtual event	→ <a href="#">link</a>
• Ensuring A Workable 2021 SCIP Database Outcome	Virtual event	→ <a href="#">link</a>
• AIAG IMDS & Product Chemical Compliance Conference	Virtual event	→ <a href="#">link</a>
• GreenBiz21	Virtual event	→ <a href="#">link</a>
• AIAG 2021 Corporate Responsibility Summit	Virtual event	→ <a href="#">link</a>
• Product Substance Management & Compliance Conference	Virtual event	→ <a href="#">link</a>
• CLEPA Materials Regulations Event 2021	Virtual event	→ <a href="#">link</a>
• ITI & IPC Critical Environmental Requirements for Electronics Conference 2021	Virtual event	→ <a href="#">link</a>



## V. Living Up To UNGC's 10 Principles Environment

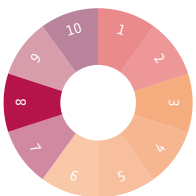
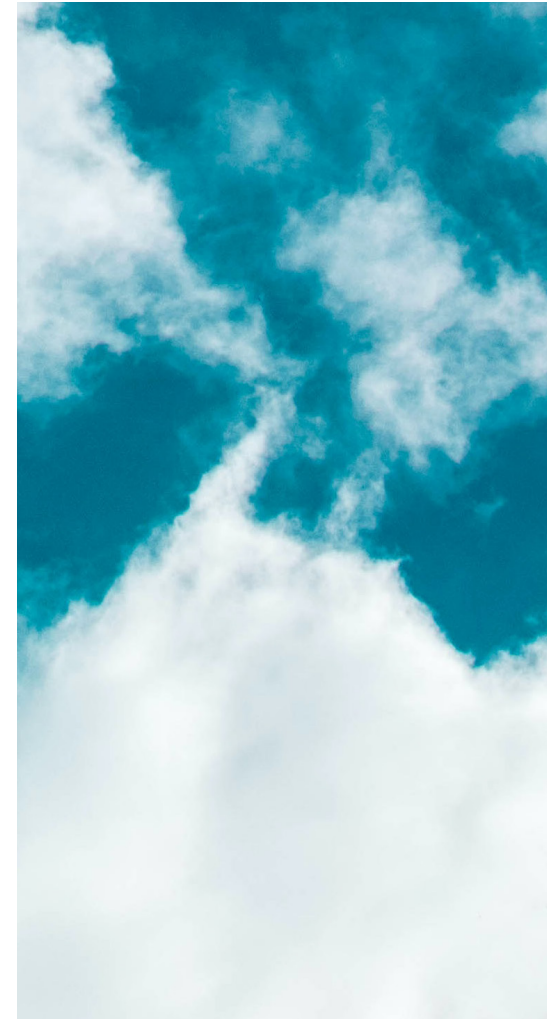
### Improving our paper policy

In a bid to further improve our paper policy, we have switched our entire in-house paper consumption to FSC®- and ISO 14001-certified paper, produced in the EU and qualified with the EU Ecolabel – guaranteeing that the products' main environmental impacts are reduced in comparison to similar products on the market. Striving to find a product that best meets our sustainability, usability, and data security requirements, we are currently testing several types of 100% recycled 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. Furthermore, we use the climate-neutral printing services offered by our printers in cooperation with ClimatePartner.<sup>209</sup> 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.<sup>210</sup>

### 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.<sup>211</sup> Current promotional gifts include reusable, REACH-compliant fabric bags, plantable pencils,<sup>212</sup> eco-ballpoint pens<sup>213</sup> and USB flash drives as well as eco-powerbanks,<sup>214</sup> ecocubes,<sup>215</sup> and sustainably designed, reusable water bottles from a Cradle-to-Cradle-certified enterprise.<sup>216</sup> Moreover, instead of giving customers and employees take-home-presents, we hand out vouchers from sustainability-oriented online shops, notably, Avocadostore<sup>217</sup> and Goodbuy.<sup>218</sup> Avocadostore's suppliers are required to justify how each of its products meets certain sustainability criteria.<sup>219</sup> Placing great importance on the sustainable impact of its products, Goodbuy sends its packages in a climate positive way.<sup>220</sup> We also hand out tree vouchers from Plant for the Planet,<sup>221</sup> an organization which aims to raise awareness about the issue of climate change and actively combat it through tree-planting campaigns.



### Environment

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

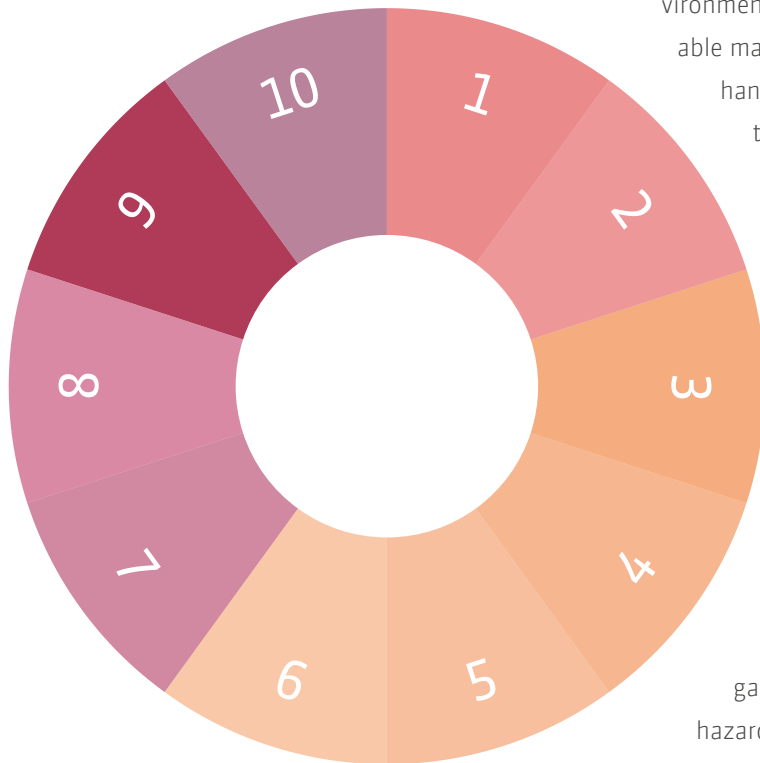
#### Offering our software and services

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.<sup>222</sup> As one of the globally 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. iPoint'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 Proposition 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 appreciation of our innovative circular economy solutions underlining that we are one of the SMEs ready to help other organizations to become more circular.<sup>223</sup> In August 2020, iPoint's CEO Joerg Walden was honored as "Best Environmental Compliance Software Solutions CEO (Europe)" by CEO Monthly, and featured in their Global CEO Excellence Awards 2020 magazine. In April 2021, iPoint received the "Smart Innovator Badge" in the category "Corporate ESG & Sustainability Software" by the independent market research firm Verdantix. This designation is based on a study in which Verdantix identified 44 software vendors – including iPoint – with a high-level benchmark of the capabilities for environmental, social and corporate governance (ESG) and sustainability management.<sup>224</sup>

Our acquisition of the ifu Institute for Environmental IT Hamburg – a company highly specialized in LCA – allows us to offer





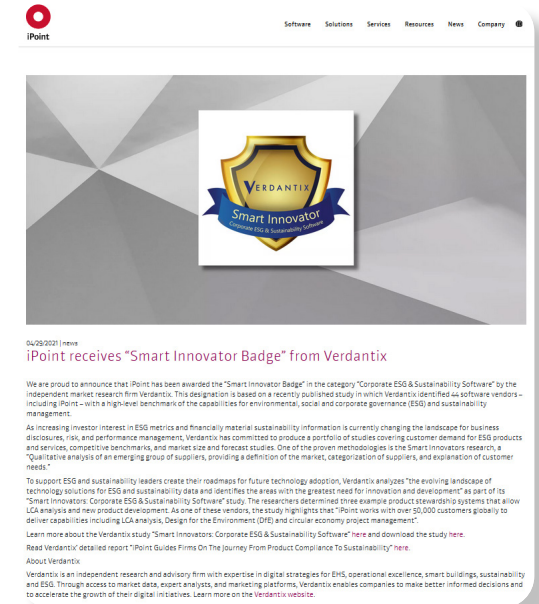
## V. Living Up To UNGC's 10 Principles Environment

pertinent software and services, and accompany our customers on their quest to become circular.<sup>225</sup> What started out in 2013 as a B2B cooperation to develop design and evaluation tools for functional, ecologically-optimized, multi-material, lightweight 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%.<sup>226</sup> This new solution has been available as part of the iPoint Suite under the name of “iPoint Product Sustainability” since December 2019.

### Industry Cooperations, Memberships, and R&D Projects

In line with SDG 17 (Partnerships for the Goals), iPoint takes a strategic collaborative approach to implementing this UNGC principle. Important cooperations and memberships include:

- ➔ ACTION – Advanced Shaped Sandwich Composites for Mechanical, Thermal and Acoustic Applications: R&D project with ElringKlinger, INVENT GmbH, Technical University of Braunschweig, and Volkswagen AG funded by the German Federal Ministry of Education and Research (BMBF),<sup>227</sup>
- ➔ Christian Doppler Laboratory for Sustainable Product Management enabling a Circular Economy: Research laboratory at the University of Graz with ARA – Altstoff Recycling Austria and AVL,<sup>228</sup>
- ➔ CEWI – The circular economy as a key strategy for a climate neutral and resource efficient economy<sup>229</sup>
- ➔ Consumer Information Programme for Sustainable Consumption and Production (CI-SCP) of One Planet Network,<sup>230</sup>
- ➔ DIBICHAIN – Digital representation of circular systems using Blockchain technology: R&D project with Airbus, Altran Deutschland, Blockchain Research Lab, and CHAINSTEP,<sup>231</sup>
- ➔ Forum for Sustainability through Life Cycle Innovation (FSLCI) – Vice Chair of the Executive Board,<sup>232</sup>
- ➔ iCAREPLAST – Integrated Catalytic Recycling of Plastic Residues Into Added-Value Chemicals: R&D project with Agencia Estatal Consejo Superior de Investigaciones Científicas,



## V. Living Up To UNGC's 10 Principles Environment



Universitat Politècnica de València, Technical University Braunschweig, National Laboratory of Energy and Geology, BioBTX B.V., Imperial College London, University of Twente, KERIONICS S.L., and URBASER, S.A.,<sup>233</sup>

- ➔ ISO Technical Committee on Circular Economy (ISO/TC 323),<sup>234</sup>
- ➔ Life Ask REACH – Project with several partners from Europe, funded under the LIFE Programme of the European Union (No. LIFE16 GIE/DE/000738),<sup>235</sup>
- ➔ ReDiBlock: Ressourcenschonung durch Distributed-Ledgers- und Blockchain-Technologie für die industrielle Produktion und Kreislaufwirtschaft (Resource efficiency through distributed ledger and blockchain technology for industrial production and circular economy),<sup>236</sup>
- ➔ Verband für Umwelt- und Nachhaltigkeitsmanagement e.V. (VNU; Association for European Sustainability and Eco-Management Professionals) – Member of the Executive Board,<sup>237</sup> and
- ➔ World Business Council for Sustainable Development (WBCSD) – Innovation member in the project Value Chain Carbon Transparency Pathfinder – an ambitious initiative dedicated to enabling widescale exchange of primary, carbon emissions data.<sup>238</sup>

### 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.**

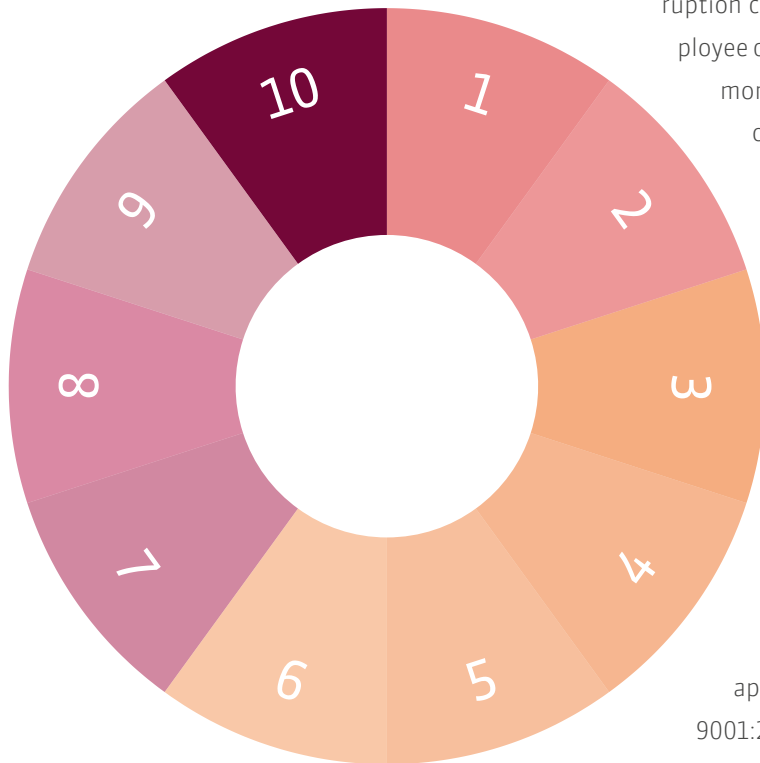
Ethical and responsible behavior are the cornerstones of a successful business in a dynamic global marketplace. Anti-corruption clauses are therefore included in iPoint's standard employee contracts which we introduced in March 2018. Furthermore, iPoint's Social Charter contains several paragraphs on what kind of ethical, responsible behavior is expected from our employees.

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 May 2021 we had our quality management system audited (surveillance audit) 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.<sup>239</sup> ISO 9001:2015 clause 7.5.3 addresses honesty in record keeping.

The investigation of corruption risks is part of our company-wide risk management. iPoint's employee contracts contain written compliance regulations regarding the issuance and acceptance of gifts, donations, etc. There is also a written process for selecting and evaluating suppliers. 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 on August 2, 2018.<sup>240</sup> With the letter 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.

#### 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).



## VI. Looking Forward

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

### Overarching (SDGs, all UNGC principles)

#### Materiality analysis

iPoint plans to complete a materiality analysis premised on its own social and environmental footprint. This analysis 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

We plan to release 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 that no human rights violations occur among iPoint's service providers or suppliers.

#### SDG impact measurement

In the forthcoming reporting period, we – in cooperation with stakeholders – plan to define objectives via which we

intend to continue to contribute to prioritized SDGs and their targets, and determine the indicators we will use to measure progress against them.

#### Education on the SDGs

Furthermore, we plan to continue to educate our internal and external stakeholders on the SDGs and SDG-related matters via our corporate communication channels.

#### SDG support via charitable causes and organizations

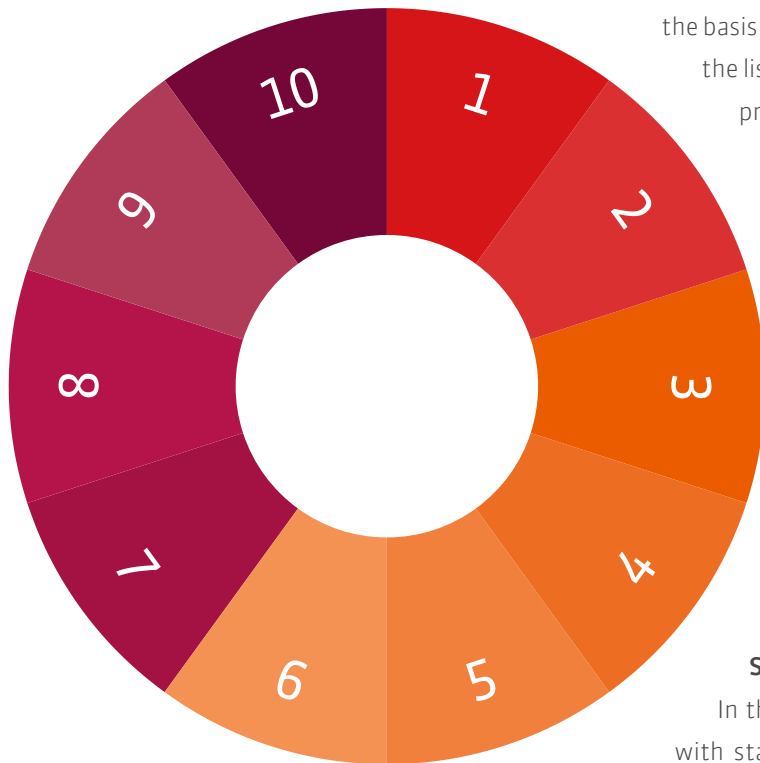
We intend to continue our support of charitable causes and organizations and select the beneficiaries of our donations on the grounds that they support the implementation of one or more SDGs.

#### Expertise sharing

iPoint will continue to contribute subject matter expertise covering one or more UNGC principles and SDGs at conferences, fora, and in publications.

#### Sponsorship of conferences and events

iPoint will continue to host and sponsor conferences where one or more SDGs and UNGC principles are front and center.





### Human Rights

#### Further developing our Human Rights-oriented tools and services

We are closely monitoring the developments in Germany, the European Union, and the rest of the world concerning mandatory due diligence legislation and, wherever it makes sense, we intend to expand and adapt our human rights-oriented solutions and services to these developments in order to support companies in complying with these new laws in line with related UNCG principles and SDGs.

### Labor

#### Increasing the number and quality of apprenticeships

In a quest to increase the number of youth and adults who have relevant technical and vocational skills for employment, we plan to offer apprenticeships to more trainees in the upcoming reporting period. We also intend to continue our annual survey of the trainees to benchmark and continuously improve the quality of our apprenticeship offer.

#### Fostering lifelong learning

In the upcoming reporting period, we plan to continue to

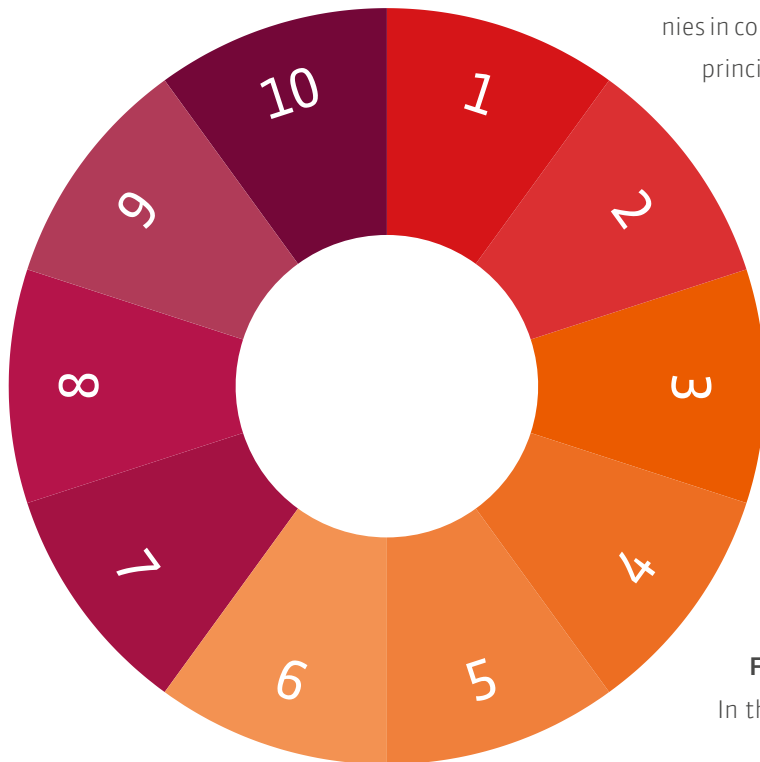
promote lifelong learning opportunities for all employees and access to skills development training and particular occupations via four measures:

1. Implementing an improved performance management process and creating role descriptions for every employee as the basis for identifying training and development needs of our staff.
2. Funding professional training courses for all of our staff.
3. Rolling out the iPoint Academy as foundation of and central space for all learning, training, and systematic professional development at iPoint.
4. Offering our staff Lunch&Learn sessions as an alternative to formal training courses and events.

#### 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 to continue or introduce new measures in the upcoming reporting period, including:

- funding employees' participation in sports competitions,
- offering corporate sports courses on a regular basis,
- providing additional courses for mental health, e.g., on resilience, meditation, and relaxation techniques.



### Ensuring privacy and protection of data

In the upcoming reporting period, we plan to have our information security management system audited (surveillance audit) 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

#### Further developing our tools and services for environmental compliance and sustainability

We are closely monitoring the developments concerning mandatory and voluntary environmental due diligence around the globe (e.g., TSCA, UK REACH, Circular Economy Action Plan, carbon transparency, etc.). Wherever it makes sense, we intend to expand and adapt our respective solutions and services to these developments in order to support companies in complying with these new requirements in line with related UNGC principles and SDGs.

#### Upscaling and audit of EMS

In the upcoming reporting period, we plan to scale up the number of sites for which an Environmental Manage-

ment 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

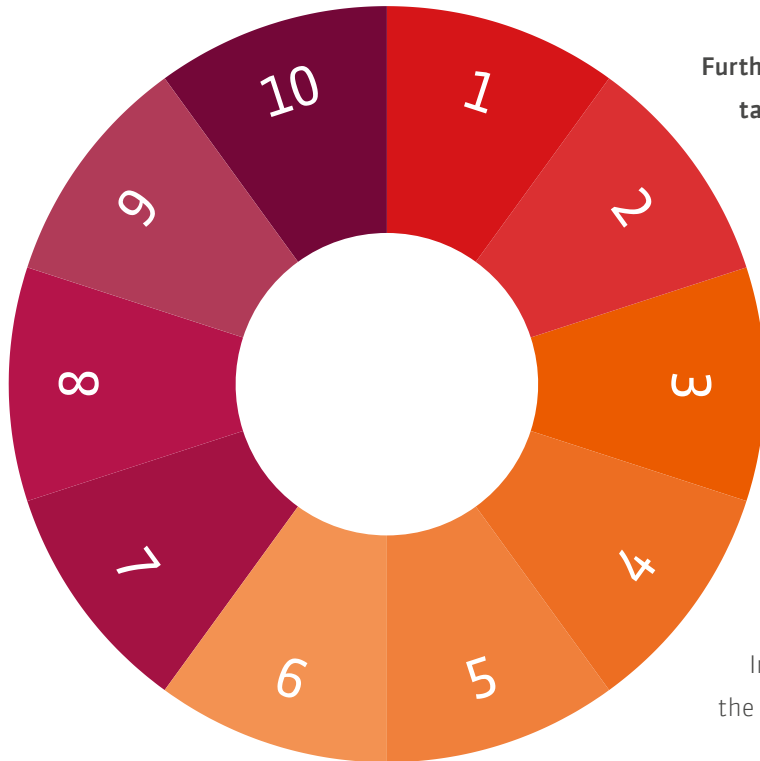
iPoint is committed to gradually reducing our carbon emissions to the point of carbon neutrality and has already taken specific steps in this direction. Upon studying the feasibility of attaining complete carbon neutrality, we will issue a carbon neutrality plan. This commitment to reducing our emissions is backed by iPoint's participation in the UN Global Company Climate Ambition Accelerator, a six-month program launched in July 2021 to accelerate progress towards setting science-based targets and to achieve net-zero.<sup>241</sup>

### KPIs of LCA

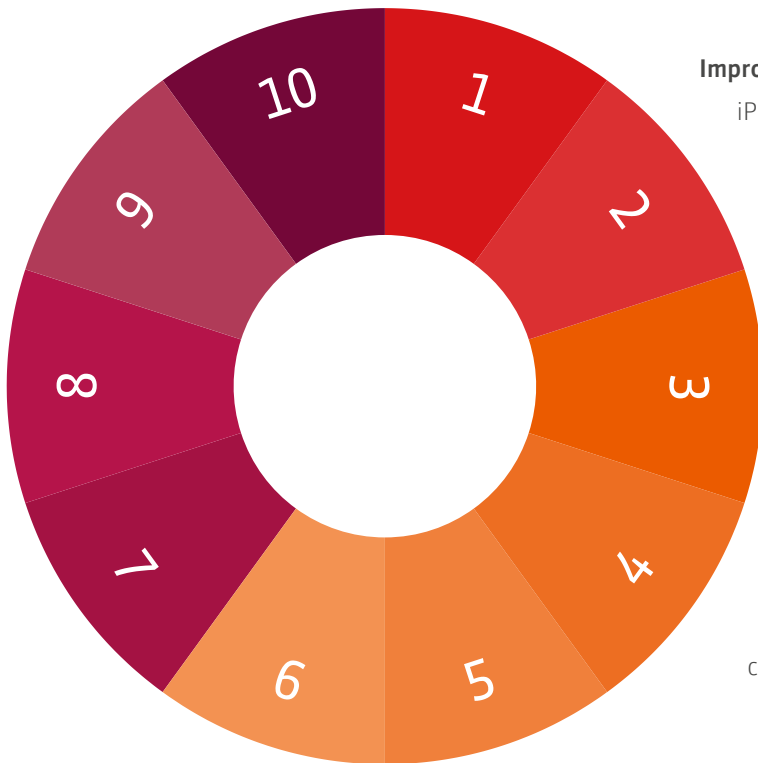
iPoint intends to conduct an LCA for 2021 and is considering to make public specific KPIs that emerged based on our most current LCA, including energy usage, waste, and emissions (Scope 1).

### Increase e-vehicle fleet

We plan to increase the amount of alternatively powered company cars in the upcoming reporting period.



## VI. Looking Forward



### Improving our paper policy

We intend to continue the improvement of our paper policy by concluding our test of several types of 100% recycled paper in order to find a product that best meets our sustainability, usability, and data security requirements. This includes testing sanitary products made from recycled paper, such as toilet paper, paper towels, and kitchen roll.

### Improving our garbage bags

iPoint intends to switch to garbage bags made from recycled plastic and we are currently testing several products.

### More employee information on responsible consumption and production as well as CO<sub>2</sub> reduction

We plan to launch campaigns for employees concerning responsible consumption and production, including a cell phone collection initiative at iPoint's headquarters. Furthermore, we intend to run an awareness campaign to educate our internal and external stakeholders on how each of us can contribute to combating climate change.

### Anti-corruption

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 (certification audit) in accordance with ISO 9001. ISO 9001:2015 clauses 7.5.3 addresses honesty in record keeping.

To further ensure the privacy and protection of our customers' data, iPoint is considering a certification according to TISAX (Trusted Information Security Assessment Exchange), a standard for information security defined by the automotive industry established by the German Association of the Automotive Industry (VDA).

## VII. Disclosure Regarding Forward-Looking Statements

This report contains forward-looking statements<sup>242</sup> 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, Melbourne, Australia
    - iPoint-systems gmbh, Paris, France
    - iPoint-systems AB, Stockholm, 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 GmbH, Germany (<https://www.ifu.com/en/>)
  - 3) CircularTree (<https://www.circulartree.com/>), located in Berlin, Germany
- 2 UN: Sustainable Development Goals, <https://sustainabledevelopment.un.org/sdgs>
- 3 Cf. <https://www.unglobalcompact.org/take-action/sdg-ambition>
- 4 3.9: "By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination"
- 5 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"
- 6 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"
- 7 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"
- 8 9.4: "By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities"
- 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 13.1: "Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries"
- 15 13.3: "Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning"
- 16 16.2: "End abuse, exploitation, trafficking and all forms of violence against and torture of children"
- 17 16.4: "By 2030, significantly reduce illicit financial and arms flows, strengthen the recovery and return of stolen assets and combat all forms of organized crime"

- 18 In these areas, we made the biggest impact (either by increasing our positive impact or reducing our negative impact) and/or also invested a significant amount of time or money in the past reporting year. The other SDGs also played a role at iPoint, but they are not priority, high-impact areas or are areas we only indirectly impacted – e.g., we contributed to SDG 11 (Make cities inclusive, safe, resilient and sustainable) via several campaigns like the plogging event (supporting clean-up initiative by picking up trash that filled 238 garbage bags) or different local cycling events (for further information please refer to the chapter on UNGC principles 7 (p. 43ff.) and 8 (p. 48f.). This is also reflected in the bubble heat map for this and the other lower prioritized SDGs.
- 19 <https://www.facebook.com/iPointWorld/photos/a.255816197870586/3140893962696114/>, <https://www.instagram.com/p/CD6MEHcgGhO/>
- 20 <https://www.instagram.com/p/CIQmbBbqFMf/>
- 21 <https://www.facebook.com/iPointWorld/photos/a.255816197870586/3777531125699058/>
- 22 <https://www.facebook.com/iPointWorld/photos/a.255816197870586/3258589714259871/>, <https://www.instagram.com/p/CFmV69RAcJn/>
- 23 <https://www.facebook.com/iPointWorld/photos/a.255816197870586/3639537302831775/>, <https://www.instagram.com/p/CLMkdIgKCD9/>
- 24 <https://www.facebook.com/iPointWorld/photos/a.255816197870586/3789339991184838/>, <https://www.instagram.com/p/CNU7s7iH484/>
- 25 <https://www.facebook.com/iPointWorld/photos/a.255816197870586/3323041527814689/>
- 26 <https://www.facebook.com/iPointWorld/photos/a.255816197870586/3792077074244463/>, <https://www.instagram.com/p/CNXgk9jjLYn/>
- 27 <https://www.facebook.com/iPointWorld/photos/a.255816197870586/3885964671522369/>, <https://www.instagram.com/p/COse0HxKnRO/>
- 28 <https://www.linkedin.com/feed/update/urn:li:activity:6806218113932132352>, <https://twitter.com/iPointWorld/status/1400452758466039819>, <https://www.facebook.com/iPointWorld/posts/3956575891127913>, <https://www.instagram.com/p/CPqR50WKJqX/>
- 29 <https://www.facebook.com/iPointWorld/photos/a.255816197870586/4006878726097629/>, [https://www.instagram.com/p/CQbM\\_6sCkM5/](https://www.instagram.com/p/CQbM_6sCkM5/)
- 30 Cf. Tripl3Leader, <https://www.tripl3leader.de/en/home.html>, and Tripl3Leader, Our Purpose: <https://www.youtube.com/watch?v=WbGI45SZJOo&t=8s>
- 31 Cf. <https://www.instagram.com/p/CHX9ADarrSe/>, <https://www.linkedin.com/feed/update/urn:li:activity:6735205403245740032>, Instagram: iPoint tries vegan!, [https://www.instagram.com/p/CLuCz6ejM\\_n/](https://www.instagram.com/p/CLuCz6ejM_n/). For further information, please refer to the chapter on UNGC Principle 8 in this report (p. 52f).
- 32 Cf. <https://www.facebook.com/iPointWorld/posts/3379207232198118>, <https://www.instagram.com/p/CD6MEHcgGhO/>, <https://www.facebook.com/iPointWorld/photos/a.255816197870586/4006878726097629/>
- 33 Cf. <https://www.instagram.com/p/CMKXjAsHRJf/>
- 34 Cf. <https://www.facebook.com/iPointWorld/photos/a.255816197870586/3661012084017630/>
- 35 Cf. <https://www.ipoint-systems.com/news/details/ipoint-supports-cycling-tour-to-raise-awareness-of-modern-slavery/>
- 36 Cf. <https://www.facebook.com/iPointWorld/photos/a.255816197870586/3301652229953619>, <https://www.facebook.com/iPointWorld/photos/a.255816197870586/3864697863649050/>
- 37 Cf. <https://www.facebook.com/iPointWorld/photos/a.255816197870586/3851343681651135/>, <https://www.instagram.com/p/CONIOQqnhzq/>
- 38 Cf. <https://www.facebook.com/iPointWorld/photos/a.255816197870586/3654286458023526/>
- 39 Cf. <https://www.facebook.com/iPointWorld/posts/3323280454457463>, <https://www.facebook.com/iPointWorld/photos/a.255816197870586/3279809518804557/>
- 40 Cf. <https://www.linkedin.com/feed/update/urn:li:activity:6722144078923894786/>, <https://www.facebook.com/iPointWorld/posts/3341902025928639>, <https://www.instagram.com/p/CQtOkHAqGEE/>. For further information, please refer to the chapter on UNGC Principle 8 in this report (p. 52f).
- 41 Cf. <https://www.facebook.com/iPointWorld/posts/3259428457509330>
- 42 Cf. Webinar „Towards the Digital Circular Economy“ on March 3, 2021, with Professor Rupert Baumgartner and his team from the Christian Doppler Laboratory for Sustainable Product

- Management at the University of Graz. Learn more here: <https://www.ipoint-systems.com/news/details/webinar-towards-the-digital-circular-economy/>
- 43 Cf. <https://www.instagram.com/p/CGC34pbAcV3/>, <https://www.facebook.com/iPointWorld/posts/3435907749861399>, <https://www.facebook.com/iPointWorld/posts/3408817255903782>
- 44 Cf. <https://www.facebook.com/iPointWorld/photos/a.255816197870586/3258443957607780/>, <https://www.facebook.com/iPointWorld/photos/3262127313906111/>, <https://www.facebook.com/iPointWorld/photos/3262139367238239/>, <https://www.facebook.com/iPointWorld/photos/3262197647232411/>, <https://www.facebook.com/iPointWorld/photos/3262218603896982/>, <https://www.facebook.com/iPointWorld/photos/a.255816197870586/3262221450563364>
- 45 E.g., Joerg Walden: Partnership for the goals” – How collaboration & technology enable a sustainable restart. April 1, 2021, <https://www.linkedin.com/pulse/partnership-goals-how-collaboration-technology-enable-joerg-walden/>.
- 46 Learn more here: <https://www.ipoint-systems.com/news/details/ipoint-wins-gold-stevier-award/>
- 47 For details, please refer to the chapter on UNGC Principle 7 in this report (p. 43ff).
- 48 For details, please refer to the chapter on UNGC Principle 7 in this report (p. 43ff).
- 49 For details, please refer to the chapter on UNGC Principle 7 in this report (p. 43ff).
- 50 CircularTree, <https://circulartree.com/>.
- 51 Defined as director or head of department with personnel responsibilities.
- 52 For further information, please refer to the chapter on UNGC Principle 5 in this report (p. 40).
- 53 ISO: Technical Committees. ISO/TC 323. Circular economy, <https://www.iso.org/committee/7203984.html>.
- 54 One Planet Network: A platform for Sustainable Development Goal 12, <https://www.oneplanetnetwork.org/platform-sustainable-development-goal-12>.
- 55 One Planet network: Consumer Information for SCP, <http://www.oneplanetnetwork.org/consumer-information-scp>.
- 56 E.g., Zero Emissions Day, cf. <https://www.facebook.com/iPointWorld/posts/3259428457509330>; Energy Efficiency Day, cf. <https://www.facebook.com/iPointWorld/photos/a.255816197870586/3308398872612288/>; International E-Waste Day, cf. <https://www.facebook.com/iPointWorld/posts/3329141873871321>; Use Less Stuff Day, cf. <https://www.linkedin.com/feed/update/urn:li:activity:6735205403245740032/>.
- 57 For details, please refer to the chapter on UNGC Principle 7 in this report (p. 43f).
- 58 This measure was undertaken after we took stock of and analyzed our current office supplies as a basis for our sustainable procurement policy, which will be rolled out in the upcoming reporting period. See the “Looking Forward” chapter for further details (p. 62f).
- 59 For further information, please refer to the chapter on UNGC Principle 8 in this report (p. 48f).
- 60 For further information, please refer to the chapter on UNGC Principle 7 in this report (p. 43ff).
- 61 For further information, please refer to the chapter on UNGC Principle 7 in this report (p. 43ff).
- 62 For further information, please refer to the chapter on UNGC Principle 8 in this report (p. 48f).
- 63 For further information, please refer to the chapter on UNGC Principle 7 in this report (p. 43ff).
- 64 For example, we are part of the bahn.business programme of the German railway company Deutsche Bahn AG, which uses 100% green energy for business trips and also compensates for indirect emissions, which is why every trip by Deutsche Bahn is CO<sub>2</sub>-free. Cf. Deutsche Bahn: Business travel with bahn.business, <https://www.bahn.de/micro/view/bahnbusiness-en/index.shtml>.
- 65 For details, please refer to the chapter on UNGC Principle 7 in this report (p. 43f).

- 66 For details, please refer to the chapter on UNGC Principle 7 in this report (p. 43f).
- 67 For details, please refer to the chapter on UNGC Principle 7 in this report (p. 43f).
- 68 For details, please refer to the chapter on UNGC Principle 8 in this report (p. 48f).
- 69 For details, please refer to the chapter on UNGC Principle 8 in this report (p. 48f).
- 70 Entrepreneurs For Future: Entrepreneurs' statement on school strike for climate, <https://www.entrepreneurs4future.de/stellungnahme/statement-en/>
- 71 AIAG is an auto industry trade association where members collaborate to develop common global standards for quality, supply chain, and corporate responsibility issues. Cf. AIAG, <https://www.aiag.org/>.
- 72 The project CEWI is funded by the German Federal Ministry for the Environment and supported by the 2° Foundation (Stiftung 2°), the Wuppertal Institute, and WWF Germany. Cf. CEWI, <https://www.cewi-projekt.de/>.
- 73 CI-SCP implements and supports projects, undertakes research, identifies and encourages policies, and provides collaboration opportunities for anyone looking to engage and assist consumers in sustainable consumption. Cf. <http://www.oneplanetnetwork.org/consumer-information-scp>
- 74 One Planet Network describes itself as "a platform for Sustainable Development Goal 12". Cf. The One Planet network: A platform for Sustainable Development Goal 12, <https://www.oneplanetnetwork.org/platform-sustainable-development-goal-12>.
- 75 This business initiative is made up of entrepreneurs from a wide variety of industries who are committed to climate protection and actively support the Fridays for Future movement. Above all, they demand compliance with the commitments of the internationally binding Paris Climate Agreement and thus the limitation of global warming to well below 2 degrees Celsius. Cf. Entrepreneurs For Future, <https://www.entrepreneurs4future.de/> (German website).
- 76 The FSLCI's mission is to "be the global voice of the Life Cycle community to accelerate the transition towards a sustainable society by promoting global, systematic and effective application of Life Cycle Innovation." Cf. FSLCI: Vision & Mission, <https://fslci.org/vision-mission/>. In October 2019, Martina Prox of our subsidiary ifu Institute for Environmental IT Hamburg was appointed Vice Chair of the FSLCI Executive Board for the period 2019-2021. Learn more here: FSLCI: Board of Directors, <https://fslci.org/news/fslcinews/2019/10/fslci-gets-new-leadership/>.
- 77 The IHK Netzwerk Nachhaltigkeit (Network Sustainability of the German Chamber of Industry and Commerce) is concerned with social, ecological and economic responsibility. The network provides up-to-date information and promotes the cross-industry exchange of expertise and experience. Cf. IHK Reutlingen: IHK-Netzwerk Nachhaltigkeit, <https://www.reutlingen.ihk.de/netzwerke/netzwerke-f-n/nachhaltigkeit/> (German website).
- 78 IPC is a global trade association serving the printed board and electronics assembly industries, and has specific data exchange standards supported by iPoint's solutions, e.g.: IPC-1752A, which allows companies in the supply chain to share information on materials in products, and IPC-1755, developed in partnership with the Automotive Industry Action Group (AIAG), the Responsible Minerals Initiative (RMI), and the Japan Electronics and Information Technology Industries Association (JEITA), allows companies in the supply chain to exchange information related to Conflict Minerals. For more information: IPC: Materials Declaration Data Exchange Standards, <http://www.ipc.org/ContentPage.aspx?pageid=Materials-Declaration>.
- 79 This technical committee of the International Organization for Standardization (ISO) focuses on "standardization in the field of Circular Economy to develop frameworks, guidance, supporting tools and requirements for the implementation of activities of all involved organizations, to maximize the contribution to Sustainable Development." Cf. ISO: Technical Committee. ISO/TC 323 Circular economy, <https://www.iso.org/committee/7203984.html>.
- 80 INATBA offers developers and users of Distributed Ledger Technologies (DLT) a global forum to interact with regulators and policy makers and bring blockchain technology to the next stage. INATBA's working groups focus on a range of topics, including: climate action, education, energy, healthcare, mobility, privacy, social impact, and supply chain. Cf. INATBA, <https://inatba.org/>; INATBA: Organization, <https://inatba.org/organization/>. The social impact working group is co-chaired by iPoint CEO Joerg Walden. Learn more here: iPoint-systems: INATBA launches "Social Impact & Sustainability" Working Group. July 15, 2019, <https://www.ipoint-systems.com/news/details/inatba-launches-social-impact-sustainability-working-group> and INATBA "Social Impact Working Group" elections 2021 – iPoint CEO nominated co-chair. July 23, 2021, <https://www.ipoint-systems.com/news/details/inatba-social-impact-working-group-elections-2021/>
- 81 Launched by the European social partner CEC European Managers and inspired by the Fridays For Future movement, the initiative aims to transform management for the benefit of people and the planet by implementing the Paris Agreement and the SDGs. Cf. Managers For Future, <https://www.managersforfuture.eu/>; Managers For Future: Manifesto of the ManagersForFuture



Movement, [https://static.websitecreator.eu/var/m\\_1/14/14a/7823/396081-MFF\\_Manifesto-9bf31.pdf?download](https://static.websitecreator.eu/var/m_1/14/14a/7823/396081-MFF_Manifesto-9bf31.pdf?download).

- 82 iPoint joined the Responsible Minerals Initiative (RMI) – then known as the Conflict-Free Sourcing Initiative (CFSI) – as one of the first vendor members in 2016. Cf. iPoint-systems: iPoint Joins CFSI as Vendor Member. November 10, 2016, <https://www.ipoint-systems.com/newsroom/news-detail/ipoint-joins-cfsi-as-vendor-member/>. RMI offers a range of tools and resources including the Responsible Minerals Assurance Process, the Conflict Minerals Reporting Template, the Cobalt Reporting Template, Reasonable Country of Origin Inquiry data, and a range of guidance documents on responsible minerals sourcing. Cf. RMI, <http://www.responsiblemineralsinitiative.org/>.
- 83 This initiative is dedicated to climate protection, biodiversity, circular economy, a socially just economy, and demands that these and other sustainability issues continue to have top priority in the political agendas in these challenging, COVID-19-dominated times. Cf. Nachhaltig zusammen!, <https://nachhaltig-zusammen.de/> (German website).
- 84 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. Cf. VNU, <https://www.vnu-ev.de/en/>. Martina Prox of our subsidiary ifu Institute for Environmental IT Hamburg has been a member of the VNU Executive Board since March 2018. She represents the interests of the VNU in the liaison to the ISO committee ISO/TC207/SC1, where environmental management standards are developed and updated. Cf. VNU: Board, <https://www.vnu-ev.de/en/about-us/board>.
- 85 Previous beneficiaries of iPoint donations include (excerpt): Alliance for Climate Education, AnnieCannons, Inc., ARCHE IntensivKinder, the German Bone Marrow Donation Register (Deutsche Knochenmarkspenderdatei), Eldoret Kids Kenia, Förderverein für krebskranke Kinder Tübingen e. V. (sponsoring association supporting cancer-stricken children Tuebingen), 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), nez e.V. – „Nachhaltige Entwicklung – gemeinsam für die Zukunft“ (Sustainable development – together for the future), Not For Sale, Raise Hope for Congo, the Regional Group of the Registered Mucoviscidosis Association (Regionalgruppe Zollernalb-Tübingen des Mukoviszidose e.V.), Sea Shepherd, the Wikimedia Foundation, and YouthVille Detroit.
- 86 Ein Herz für Kinder, <https://www.ein-herz-fuer-kinder.de/> (German website).
- 87 Frauenhaus Reutlingen e.V., <http://www.frauenhaus-reutlingen.de/> (German website).
- 88 „HEY, ALTER!“, <https://heyalter.com/> (German website).
- 89 Plogging Challenge "Gemeinsam Gewinnen", <https://tigers-tuebingen.de/sportlicher-umweltschutz-grosse-muellensammel-challenge-der-tussies-metzingen-tigers-tuebingen-und-des-ssv-reutlingen-am-13-juli-2021-von-18-20-uhr/> (German website).
- 90 Ride For Freedom Premier League & Euro 2020 Cycling Tour, <https://rideforfreedom.org.uk/premier-league-and-euro-2020-cycling-tour/>.
- 91 Stiftung Digitale Bildung, <https://en.digi-edu.org/> (German website).
- 92 Stiftung Zukunft Wald, <https://www.zukunftwald.de/> (German website).
- 93 UN Global Compact: The Ten Principles of the UN Global Compact, <https://www.unglobalcompact.org/what-is-gc/mission/principles>.
- 94 Learn more here: iPoint-systems: UN Global Compact Network Germany Elects New Steering Committee. October 7, 2019, <https://www.ipoint-systems.com/newsroom/news-detail/un-global-compact-network-germany-elects-new-steering-committee/>.
- 95 Cf. <https://www.ipoint-systems.com/news/details/un-global-compact-network-germany-elects-new-steering-committee-1/>
- 96 "The Conflict Minerals Reporting Template (CMRT) is a free, standardized reporting template developed by the Responsible Minerals Initiative (RMI) that facilitates the transfer of information through the supply chain regarding mineral country of origin and the smelters and refiners being utilized. The template also facilitates the identification of new smelters and refiners to potentially undergo an audit via the RMI's Responsible Minerals Assurance Process (RMAP)." Cf. RMI: Conflict Minerals Reporting Template, <http://www.responsiblemineralsinitiative.org/reporting-templates/cmrt/>.
- 97 "The Cobalt Reporting Template is a free, standardized reporting template developed by the Responsible Minerals Initiative to identify choke points and collect due diligence information in the cobalt supply chain." Cf. RMI: Cobalt Reporting Template, <http://www.responsiblemineralsinitiative.org/reporting-templates/cobalt-reporting-template/>.

- 98 Based on the RMI's CMRT and CRT, the iPoint Conflict Minerals solution allows for cascade and roll-up of the collected data from companies' supply chain.
- 99 Blockchain technology is a distributed, shared electronic ledger which can add an additional layer of transparency, traceability, security, and trust in the Conflict Minerals supply chain. Replicated across many nodes in a peer-to-peer network, data recorded on a Blockchain is not only instantly verifiable, but also immutable. While users may access, inspect, or add to the data, it is very difficult to change or delete it, and the original information leaves a permanent trail ("chain") of transactions. Each transaction is recorded and added to the previous one, resulting in a growing chain of information. The secure, auditable, and immutable transaction history of the movement of commodities and products across the supply chain is achieved without the need for a trusted central organization or intermediary. By essentially self-monitoring, blockchain can provide data reliability and eliminate reconciliation.
- 100 The EPRM (European Partnership for Responsible Minerals) "is a multi-stakeholder partnership with the objective to increase the proportion of responsibly produced minerals from conflict-affected and high-risk areas (CAHRAs) and to support socially responsible extraction of minerals that contributes to local development." Cf. EPRM: About EPRM, <https://europeanpartnership-responsibleminerals.eu/cms/view/53241510/about-eprm>. As of July 31, 2021, the EPRM members include: Apple, Cisco, Fairphone, HP, Inforlandia, Intel, International Tin Association, IPC, NXP, Philips, Responsible Minerals Initiative (RMI), Signify, Samsung, Tata Steel, Tekno Service, the Tantalum-Niobium International Study Center (TIC), Valcambi, Siemens Energy, LuNa Smelter Solev ("supply chain actors"), the Alliance for Responsible Mining, Diakonia, Global Communities Partners for Good, iied, the INTERGOVERNMENTAL FORUM on Mining, Minerals, Metals and Sustainable Development (IGF) and the International Institute for Sustainable Development (IISD), IPIS, Responsible sourcing network, IMPACT, Solidaridad, terre des hommes ("civil society organisations"), the German Federal Ministry for Economic Cooperation and Development, the United Kingdom's Foreign, Commonwealth & Development Office, the Ministry of Foreign Affairs of the Netherlands ("Governments and institutions"), European Union External Action, OECD, European Commission, UN Environment ("observers"). Cf. EPRM: EPRM member overview, <https://europeanpartnership-responsibleminerals.eu/cms/view/e3c9403d-15b2-462f-9203-d47c826ec453/member-overview>.
- 101 RMI, <http://www.responsiblemineralsinitiative.org/>. For further details, please refer to the chapter on SDG 17 (p. 21).
- 102 AIAG, <https://www.aiag.org/>. For further details, please refer to the chapter on SDG 17 (p. 21).
- 103 IPC, <http://www.ipc.org/>. For further details, please refer to the chapter on SDG 17 (p. 21).
- 104 For more information, visit: iPoint-systems: iPoint-systems Launches Web-based Tool for Conflict Minerals Compliance. September 7, 2012, <https://www.ipoint-systems.com/newsroom/news-detail/ipoint-systems-launches-web-based-tool-for-conflict-minerals-compliance/>; GreenBiz, <https://www.greenbiz.com/article/honda-ford-spearhead-new-conflict-minerals-reporting-tool>.
- 105 INATBA, <https://inatba.org/>. For further details, please refer to the chapter on SDG 17 (p. 21).
- 106 For more information, visit: iPoint-systems: INATBA "Social Impact Working Group" elections 2021 – iPoint CEO nominated co-chair. July 23, 2021, <https://www.ipoint-systems.com/news/details/inatba-social-impact-working-group-elections-2021/>
- 107 For further details on these organizations and initiatives, please refer to pages 25-27 of this CoP.
- 108 Ein Herz für Kinder, <https://www.ein-herz-fuer-kinder.de/> (German website).
- 109 Frauenhaus Reutlingen e.V., <http://www.frauenhaus-reutlingen.de/> (German website).
- 110 Ride For Freedom, <https://rideforfreedom.org.uk/>.
- 111 With the exception of Article 14. Cf. United Nations: Universal Declaration of Human Rights, <https://www.un.org/en/about-us/universal-declaration-of-human-rights>.
- 112 TRIGEMA, <https://www.trigema.de/>.
- 113 Cf. p. 30 (Offering our solutions) and <https://www.sustainblock.org/>
- 114 ISO: ISO/IEC 27001:2013(en), <https://www.iso.org/obp/ui/#iso:std:iso-iec:27001:ed-2:v1:en>.
- 115 iPoint-systems: eLRT, <http://www.elrt.org/>.
- 116 Corporate liabilities for modern-day slavery in supply and service chains: A transnational framework.
- 117 The electronic Labor Rights Template (eLRT): Introducing an anti-slavery, B2B measurement, tracking, and reporting tool for global supply and service chains.

- 118 GRI, RLI: Advancing modern slavery reporting to meet stakeholder expectations, [https://www.globalreporting.org/media/r1ydr40k/rli-gri\\_advancing-modern-slavery-reporting-to-meet-stakeholder-expectations.pdf](https://www.globalreporting.org/media/r1ydr40k/rli-gri_advancing-modern-slavery-reporting-to-meet-stakeholder-expectations.pdf), p. 62, 63, 64.
- 119 E.g., the ratification of the UN child labor convention by all UN member states, cf. [https://www.elrt.org/newsroom/news-detail-elrt?tx\\_news\\_pi1%5Bnews%5D=777&cHash=b99b5b50c776d7f6f0aa57aaef835bb0](https://www.elrt.org/newsroom/news-detail-elrt?tx_news_pi1%5Bnews%5D=777&cHash=b99b5b50c776d7f6f0aa57aaef835bb0).
- 120 E.g., the World Day against Trafficking in Persons (July 30), <https://www.facebook.com/iPointWorld/posts/4112220945563406>.
- 121 Department of State, USA: Trafficking in Persons Report. 20th Edition. June 2020, p. 35. <https://www.state.gov/wp-content/uploads/2020/06/2020-TIP-Report-Complete-062420-FINAL.pdf>
- 122 Ride For Freedom, <https://rideforfreedom.org.uk/>.
- 123 Corporate Social Charter – iPoint Group, August 29, 2019. Chapter 2: Prohibition of Child Labor and Forced Labor.
- 124 memo, <https://www.memoworld.de/>.
- 125 Green Promotion, <https://www.greenpromotion.de/>.
- 126 FAIRTRADE International, <https://info.fairtrade.net/>.
- 127 GOTS, <http://www.global-standard.org/>.
- 128 SAI: SA8000® Standard, <https://sa-intl.org/programs/sa8000/>.
- 129 memo: Nachhaltigkeitsbericht 2019/2020 (German website), <https://memo.1kcloud.com/ep1Exubg/#42>.
- 130 UNICEF: Child labour. October 2019, <https://data.unicef.org/topic/child-protection/child-labour/>.
- 131 E.g., by calling attention to the World Day against Child Labour (June 12), cf. <https://www.facebook.com/iPointWorld/posts/3981210715331097>.
- 132 Defined as director or head of department with personnel responsibilities.
- 133 IPCC: Global Warming of 1.5°C. Summary for Policymakers. 2018, [https://report.ipcc.ch/sr15/pdf/sr15\\_spm\\_final.pdf](https://report.ipcc.ch/sr15/pdf/sr15_spm_final.pdf), p. 6.
- 134 German Federal Office of Justice: Federal Climate Change Act of 12 December 2019 (Federal Law Gazette I, p. 2513). Translation provided by the Language Service of the Federal Ministry for the Environment, Nature Conservation and Nuclear Safety. [https://www.gesetze-im-internet.de/englisch\\_ksg/englisch\\_ksg.html](https://www.gesetze-im-internet.de/englisch_ksg/englisch_ksg.html)
- 135 European Commission: 'Fit for 55': delivering the EU's 2030 Climate Target on the way to climate neutrality. July 14, 2021. <https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:52021DC0550&from=EN>
- 136 IPCC: Climate Change 2014. Synthesis Report. 2014, [https://www.ipcc.ch/site/assets/uploads/2018/05/SYR\\_AR5\\_FINAL\\_full\\_wcover.pdf](https://www.ipcc.ch/site/assets/uploads/2018/05/SYR_AR5_FINAL_full_wcover.pdf).
- 137 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.
- 138 UN Global Compact: Climate Ambition Accelerator, <https://unglobalcompact.org/take-action/climate-ambition-accelerator>.
- 139 Cf. Deutsche Bahn: Business travel with bahn.business, <https://www.bahn.com/en/offers/bahnbusiness>
- 140 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, 2021, 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: STADTRADELN, <https://www.stadtradeln.de> (German website).

- 141 Facebook: Cycling for a good climate – City cycling 2021, iPoint was there!, <https://www.facebook.com/iPointWorld/posts/4086415211477313>.
- 142 For further information about iPoint's 2020 Environmental campaign, please refer to the chapter on UNGC Principle 8 in this report. (p. 48)
- 143 For further information about iPoint's 2021 Plastic Free July® campaign, please refer to the chapter on UNGC Principle 5 in this report. (p. 40)
- 144 Hofmann Menü-Manufaktur: The Menü Manufaktur Hofmann, <https://www.die-menue-manufaktur.de/en/company.html>.
- 145 They consist of cellulose without plastic coating PET. The so called BIOPAP® trays are made of 100% pressed cellulose from FSC® or PEFC™ certified suppliers, coming from European forests. The electricity required for production is generated entirely from renewable energy. A study of the Fraunhofer Institute for Environmental, Safety, and Energy Technology also revealed that the BIOPAP® tray is advantageous in all the end-of-life scenarios considered. The 2016 study covers the carbon footprint of the end-of-life phase of the BIOPAP® trays compared to trays with plastic content at the current state of the art in disposal technology. Cf. Hofmann Menü-Manufaktur: What is BIOPAP®, <https://www.die-menue-manufaktur.de/en/our-quality-philosophy/biopapr.html>.
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- 147 Tristanne Davis: Addressing the Sustainable Development Goals through Packaging: SDG 12, Sustainable Production & Consumption, in: GreenBlue, <https://greenblue.org/addressing-the-sustainable-development-goals-through-packaging-sdg-12-sustainable-production-consumption/>.
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- 150 CDP: Explore the full 2020 scores. <https://www.cdp.net/en/companies/companies-scores#446647786929955804cc9a3a08ef1eb4>
- 151 Oracle: Oracle Receives Gold From EcoVadis Corporate Social Responsibility Assessment. June 25, 2019, <https://blogs.oracle.com/sustainability/oracle-receives-gold-from-ecovadis-corporate-social-responsibility-assessment>.
- 152 NAM: Manufacturing Leadership Awards Program Honors 2019 Top Industry Innovators, <https://www.nam.org/manufacturing-leadership-awards-program-honors-2019-top-industry-innovators-5190/>.
- 153 Oracle: Oracle Recognized for Creating a Circular Economy for Electronics. January 23, 2021, <https://blogs.oracle.com/sustainability/post/oracle-recognized-for-creating-a-circular-economy-for-electronics>.
- 154 Oracle: Corporate Citizenship Report 2020, p. 91. <https://www.oracle.com/a/ocom/docs/corporate/citizenship/ccr2020-report.pdf>
- 155 Oracle: Oracle: Corporate Citizenship Report 2020, p. 99. <https://www.oracle.com/a/ocom/docs/corporate/citizenship/ccr2020-report.pdf>
- 156 Microsoft: Beyond carbon neutral. Expanding beyond our carbon neutral operations to accelerate global and local good. Cf. Microsoft: Beyond carbon neutral. 2016, <http://aka.ms/beyond>.
- 157 Brad Smith: Microsoft will be carbon negative by 2030, in: Official Microsoft Blog. January 16, 2020, <https://blogs.microsoft.com/blog/2020/01/16/microsoft-will-be-carbon-negative-by-2030/>.
- 158 Microsoft. 2020 Environmental Sustainability Report. A Year of Action, p. 17. <https://aka.ms/MSFTsustainabilityreport2020>
- 159 For this and other areas in which Microsoft reports on its environmental performance, visit: Microsoft: Sustainability, <https://www.microsoft.com/en-us/environment>.
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- 161 CDP: Explore the full 2020 scores. <https://www.cdp.net/en/companies/companies-scores#446647786929955804cc9a3a08ef1eb4>
- 162 Microsoft: Awards and recognition, <https://www.microsoft.com/en-us/corporate-responsibility/recognition>.
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- 165 CHG-MERIDIAN: CHG-MERIDIAN Introduces Carbon-neutral IT Leasing. February 3, 2021, <https://www.chg-meridian.com/media-center/press/2021/carbonZERO.html>
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- 167 Flashbay: Environment, <https://www.flashbay.co.uk/about/environment>.
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- 176 TEEKANNE: Bio Rohwaren Beschaffung, <https://www.teekanne.de/de-de/nachhaltigkeit/bio-rohwaren-beschaffung/> (German website).
- 177 TEEKANNE: Nachhaltige Verpackung, <https://www.teekanne.de/de-de/nachhaltigkeit/nachhaltige-verpackung/> (German website).
- 178 TEEKANNE: Ökostrom für unsere Produktionsstandorte, <https://www.teekanne.de/de-de/nachhaltigkeit/oekostrom-produktion/> (German website).
- 179 EiszeitQuell: Nach höchsten Standards zertifiziert, <https://www.eiszeitquell.de/mineralwasser/eiszeitquell/geprueft-und-zertifiziert-nach-emas-und-ifs-food/>. (German website)
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- 186 FSLCI, <https://fslci.org/>. For further details, please refer to the chapter on SDG 17 (p. 21).
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- 190 iPoint-systems: The Good Life Goals, <https://www.ipoint-systems.com/newsroom/news-detail/the-good-life-goals/>.
- 191 Instagram: Tip 1 of iPoint's Environmental Campaign: Reduce your food waste, <https://www.instagram.com/p/CGPv3njgK2X/>.
- 192 Facebook: Tip 3 of iPoint's Environmental Campaign: Be more sustainable on the road, <https://www.facebook.com/iPointWorld/photos/a.255816197870586/3360270964091745/>.
- 193 Instagram: Tip 6 of iPoint's Environmental Campaign: Save energy at work, <https://www.instagram.com/p/CHp-INPhoNo/>.
- 194 Facebook: Tip 9 of iPoint's Environmental Campaign: Save water, <https://www.facebook.com/iPointWorld/posts/3472747136177460>.
- 195 Instagram: Tip 10 of iPoint's Environmental Campaign: From our employees, <https://www.instagram.com/p/ClyExTwLwk-/>
- 196 Veganuary, <https://veganuary.com/>.
- 197 Facebook: iPoint tries vegan!, <https://www.facebook.com/iPointWorld/posts/3565630200222486>. Vegan nutrition can have a great positive impact on achieving SDG 12 (Responsible consumption and production), SDG 13 (Climate action), and SDG 14 (Life below water).
- 198 Instagram: iPoint tries vegan! Christina's Veganuary story, <https://www.instagram.com/p/CLreDnBqt7h/>.
- 199 Plastic Free July®, <https://www.plasticfreejuly.org/>.
- 200 Instagram: Join the Plastic Free July® challenge!, <https://www.instagram.com/p/CQtOkHAqGEE/>.
- 201 Facebook: Week 1 of #PlasticFreeJuly – Plastic pollution and how clean-ups can help, <https://www.facebook.com/iPointWorld/posts/4044661935652641>.
- 202 Instagram: Week 2 of #PlasticFreeJuly – Tips to avoid plastic waste in everyday life, <https://www.instagram.com/p/CRRRnZKq74V/>.
- 203 Facebook: Week 3 of #PlasticFreeJuly – Tips on how to contribute to a #CircularEconomy, <https://www.facebook.com/iPointWorld/posts/4083584051760429>.
- 204 Instagram: Week 4 of #PlasticFreeJuly, <https://www.instagram.com/p/CR1U2F3iCHR/>.
- 205 Plogging Challenge "Gemeinsam Gewinnen", <https://tigers-tuebingen.de/sportlicher-umweltschutz-grosse-muellsammel-challenge-der-tussies-metzingen-tigers-tuebingen-und-des-ssv-reutlingen-am-13-juli-2021-von-18-20-uhr/> (German website).
- 206 The Wildplastic GmbH collects plastic in countries where waste management and recycling is problematic or non-existing, and brings these materials back into the production cycle by making materials and products from recycled plastics, such as the "WILDBAG" trash bag made from 100 percent recycled plastics, <https://www.wildplastic.com/en/>. For further information, including iPoints involvement and SDGs covered by this campaign, see chapter IV. Advancing the SDGs (p. 9f).
- 207 Cf. <https://www.ipoint-systems.com/digital-circular-economy/>
- 208 Cf. <https://www.ipoint-systems.com/purpose-vision-mission/>
- 209 ClimatePartner, [www.climatepartner.com](http://www.climatepartner.com).
- 210 Each print product is labeled with a special ID number so the offset can be traced in a transparent manner. Cf. ClimatePartner: Offset Projects, <https://www.climatepartner.com/en/climatepartner/offset-projects>.
- 211 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.
- 212 The Sprout®PENCIL is made from FSC® certified or PEFC wood and contains non-GMO seeds. Cf. Sprout: Sustainability values, <https://sproutworld.com/about-sprout/downloadables/#sustainability>.
- 213 The ballpoint pen PIMP with FSC® certified beech wood comes from exemplary forestry. Cf. Green Promotion: Holz-Kugelschreiber PIMP (FSC®), [https://www.greenpromotion.de/10008\\_holz-kugelschreiber-pimp.php](https://www.greenpromotion.de/10008_holz-kugelschreiber-pimp.php) (German website).

- 214 These RoHS-compliant products consist of FSC®-certified maple wood; where plastic was used for internal, non-visible components, it was made from 100% recycled material. Cf. Flashbay: Flash Drives. Nature, <https://www.flashbay.co.uk/usb-sticks/nature>; Flashbay: Power Banks. Maple, <https://www.flashbay.co.uk/power-banks/maple>.
- 215 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. Cf. Feel Green, <https://www.feel-green.eu>.
- 216 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. Cf. Dopfer, <https://dopper.com/usa/>.
- 217 Avocadostore, <https://www.avocadostore.de/>. (German website)
- 218 GoodBuy, <https://www.goodbuy.eu/>. (German website)
- 219 Avocadostore: Unsere Kriterien, <https://www.avocadostore.de/criteria>. (German website)
- 220 The company does so by investing €0.30 per package in The Generation Forest cooperative, which plants nature-oriented rainforests to combat climate change. Cf. GoodBuy: Unser Impact, <https://www.goodbuy.eu/pages/unser-impact>. (German website)
- 221 Plant for the Planet, <https://www.plant-for-the-planet.org/en/home>.
- 222 Cf. United Nations Sustainable Developments: Agenda 21 of the Rio Declaration. June 3-14, 1992, <https://sustainabledevelopment.un.org/content/documents/Agenda21.pdf>; UN Global Compact: Principle 9, <https://www.unglobalcompact.org/what-is-gc/mission/principles/principle-9>.
- 223 The European Commission: iPoint-systems, [https://ec.europa.eu/environment/ecoap/scalingcircularbusiness/solution/ipoint-systems\\_en](https://ec.europa.eu/environment/ecoap/scalingcircularbusiness/solution/ipoint-systems_en).
- 224 Cf. iPoint: iPoint receives „Smart Innovator Badge“ from Verdantix. April 29, 2021, <https://www.ipoint-systems.com/news/details/ipoint-receives-smart-innovator-badge-from-verdantix/>
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- 226 Ibid.
- 227 For further details, please refer to the SDG chapter on R&D projects (p. 22f).
- 228 For further details, please refer to the SDG chapter on R&D projects (p. 22f).
- 229 <https://www.cewi-projekt.de/>. For further details, please refer to page 21.
- 230 For further details, please refer to the chapter on SDG 17 (p. 21).
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- 238 World Business Council for Sustainable Development: WBCSD launches new Pathfinder to enable Scope 3 emissions transparency and accelerate decarbonization. March 4, 2021, <https://www.wbcsd.org/Programs/Climate-and-Energy/Climate/SOS-1.5/News/WBCSD-launches-new-Pathfinder-to-enable-Scope-3-emissions-transparency-and-accelerate-decarbonization>. iPoint: iPoint becomes WBCSD member. May 27, 2021, <https://www.ipoint-systems.com/news/details/ipoint-becomes-wbcsd-member/>

- 239 With the internal audit requirements of ISO 9001:2015 clause 9.2 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. ISO 9001: 2015 clauses 5.1, 9.1 and 9.3 assign 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 management system.
- 240 UN Global Compact: Anti-Corruption Call to Action, <https://www.unglobalcompact.org/take-action/action/anti-corruption-call-to-action>.
- 241 UN Global Compact: Climate Ambition Accelerator, <https://unglobalcompact.org/take-action/climate-ambition-accelerator>.
- 242 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



<b>ACTion</b>	Advanced Shaped Sandwich Composites for Mechanical, Thermal and Acoustic Applications (R&D project with iPoint participation)	<b>CLEPA</b>	Comité de Liaison de la Construction d'Equipements et de Pièces d'Automobiles (European Association of Automotive Suppliers)	<b>FSC</b>	Forest Stewardship Council
<b>AIAG</b>	Automotive Industry Action Group	<b>CMRT</b>	Conflict Minerals Reporting Template	<b>FSLCI</b>	Forum for Sustainability through Life Cycle Innovation
<b>ARA</b>	Altstoff Recycling Austria	<b>CoP</b>	Communication on Progress	<b>GDPR</b>	General Data Protection Regulation
<b>ASM</b>	Artisanal and Small-scale Mining	<b>CRT</b>	Cobalt Reporting Template	<b>GHG</b>	Greenhouse Gas
<b>BMBF</b>	Bundesministerium für Bildung und Forschung (German Federal Ministry of Education and Research)	<b>CO<sub>2</sub></b>	Carbon Dioxide	<b>GLG</b>	Good Life Goal
<b>BMDW</b>	Bundesministerium für Digitalisierung und Wirtschaftsstandort (Austrian Federal Ministry of Digital and Economic Affairs)	<b>CSR</b>	Corporate Social Responsibility	<b>GMO</b>	Genetically modified organism
<b>B2B</b>	Business-to-Business	<b>DGCN</b>	Deutsches Global Compact Netzwerk (German Global Compact Network)	<b>GOTS</b>	Global Organic Textile Standard
<b>CAHRA</b>	Conflict-affected and High-risk Area	<b>DHBW</b>	Duale Hochschule Baden-Württemberg (Baden-Wuerttemberg Cooperative State University)	<b>GRI</b>	Global Reporting Initiative
<b>Calif. Prop 65</b>	California Proposition 65	<b>DIBICHAIN</b>	Digital representation of circular systems using Blockchain technology (R&D project with iPoint participation)	<b>iCAREPLAST</b>	Integrated Catalytic Recycling of Plastic Residues Into Added-Value Chemicals (R&D project with iPoint participation)
<b>CDP</b>	Carbon Disclosure Project			<b>IEC</b>	International Electrotechnical Commission
<b>Cefic</b>	Conseil Européen des Fédérations de l'Industrie Chimique (European Chemical Industry Council)	<b>DLT</b>	Distributed Ledger Technology	<b>ifs</b>	Institute of Joining- and Welding Technology (Technical University of Braunschweig)
<b>CEO</b>	Chief Executive Officer	<b>ECHA</b>	European Chemicals Agency	<b>IGF</b>	INTERGOVERNMENTAL FORUM on Mining, Minerals, Metals and Sustainable Development
<b>CEWI</b>	Circular Economy als Schlüsselstrategie einer klimaneutralen und ressourceneffizienten Wirtschaft (Circular Economy as a key strategy for a climate-neutral and resource-efficient economy; R&D project with iPoint participation)	<b>EHS</b>	Environment, Health & Safety	<b>IHK</b>	Industrie- und Handelskammer (German Chamber of Industry and Commerce)
<b>CI-SCP</b>	Consumer Information Programme for Sustainable Consumption and Production for Sustainable Consumption and Production	<b>eLRT</b>	electronic Labor Rights Template	<b>IISD</b>	International Institute for Sustainable Development
		<b>ELV</b>	End of Life Vehicles Directive (EU)	<b>ILO</b>	International Labour Organization
		<b>EMAS</b>	Eco-Management and Audit Scheme	<b>InA</b>	Institute for Acoustics (Technical University of Braunschweig)
		<b>EMS</b>	Environmental Management System	<b>INATBA</b>	International Association of Trusted Blockchain Applications
		<b>EPD</b>	Environmental Product Declaration	<b>INEC</b>	Institute for Industrial Ecology (Pforzheim University)
		<b>EPRM</b>	European Partnership for Responsible Minerals		
		<b>ESG</b>	Environmental Social Governance		
		<b>EU</b>	European Union		

# Abbreviations



<b>IPC</b>	Institute of Printed Circuits – Association Connecting Electronics Industries	<b>OECD</b>	Organisation for Economic Co-operation and Development	<b>SME</b>	Small and medium-sized enterprise
<b>IPCC</b>	Intergovernmental Panel on Climate Change	<b>OHLF</b>	Open Hybrid LabFactory	<b>SoR</b>	Smelter or Refiner
<b>iPCMP</b>	iPoint Conflict Minerals Platform	<b>PEFC</b>	Programme for the Endorsement of Forest Certification	<b>SVHC</b>	Substances of Very High Concern
<b>IPIS</b>	International Peace Information Service	<b>PET</b>	Polyethylene terephthalate	<b>TIC</b>	Tantalum-Niobium International Study Center
<b>ISO</b>	International Organization for Standardization	<b>REACH</b>	Registration, Evaluation, Authorisation and Restriction of Chemicals (EU)	<b>TISAX</b>	Trusted Information Security Assessment Exchange
<b>ISO/TC</b>	International Organization for Standardization / Technical Committee	<b>ReDiBlock</b>	Ressourcenschonung durch Distributed-Ledgers- und Blockchain-Technologie für die industrielle Produktion und Kreislaufwirtschaft (Resource efficiency through distributed ledger and blockchain technology for industrial production and circular economy; R&D project with iPoint participation)	<b>TSCA</b>	Toxic Substances Control Act
<b>IT</b>	Information Technology	<b>ReziProK</b>	Resource-efficient recycling management – innovative product cycles	<b>UEFA</b>	Union of European Football Associations
<b>ITI</b>	Information Technology Industry Council	<b>RLI</b>	Responsible Labor Initiative	<b>UN</b>	United Nations
<b>IWF</b>	Institute of Machine Tools and Production Technology (Technical University of Braunschweig)	<b>RMI</b>	Responsible Minerals Initiative [formerly known as the Conflict-Free Sourcing Initiative (CFSI)]	<b>UNGC</b>	United Nations Global Compact
<b>JEITA</b>	Japan Electronics and Information Technology Industries Association	<b>RoHS</b>	Restriction of Hazardous Substances (EU)	<b>UNICEF</b>	United Nations Children's Fund
<b>KIT</b>	Karlsruhe Institute of Technology	<b>R&amp;D</b>	Research & Development	<b>USA</b>	United States of America
<b>KPI</b>	Key Performance Indicator	<b>SAI</b>	Social Accountability International	<b>UX</b>	User Experience
<b>LCA</b>	Life Cycle Assessment	<b>SCIP</b>	Substances of Concern In articles as such or in complex objects (Products)	<b>VDA</b>	Verband der Automobilindustrie e.V. (German Association of the Automotive Industry)
<b>LED</b>	Light emitting diode	<b>SDG</b>	Sustainable Development Goal	<b>VNU</b>	Verband für Nachhaltigkeits- und Umweltmanagement e.V. (Association for European Sustainability and Eco-Management Professionals)
<b>MFCA</b>	Material Flow Cost Accounting	<b>SLS</b>	Sims Lifecycle Services	<b>WBCSD</b>	World Business Council for Sustainable Development
<b>MultiMaK</b>	Entwicklung von Design- und Bewertungstools für nutzungsgerecht ökologisch optimierte Multi-Material-KFZ-Bauteilkonzepte in der Großserie (Developing design and evaluation tools for functional, ecologically-optimized, multi-material, lightweight automotive components in mass production)			<b>WEEE</b>	Waste of Electrical and Electronic Equipment
<b>NGO</b>	Non-governmental organization			<b>WMF</b>	World Material Forum

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

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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.