

# Environmental, Social and Governance commitment

## OUR VISION

By providing innovative solutions, we contribute to a better world where sustainable, efficient and reliable mobility enables people to connect.

## OUR BELIEF

By realizing our vision, we provide direct societal and environmental improvements to this generation while leaving behind sustainable solutions that will benefit future generations.

## Specifically, we will determine the resources needed to ensure that:



**GOVERNANCE:** we have formal and informal governance processes ensuring we are compliant with applicable legislation, codes of conduct and accepted international norms and that we act in the best interest of our employees, the communities in which we operate and all other stakeholders.



**BUSINESS ETHICS:** we are transparent in our business relationships and our anti-bribery, anti-corruption, and whistle-blower processes are robust. Prevention is better than cure, to this end we proactively identify, train, and safeguard vulnerable functions.



**HUMAN RIGHTS:** we conduct due diligence so that we do not directly or indirectly violate human rights in any form.



**HEALTH AND SAFETY:** we responsibly manage risks so that nobody is harmed in the workplace and in the conduct of our activities.



**EQUAL OPPORTUNITIES:** we do not discriminate on gender, race, nationality, ethnicity, origin, religion, age, sexual orientation, disability, or any other parameter. A diverse and inclusive workplace represents the communities in which we operate and is the foundation of an innovative spirit.



**AFFECTED COMMUNITIES:** we proactively engage with our stakeholders and remain a responsible social partner by providing both employment opportunities and mobility solutions that connect communities.



**SECURITY:** we have physical and digital safeguards to protect employee and passenger wellbeing, information in any form, and other assets from all harm including cyber-attacks and data protection violations.



**QUALITY:** we foster the enterprising spirit of our diverse and inclusive workforce and maintain a quality management system so that we are a dependable business partner, continually improving performance, meeting, and exceeding the needs of our customers.



**ENVIRONMENT:** we cultivate an innovative culture so that we are a responsible steward and protector of natural resources and habitats, reduce our waste and carbon footprint, increasingly engage in circular economy best practices, and strive to meet and exceed the commitments in the Paris Agreement.



**MUNCKHOF**

