

New Work SE policy
statement on the German
Supply Chain Due Diligence
Act (SCDDA)





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Our commitment to social responsibility

New Work SE's business activities largely involve the operation of online services, business connections, as well as information and training events. Consequently, the majority of our supply chains is limited to IT equipment and IT services such as external servers, cloud systems and hosting providers.

We have a sustainability strategy in place that is designed to counteract any potential, especially negative, consequences of our business activities throughout the entire supply chain. This includes health, environmental and security risks, as well as human rights violations.

The German Supply Chain Due Diligence Act (SCDDA), which came into effect for us on 1 January 2024, ensures that companies respect and fully comply with human rights and environmental standards throughout their supply chains. As part of this responsibility, we're committed to putting measures in place that guarantee full compliance with these legal requirements. This statement applies to the entire New Work Group, including all of its subsidiaries. We're adamant that social responsibility is key to the success of our company.

Our goal is to foster compliance with human rights and environmental commitments, and to prevent any violations from occurring. This is particularly true for our supply chain, where we pay special attention to our suppliers.

How we meet our responsibility

Upholding human rights and environmental commitments is an ongoing process that we continuously monitor and update to meet changing conditions and our business activities. To ensure we meet these obligations, we have due diligence processes in place within our organisation. When it comes to the SCDDA, we ensure compliance by way of the following points:

Risk management

As part of our efficient and in-depth risk management processes, we regularly send due diligence surveys to suppliers so we can evaluate them internally. To this end, we appointed an internal supply chain officer who performs regular and comprehensive risk analyses throughout the supply chain while also monitoring our commitment to human rights and the management of environmental risks in tandem with our Executive Board.

Preventive measures

As a preventive measure, we have expanded our code of conduct to include compliance with human rights and require every employee to adhere to our policy statement and align their professional actions accordingly. In addition, we contractually require our suppliers to respect international agreements and national laws concerning human rights and environmental duties, and to take corresponding action with regard to their own business partners.

Opportunity to lodge complaints

A key aspect of upholding human rights and environmental commitments involves giving observers of and individuals affected by potential violations the opportunity to lodge complaints. This opportunity is available not only to our employees and direct suppliers but also to external suppliers and other third parties. We also provide a freely available whistleblower tool that allows us to guarantee that complaints are handled confidentially while ensuring a fair process when dealing with complaints. We use key insights from these complaints to identify risks and improve the measures we've put in place.

Transparency

We report transparently and regularly on our efforts and progress concerning human rights and environmental due diligence, and make our reports available to all our internal and external stakeholders.

Final provisions

We consider the SCDDA not only to be a legal requirement, but also a commitment that we take seriously. We strive to promote fair working conditions, human rights and environmental protection in our supply chains, and will continue to work towards these goals. This policy statement applies from 1 January 2024 and will be regularly reviewed and updated to ensure that it meets changes in requirements and expectations regarding supply chain due diligence.