



EBUSCO®

MADE TO MOVE PEOPLE

HUMAN RIGHTS POLICY STATEMENT

EBUSCO B.V.

DECEMBER 2023

Vuurijzer 23 | 5753 SV Deurne | The Netherlands

Purpose & Scope

The purpose of this policy statement (“Policy”) is to confirm our commitment to Human Rights in line with our mission to contribute to achieve a better living environment by enabling safe, sustainable, emission free and affordable transportation ecosystems. Human Rights are inherent to us all and we are committed to promote and respect the Human Rights of our employees, the workers in our value chain and of the people and communities that are affected by our products and operations.

We expect all employees to take responsibility for this commitment. In our day-to-day activities as well as when taking strategic and operational decisions. This means that all Ebusco entities and controlled subsidiaries adhere to this policy statement, and we expect the same from our suppliers, customers, and other business relationships.

Our commitment is guided by the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights and based on key international Human Rights standards including the International Bill on Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the UN Global Compact.

Our own operations

We believe that **health & safety** are fundamental preconditions to achieve our goals and ambitions. We strive for and feel responsible for an accident free, secure, and healthy work environment for all its employees, while minimizing impact on the environment. Employees are expected to perform their Ebusco-related activities safely. Ebusco will see to it that there is sufficient expertise in the area of health and safety and the environment (HSE) within its organisation or by means of external experts. The Board and managers shall ensure that safe working is possible (objectives, safety policy and resources) however all employees must be aware of their own conduct and actions and how this relates to the safe performance of their activities. In this regard employees are entitled to suspend work in unsafe situations on site or at external locations and are obliged to report such interruption directly to their managers.

The **diversity** of Ebusco’s employees is one of our winning features and we are resolved to offer equal opportunities in all aspects of employment. We will not tolerate any discrimination on the basis of age, race, skin color, religion, gender, national origin, sexual orientation, disability, or any other protected class.

Freedom of association and the **right to collective bargaining** are self-evident, fundamental rights. As such, Ebusco is committed, in accordance with applicable local laws, to respect the rights of all employees to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly. Ebusco also respects the rights of workers to refrain from such activities. Employees and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment.

We will avoid causing or contributing to adverse **Human Rights impacts** and address such impacts when they occur. If we have identified that we have caused or contributed to these impacts, we will provide for or co-operate through legitimate processes in the remediation of these impacts.

Ebusco wants to build long-term, **sustainable relationships** with its employees and pay **fair wages** and benefits. Employee wages should comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. For each pay period, employees shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. Workweeks are not to exceed the maximum set by applicable law, collective bargaining agreements and ILO standards, except in emergency or exceptional situations and in mutual agreement.

Our supply chain

We realize that our responsibility is not limited to our own operations. In every stage of our value chain, Human Rights can be at risk and we will use the relationships that we have with our suppliers, customers and other business partners to promote Human Rights and to seek ways to prevent or mitigate adverse Human Rights impacts that we are contributing to, or which are directly linked to our business operations, products or services.

We expect all our suppliers, customers and other business partners to support and respect the internationally proclaimed Human Rights and to proactively manage potential adverse impacts within their own operations as well as throughout their value chains. We do not tolerate any form of forced labour, child labour or human trafficking.

Ebusco actively pursues adherence to the Supplier Terms & Conditions, and the in there specific Human Rights criteria, by its suppliers (as they need to sign them prior to supplier onboarding) and including the right to audit on such compliance. Should a case of non-compliance to the Supplier Code of Conduct be identified, Ebusco then expects such supplier to act, in consultation with Ebusco.

Transparency & Accountability

We value and respects honest and open communication, and all employees or any other stakeholders (such as suppliers or customers) can raise questions and or concerns regarding potential and actual adverse Human Rights impacts in accordance with our [Speak Up Policy](#).

No reprisal or retaliatory action will be taken against any stakeholder for raising concerns under Ebusco' Speak Up policy in good faith. Ebusco is committed to investigate any concerns on severe adverse Human Rights impacts and in case these are discovered Ebusco will act appropriately without delay.

We believe in transparent communication and collaboration and will publicly report on our performance in line with applicable laws and regulations.

Our approach & governance

To fulfil our responsibility to respect Human Rights, Ebusco conducts a due diligence process in line with the six steps of the OECD Due Diligence Guidance on Responsible Business Conduct. This due diligence process consists of the following steps:

1. Embedding respect for Human Rights into policies and management systems.
2. Identifying and assessing actual and potential adverse Human Rights impacts.
3. Integrating and acting upon the findings (cease, prevent or mitigate adverse impacts).
4. Tracking the effectiveness of the response.
5. Communicating how adverse impacts are addressed.
6. Providing for or cooperating in remediation when appropriate.

To prioritize our actions, we take a risk-based approach in which we aim to identify all Human Rights risk associated to our products and services and we will focus our efforts to the most salient Human Rights issues.

We recognize that this is an ongoing process and that continuous and meaningful engagement with internal- and external stakeholders is needed to make informed decisions and take appropriate measures when needed. Therefore, we will pro-actively seek to gain better insights into our most salient Human Rights risks via collaboration with others.

Ultimate responsibility for our Human Rights commitment sits with our Management Board. Human Rights is an integrated topic within our broader sustainability program and a recurring topic at Management Board meetings. Members of the Management Board manage Sustainability aspects on a day-to-day basis and are supported by the Investor Relations and Sustainability Manager, who both formally report to the Chief Financial Officer (CFO).