



# GreenMobility's Labor and Human Rights Policy

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## GreenMobility's Labor and Human Rights Policy

### Introduction and Purpose

GreenMobility's employees are of great value to the company as they are the key factor behind our success and continued expansion. The aim must be to create the best conditions for the well-being of all employees through a good, open, and healthy working environment. Thus, GreenMobility commits to maintaining and continuously developing high standards to ensure a fair, respectable, and safe workplace for all employees working at GreenMobility. We are committed to respect all human and labor rights as described by UN's Convention on Human Rights and ILO's Declaration on Fundamental Principles and Rights at work.

The purpose of this policy is to define GreenMobility's labor and human rights standards to which all employees, management, and contractual employees of GreenMobility must adhere to and respect. We commit to performing an annual due diligence internally, to identify, prevent, mitigate and account for any negative human and labor rights impact that potentially could have occurred.

### Scope of the Policy

The policy applies to all GreenMobility's employees, the management of GreenMobility, contractual employees, and its subsidiaries. GreenMobility furthermore expects that all our business partners and suppliers are adhering to and respecting our policy as well.

The policy is adopted by GreenMobility's executive management and is hereafter owned and updated by the Investor Relations Team and all concerns related to this policy has to be sent to GreenMobility's Head of ESG.





# Requirements

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## 1. Non-discrimination

- 1.1 Any form of discrimination is not tolerated, whether based on race, color, religion, language, political opinion, or other opinion, caste, national or social origin, property, birth, union affiliation, sexual orientation, age, disability, or other distinguishing characteristics.
- 1.2 Termination cannot be based on any form of discrimination, but only on legal grounds.
- 1.3 You can wear religious symbols and exercise your religion in your breaks. You can think and say whatever you want to and look for and exchange information and ideas with others.

## 2. Forced Labor

- 2.1 Any form of direct or indirect use of forced labor is not tolerated. GreenMobility does not knowingly engage with anyone involved in forced labor or any illegal or unfair matter related to this.

## 3. Child Labor

- 3.1 Any form of direct or indirect use of child labor is not tolerated. GreenMobility does not knowingly engage with anyone involved in child labor or any illegal or unfair matter related to this.

## 4. Freedom of association

- 4.1 GreenMobility ensures and guarantees the freedom of association for our employees.

## 5. Freedom of collective bargaining

- 5.1 GreenMobility ensures and guarantees the freedom of collective bargaining for our employees.
- 5.2 GreenMobility allows its employees to be part of a political party or engaged in politics.

## 6. Harassment

- 6.1 GreenMobility does not tolerate any sort of harassment like bullying, threats, abuse or psychological, sexual, verbal, or psychological harassment by fellow co-workers or managers.



## **7. Privacy and Occupational Health & Safety**

7.1 GreenMobility provides safe and healthy working conditions for its employees and contractual workers.

7.2 GreenMobility is obliged to actively mitigate any situations where the employee is exposed to a high-level of stress and actively engage in an open conversation with its employees regarding this.

7.3 GreenMobility provides sufficient training and education for its street crew to act responsible when driving, cleaning, and handling GreenMobility's cars.

7.4 No one can check fellow employees e-mails without the consent of the owner of the e-mail.

7.5 If placing last minute orders, GreenMobility's employees must ensure that the 3<sup>rd</sup> party supplier is not working over-time and still has his/her right to rest.

## **8. Working hours and benefits**

8.1 GreenMobility adheres to the laws and industry standards, relating to minimum wages, working hours and overtime benefits.

8.2 Employee skills and capabilities are aligned with the level of salary earned and GreenMobility is obliged to continuously provide opportunities of career advancement.

## **9. Wages**

9.1 On an annual basis GreenMobility A/S's management is committed to discuss salary and potential benefits could be discussed.

## **10. Leave**

10.1 GreenMobility's employees are entitled to sick leave and annual holidays according to national applicable laws.

10.2 GreenMobility's employees can take a parental leave, to take care of a newborn or newly adopted child as provided by national legislation. Employees who take such leave must not, as a result, face dismissal or threat of dismissal.

## **11. Onboarding and Offboarding**

11.1 All employees must receive a legally binding contract or letter of employment before the commencement of the work.

11.2 GreenMobility's managers must ensure a decent, proper, and timely offboarding of an employee.



## 12. Promotion

12.1 Promotions will be based on a detailed assessment of employees' qualifications, performance, tenure, and personal motivation. By 'Promotion', it is characterized as a move to a position of higher rank, responsibility, and salary. The employee can be promoted within the department, another department or branch of the company. Often, employees may advance to positions that do not come with higher managerial authority. Instead, these advancements may be a career or role change that helps employees develop and grow.

## Roles and Responsibilities

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<b>Roles</b>	<b>Responsibilities</b>
Head of ESG	In charge of updating the Human Rights & Labor Policy
Head of ESG	In charge of ensuring and endorsing the implementation of the Policy
Head of ESG	Is the 'Policy owner'
Management	In charge of implementing the policy in their respective teams
Board of Directors	In charge of advising the policy owner
Management	Responsible for policy approval
GreenMobility's management, employees and contract workers	Responsible for adhering to the policy



## **DEVIATIONS**

This policy can be granted no exemptions unless a case occurs under exceptional circumstances, or the policy is assessed to not be applicable. All requests for exemptions must be made in writing to the policy owner, i.e. The Head of ESG. The policy owner must assess and decide on each request individually. Exemptions must be logged and documented.

## **POLICY REVISION**

This policy must be regularly reviewed to ensure its continued adequacy and relevance. In the event of any discrepancies between the English version of this policy and a translated version, the English version will be binding.

## **ASSOCIATED POLICIES AND MANUALS**

- Diversity and Inclusion Policy

## **CONTACT**

For more information, please contact the Head of ESG.