

# Due Diligence Process

Redevco Business Principles  
01.12.24



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## 1. Introduction

Redevco is dedicated to high ethical, environmental, legal, and employee standards in our operations and those of our suppliers. Our [Business Integrity Principles](#), [Human Rights Policy](#), and [Environmental, Social and Governance Policy](#) outline our commitments, all available at [redevco.com](http://redevco.com).

Our approach to due diligence is aligned with the OECD Guidelines for Multinational Enterprises, ensuring we operate in a manner that respects human rights, fosters sustainable development, and contributes positively to the communities where we do business.

This document outlines our due diligence framework when we engage with new and existing business partners and consists of the following elements.

## 2. Embed responsible business conduct into policies and management systems

Our governance structure ensures accountability and transparency in all sustainability efforts. Implementation of and adherence to our due diligence processes is the collective responsibility of senior managers at Redevco. Any breach of these processes must be communicated to the Compliance Officer.

We are committed to continuous improvement in our responsible business practices. By staying informed about emerging issues and best practices, we strive to enhance our impact positively. We regularly review and update our policies to reflect new insights and developments.



### **3. Identify and assess adverse impacts in operations, supply chains, and business relationships**

Redevco identifies and addresses key sustainability issues through a rigorous materiality assessment. This involves engaging with stakeholders to understand their concerns and priorities and ensuring that our business practices align with both regulatory requirements and societal expectations.

#### ***3.1 Risk Management***

Our comprehensive Risk Management Policy categorizes and addresses major risks, including:

- **Strategic Risks:** Ensuring the realization of Redevco's strategic targets.
- **Financial Risks:** Maintaining sufficient capital and accurate financial reporting.
- **Operational Risks:** Mitigating disruptions in day-to-day operations.
- **Compliance Risks:** Ensuring adherence to legal requirements and internal guidelines.

Redevco's Governance Risk & Compliance (GRC) framework, aligned with COSO ERM principles, supports management in identifying, analysing, evaluating, and mitigating risks. Components include:

- **Decision-Driven Organisation:** A decision-making structure based on 'three lines of defence.'
- **Risk-Based Policies:** Detailed instructions on material business processes.
- **Risk & Control:** Effective risk identification and management through controls.
- **Compliance:** Ensuring internal compliance based on the GRC framework.

#### ***3.2 Know-Your-Client and Supply Chain Review***

Redevco expects business partners to comply with international and local laws, the United Nations Universal Declaration of Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. Our Anti-Money Laundering (AML) Policy involves a thorough know-your-client assessment using various sources, including:

- Reference checks and market information.
- External tools evaluating ultimate ownership, media, and legal proceedings.

Potential partners who do not align with our [Supplier Code of Conduct](#) or [ESG Policy](#) are not engaged.

### **4. Cease, prevent, or mitigate**

#### ***4.1 Early Warning Mechanism***

Our [Speak Up policy](#) protects employees and stakeholders, encouraging the reporting of concerns about potential incidents of bribery, fraud, misconduct, or other violations of our

values. Stakeholders can raise concerns through our Speak Up Policy, also at [redevco.com](https://redevco.com), without fear of retaliation.

The policy is reinforced through annual integrity training and is publicly available on our website.

#### ***4.2 Ongoing Risk Management***

Redevco continually reviews and updates its Risk Management Policy to address strategic, financial, operational, and compliance risks. The GRC framework ensures a proactive approach to risk management and compliance, supporting sustainable and responsible business practices.

### **5. Communication**

Redevco values transparency and actively communicates its ESG strategy and objectives to employees and stakeholders.

It also provides an annual in-person training on business integrity topics to increase awareness of the UN Global Compact and the grievance and complaints handling mechanisms.

### **6. Remediation**

We consider any deviations from these standards unacceptable.

We expect our partners to uphold their commitments, protect human rights, promote fairness, and support environmental sustainability. Compliance with our Supplier Code of Conduct is mandatory in formal agreements, and we value collaboration to meet these standards, taking necessary action when compliance is lacking.

For any further information, please contact the Compliance Officer at [grc@redevco.com](mailto:grc@redevco.com).