

Platform.sh Vendor Sustainability & Ethics Charter

Purpose

At Platform.sh, we are committed to upholding high standards of ethical conduct, environmental responsibility, and human rights. This charter outlines our expectations for all vendors and partners to align with these values in their operations, ensuring a responsible and sustainable supply chain.

Scope

We encourage vendors and partners to read this document and uphold these principles as essential conditions for conducting sustainable business with Platform.sh.

1. Labor Practices and Human Rights

We endeavour our vendors to promote and protect the rights of workers as follows:

- **Fair Working Conditions**

Vendors must comply with all applicable labour laws, providing fair wages, reasonable working hours, and appropriate benefits. This includes adherence to local laws and international standards regarding overtime and compensation.

- **Health and Safety**

Vendors must maintain a healthy and safe work environment for all employees. This includes implementing safety protocols, providing appropriate training, and ensuring access to necessary personal protective equipment.

- **Anti-Discrimination and Anti-Harassment**

We expect vendors to foster inclusive work environments free from discrimination

and harassment. This includes ensuring that no individual is discriminated against based on race, gender, age, religion, sexual orientation, or any other legally protected characteristic.

- **Freedom of Association**

Vendors must respect the rights of workers to form and join trade unions and to bargain collectively without fear of retaliation.

- **No Forced or Child Labor**

Vendors are strictly prohibited from using forced labor, including bonded or involuntary labor. The use of child labor is also strictly forbidden in compliance with international child labor standards.

2. Environmental Responsibility

We endeavour our vendors to contribute to the protection of the environment and pursue sustainability in their operations:

- **Energy Efficiency and GHG Emissions**

Vendors must track and work towards reducing their energy consumption and greenhouse gas emissions. We encourage the use of renewable energy and participation in initiatives that promote energy efficiency.

- **Waste Management and Reduction**

Vendors must implement effective waste reduction strategies, promote recycling, and ensure the proper disposal of hazardous materials. A reduction in overall waste, especially plastic and non-recyclable materials, is expected.

- **Sustainable Sourcing**

Vendors must strive to procure materials from sustainable sources. This includes working with suppliers who practice responsible environmental management, with the aim of reducing the environmental footprint across the supply chain.

- **Biodiversity and Ecosystem Preservation**

Vendors must ensure that their operations do not harm biodiversity and local ecosystems. Efforts should be made to preserve natural habitats and contribute to restoration projects where possible.

3. Commitment to Collaboration

Sustainability and ethical practices are a shared responsibility. Platform.sh is committed to working collaboratively with vendors to improve labour standards and environmental performance. We encourage vendors to dialogue and share best practices that contribute to mutual improvement and innovation in these areas.