

Integrity Guide for Suppliers, Consultants and Partners

The Main Message from REVOLVE

Everything we do is about working towards a cleaner, healthier, and more sustainable world. We choose to not work directly with the industries that have caused and continue to cause irreparable damage to our Planet. In simple terms: destroying our natural environment will ultimately destroy us; the enhanced effects of anthropogenic climate change are already being felt on a devastating scale across the world. Our choice is to mitigate that damage as quickly as possible and to adapt as fast as possible. Despite the global climate crisis that threatens us all, certain governments also continue to exploit nature and to abuse human rights. We choose to not work with them directly as well. We choose to live by and communicate the European Union Do No Significant Harm principles that aim to protect our Planet.

The Responsibilities of our Suppliers, Consultants and Partners

As a Supplier, Consultant or Partner to REVOLVE, you agree to:

Environment: Do No Significant Harm

Strive to implement across all your operations the 6 environmental principles of the Do No Significant Harm policy that the European Union put forward with the Green Deal in December 2019:

1. An economic activity is considered to do significant harm to **climate change mitigation** if it leads to significant greenhouse gas (GHG) emissions
2. An economic activity is considered to do significant harm to **climate change adaptation** if it leads to an increased adverse impact of the current climate and the expected future climate, on the activity itself or on people, nature or assets
3. An economic activity is considered to do significant harm to the **sustainable use and protection of water and marine resources** if it is detrimental to the good status or the good ecological potential of bodies of water, including surface water and groundwater, or to the good environmental status of marine waters
4. An economic activity is considered to do significant harm to the **circular economy**, including waste prevention and recycling, if it leads to significant inefficiencies in the use of materials or in the direct or indirect use of natural resources, or if it significantly increases the generation, incineration or disposal of waste, or if the long-term disposal of waste may cause significant and long-term environmental harm

REVOLVE Brussels

Renewable Energy House
Rue d'Arlon 63-67
1040 Brussels, BELGIUM

REVOLVE Barcelona

Apocapoc BCN
Carrer Alaba 100
08018 Barcelona, SPAIN

REVOLVE Vienna

Gumpendorfer Strasse 16/1
Floor 3 / Door 8
1060 Vienna, AUSTRIA

Contact

t. +32 (0)2 318 39 84
e. info@revolve.media
w. www.revolve.media

5. An economic activity is considered to do significant harm to **pollution prevention** and control if it leads to a significant increase in emissions of pollutants into air, water or land
6. An economic activity is considered to do significant harm to the **protection and restoration of biodiversity and ecosystems** if it is significantly detrimental to the good condition and resilience of ecosystems, or detrimental to the conservation status of habitats and species, including those of Union interest.

Note: the text of these 6 environmental principles is taken from the [EU Horizon Europe Programme Guide \[available on pages 37-38\]](#).

Human Rights

1. Respect for international law, the Geneva Convention and all UN Security Council decisions by not engaging with States (or state-funded entities) that are in current violation.
2. Respect for your employee rights and others in your business operations and in all activities with REVOLVE.
3. Provide data on your supply chains upon demand to show your efforts at protecting human rights and being more sustainable.
4. Refuse any child labor, prison labor or indentured labor, as well as any form of gender exploitative labor.
5. Refuse employment to anyone under the legal age in your geographic location of operations.

Health, Safety, Environment (HSE)

1. Comply with local and national laws for health, safety and environmental standards for your employees and business operations.
2. Provide your staff with an operational Handbook that includes the legal standards for a safe and healthy work environment for all.
3. Offer proof of health support and safety measures for the prevention of work-related incidents and support schemes in the case of work-related accident.
4. Disclose company policy and results on mitigation and adaptation efforts to offset or reduce greenhouse gas emissions incurred from your operations.

Disclose company efforts to communicate these results to staff via your Sustainability Policy or other internal means of raising awareness.

Equal Gender Employment Practices

1. Allow workers to join or form organizations or associations related to workers' rights.
2. Implement equal opportunities and equal pay rates for men and women on all levels.
3. Always provide employment rights and regulations in their language of preference.
4. Prohibit any form of discrimination, harassment or retaliation against any form of gender.
5. Provide per diems and other support when travelling or representing your company.
6. Always abide by your national recruitment and employment policies.
7. Never withhold or destroy a person's identity or immigration documents.

Intellectual Property

To respect the intellectual and other property rights of the REVOLVE Brand and of third parties, including all potential patents, trademarks, and copyrights.

When using REVOLVE content, refer to the [Creative Commons](#) license we use for properly adapting and attributing our work: Attribution-Non-Commercial-ShareAlike 4.0 International (CC BY-NC-SA 4.0).

Bribery & Conflict of Interest

To refuse and denounce any bribes that may be embedded in illicit lobbying efforts to third parties and to avoid conflict of interest before pursuing a potentially harmful business opportunity.

Our suppliers and partners must comply with all applicable legislation dealing with interactions with government and institutional officials. In conjunction with this expectation, all REVOLVE suppliers and partners must not transfer anything of value, either directly or indirectly, to any government or institutional official, political party or employee of a government-controlled company, in order to obtain an improper benefit or advantage.

See our [Anti-Fraud, Anti-Corruption and Anti-Bribery policies](#) for more details.

Competition Law:

To not share or exchange any price, cost or other competitive information or engage in any collusive conduct with any third party with respect to any proposed, pending or current REVOLVE procurement.

REVOLVE Brussels

Renewable Energy House
Rue d'Arlon 63-67
1040 Brussels, BELGIUM

REVOLVE Barcelona

Apocapoc BCN
Carrer Alaba 100
08018 Barcelona, SPAIN

REVOLVE Vienna

Gumpendorfer Strasse 16/1
Floor 3 / Door 8
1060 Vienna, AUSTRIA

Contact

t. +32 (0)2 318 39 84
e. info@revolve.media
w. www.revolve.media

Data Protection:

1. To respect privacy rights and secure the data of REVOLVE employees, customers, and suppliers (collectively, "REVOLVE Data").
2. To implement and maintain physical, organizational and technical measures to ensure the security and confidentiality of REVOLVE Data in order to prevent accidental, unauthorized or unlawful destruction, alteration, modification or loss of REVOLVE Data, misuse of REVOLVE Data, or unlawful processing of REVOLVE Data.
3. To protect Supplier operations and facilities against exploitation by criminal or terrorist individuals and organizations.
4. To implement EU General Data Protection Regulation (GDPR) in your data collection with third parties and partners.

Trade Controls & Customs Matters

Not to transfer REVOLVE technical information to any third party without the express, written permission of REVOLVE, and to comply with all applicable trade control laws and regulations in the import, export, re-export or transfer of goods, services, software, technology or technical data including any restrictions on access or use by unauthorized persons or entities.

Controllership

To ensure that all invoices and any customs or similar documentation submitted to REVOLVE or governmental authorities or audited by third parties in connection with transactions involving REVOLVE accurately describe the goods and services provided or delivered and the price thereof and ensure that all documents, communications and accounting are accurate and honest.

REVOLVE Brussels

Renewable Energy House
Rue d'Arlon 63-67
1040 Brussels, BELGIUM

REVOLVE Barcelona

Apocapoc BCN
Carrer Alaba 100
08018 Barcelona, SPAIN

REVOLVE Vienna

Gumpendorfer Strasse 16/1
Floor 3 / Door 8
1060 Vienna, AUSTRIA

Contact

t. +32 (0)2 318 39 84
e. info@revolve.media
w. www.revolve.media

How to Raise a Question or Concern

Subject to local laws and any legal restrictions applicable to such reporting, each REVOLVE Supplier, Consultant or Partner is expected to inform REVOLVE promptly of any concern related to this Guide. Whether or not a given concern involves the Supplier, Consultant or Partner, as soon as you may have knowledge of such an occurrence, you must take such steps to notify REVOLVE as we may reasonably request your assistance REVOLVE in the case of an investigation.

I. Define your question/concern: who or what is the concern? When did it arise? What are the relevant facts?

II. Prompt reporting is crucial—a question or concern may be raised by a REVOLVE Supplier, Consultant or Partner as follows:

- By addressing your concern to REVOLVE Manager; or
- By calling REVOLVE Headquarters directly at: +32 2 318 3984 to request to file a report request with our Ethics and Compliance Committee; or
- By going to revolve.media/sustainability to submit your concern via the online form that will be answered within 24 hours and addressed by our Ethics and Compliance Committee; or
- By emailing info@revolve.media

III. The REVOLVE Sustainability Policy forbids retaliation against any person reporting such a concern.

The REVOLVE Integrity Guide. Revised 25 January 2022.



Stuart Reigeluth
Founder of REVOLVE

REVOLVE Brussels

Renewable Energy House
Rue d'Arlon 63-67
1040 Brussels, BELGIUM

REVOLVE Barcelona

Apocapoc BCN
Carrer Alaba 100
08018 Barcelona, SPAIN

REVOLVE Vienna

Gumpendorfer Strasse 16/1
Floor 3 / Door 8
1060 Vienna, AUSTRIA

Contact

t. +32 (0)2 318 39 84
e. info@revolve.media
w. www.revolve.media