

The LeasePlan logo is positioned in the top left corner. It features the word "LeasePlan" in a white, sans-serif font, set against a background of three overlapping, wavy orange shapes that create a sense of motion or a stylized 'W' pattern.

LeasePlan

The background of the entire cover is a photograph of a scenic park area. In the foreground, a gravel path leads towards a grassy bank. To the right, a paved road with a white railing runs alongside a body of water. In the background, there is a dense line of green trees under a clear sky. A small white structure with a roof is visible on the right side of the path.

LeasePlan Sustainable Procurement Charter

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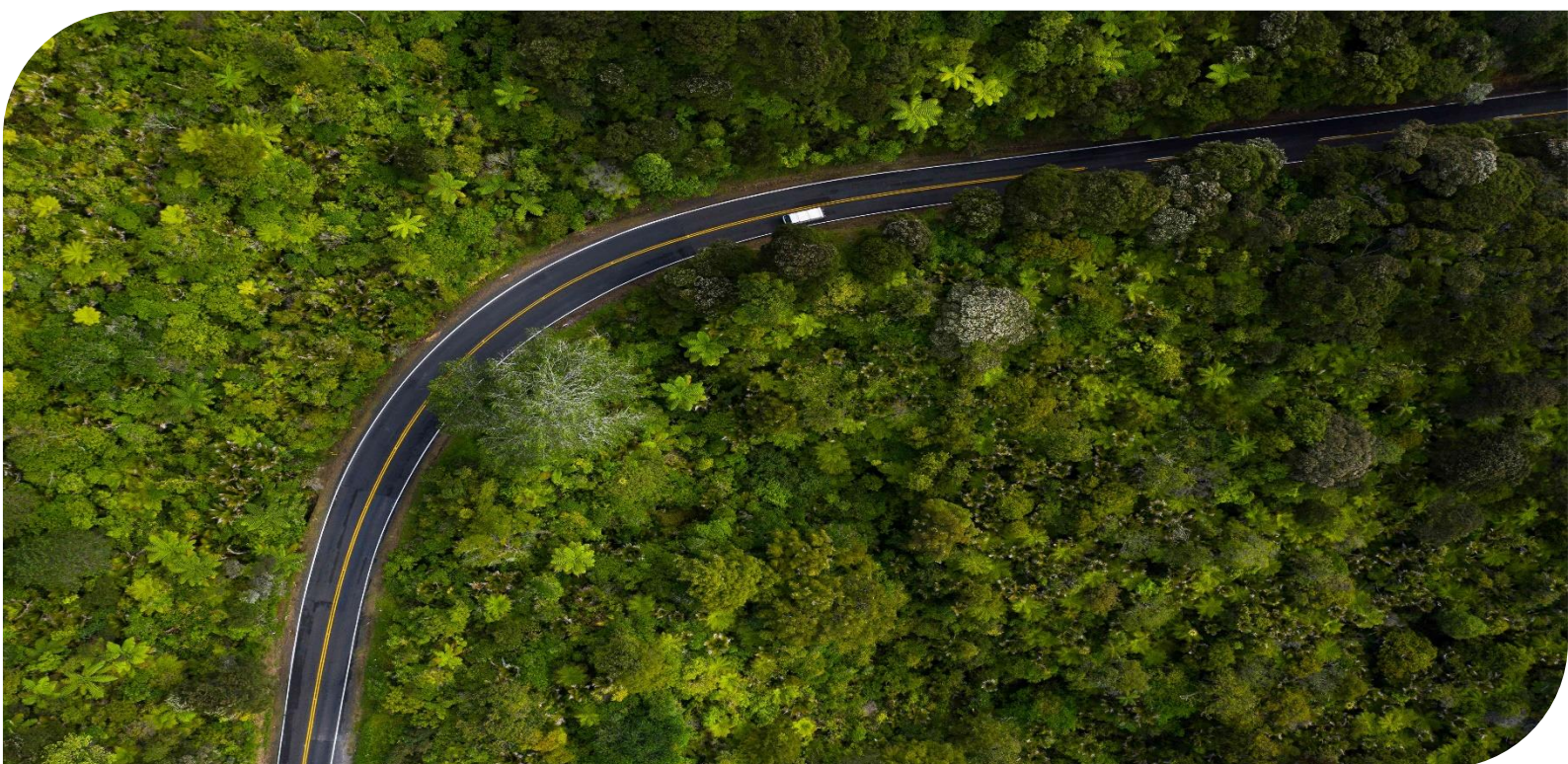
Author / reviewed by	Department	Version	Changes
Lucie Navarre & Tim Miltenburg	Global Procurement & Global Sustainability	0.1	Original document
Sanna Hoek	Legal	0.1	
Michael Lightfoot	Chief Corporate Affairs and Sustainability Officer	0.1	

Purpose and scope.

LeasePlan is committed to leading the global transition to zero emissions through its [Driving to Zero](#) sustainability strategy. LeasePlan's *Driving to Zero* sustainability strategy aims to achieve net zero emissions across all emission scopes, and drives progress across all material Environmental, Social and Governance (ESG) issues to LeasePlan. *Driving to zero* is based on three pillars:

1. **Protect the planet:** Our approach to tackling climate change and reducing our environmental impact
2. **Contribute to societal wellbeing:** Our approach to helping create a more equal and inclusive society
3. **Be responsible:** Our internal systems, processes and controls to enable effective and ethical business decisions

An essential part of LeasePlan's *Driving to Zero* sustainability strategy is to drive supply chain sustainability. This Sustainable Procurement Charter (SPC) is one of the tools we use to this end. The SPC sets out LeasePlan's expectations of its suppliers on ESG topics, based on the principles of the United Nations Global Compact, as well as our *Driving to Zero* priorities.



The ten principles of the UN Global Compact

Corporate sustainability starts with a company's value system and a principles-based approach to doing business. This means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption.

The Ten Principles of the United Nations Global Compact are derived from: the [Universal Declaration of Human Rights](#), the [International Labour Organization's Declaration on Fundamental Principles and Rights at Work](#), the [Rio Declaration on Environment and Development](#), and the [United Nations Convention Against Corruption](#).

1. Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: Make sure that they are not complicit in human rights abuses.

2. Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: The elimination of all forms of forced and compulsory labour;

Principle 5: The effective abolition of child labour; and

Principle 6: The elimination of discrimination in respect of employment and occupation.

3. Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: Undertake initiatives to promote greater environmental responsibility; and

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

4. Anti- corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

By supporting the Ten Principles of the UN Global Compact on human rights, labour, environment and anti-corruption, and making the principles part of the strategy, culture and day-to-day operations of our company, we aim to advance broader societal goals and the Sustainable development goals.

And by incorporating the Ten Principles of the UN Global Compact into our LP Sustainable Procurement Charter, we are not only upholding our basic responsibilities to people and planet, but also setting the stage for our common long-term success.

Our Suppliers engagement

LeasePlan expects its suppliers to adhere to and support the 10 principles of the UN Global Compact. Additionally, to improve performance on material ESG issues and ensure prudent management of ESG risks, LeasePlan has outlined the below expectations of its suppliers.

- Climate change
 - We expect our suppliers to have Greenhouse Gas (GHG) reduction targets
 - We encourage our suppliers to implement science-based, Paris-aligned GHG reduction targets that are validated by the Science-Based Target initiative
- Human rights
 - We expect our suppliers to respect human rights as outlined in the Universal declaration of Human rights
 - We expect our suppliers to comply with the Principles of the International Labour Organisation and Modern slavery act 2015
 - The Supplier shall not use forced or compulsory labour and shall not employ child labour
- Circular economy
 - We encourage our suppliers to provide circular economy solutions
 - We encourage our suppliers to apply circular economy strategies and principles to reduce their environmental impact
- Diversity, equity and inclusion
 - We expect zero-tolerance for discrimination, and inc. grounds of termination in case of cases of discrimination
 - The Supplier shall maintain a safe, healthy and non-discriminatory work environment.
 - The Supplier shall provide equal employment opportunities and remuneration based on an individual's capabilities and experience and without regard to race, colour, gender, age, religion, national origin, disability or sexual preference
- Business ethics, privacy and data security
 - We expect our suppliers to implement measures that guarantee data security and confidentiality, such as but not limited to, protecting all intellectual property belonging to LeasePlan, its clients and other third parties and individuals
 - When processing the personal data of LeasePlan's clients, drivers and employees the Supplier shall respect the individuals' right to privacy and adhere to the applicable laws and instructions provided by LeasePlan regarding data privacy
 - We expect our suppliers, its employees, its contractors and its supply chain to act with integrity, honesty and apply zero tolerance towards bribery, money laundering, corruption and any fraudulent activity
 - The Supplier shall adhere to all applicable competition laws and, in particular, will not fix prices, rig bids, allocate customers or markets or exchange current, recent, or future pricing information with their competitors
- Environment
 - We expect our suppliers to comply with applicable national and international environmental laws, legal regulatory requirements

