

Risk reporting

Q4/2019

CSR

Labour

Impact:

- 1: insignificant 0-300 k€
- 2: small 300-600 k€
- 3: moderate 0,6-1,2m€
- 4: significant 1,2-2,4m€
- 5: critical 2,4-4,2m€
- 6: catastrophic >4,2m€

Likelihood:

- 1: unimaginable, 0-3%
- 2: unlikely, 4-10%
- 3: rare, 20-49%
- 4: Sometimes, 50-69%
- 5: likely, 70-84%
- 6: frequent, 85-100%

ad-hoc risk

Risk Identification						Risk Analysis						Risk Management				
Risk-Category	Org	Risk-Owner	No.	Risk-Name	Risk-Description	Impact (low)=1	Impact (high)=6	Impact	Likelihood (low)=1	Likelihood (high)=6	Likelihood	Risk	Strategy	action/explanation	Risk prev. period	Progress
CSR	EAG	all Companies of the Einhell Group local General Manager	CSR L1	relevant accidents at work	Considerable damage to the life and limb of employees within the value chain for failure to comply with safety regulations	impact insignificant	loss of life or health	6	not at all	frequent	1	6	Avoid	Clear instructions and monitoring that the relevant health and safety regulations must be adhered to. (within the group companies). Compliance with health and safety regulations is part of the supplier audits and violations are a major exclusion criterion. Also, monitoring with BSCI has included work safety.	6	→
CSR	EAG	all Companies of the Einhell Group local General Manager	CSR L2	Child Labour	Significantly negative impact on the reputation of the company when child labor within the supply chain becomes known	impact insignificant	impact catastrophic	2	not at all	frequent	2	4	Avoid	Clear instructions and monitoring that the relevant regulations regarding the age of employees must be adhered to. (within the group companies). Compliance with ILO-conventions and the the UN Convention on the Rights of the Child are part of the supplier audits and violations are a major exclusion criterion	4	→
CSR	EAG	all Companies of the Einhell Group local General Manager	CSR L3	Discrimination against minorities	Significantly negative impact on the reputation of the company when Discrimination against minorities within the supply chain becomes known	impact insignificant	impact catastrophic	2	unimaginable	frequent	1	2	Avoid	Clear stipulations within the company's corporate lines that discrimination within the Group will not be tolerated. Inclusion of this feature in compliance management to create reporting opportunities and rapid response. appropriate training of employees and managers  Part of the BSCI monitoring	2	→
CSR	EAG	all Companies of the Einhell Group local General Manager	CSR L4	Suppression of the right Rights of Freedom of Association and Collective Bargaining	Significantly negative impact on the reputation of the company when violations of rights of freedom of Association and collective Bargaining within the supply chain becomes known	impact insignificant	impact catastrophic	1	unimaginable	frequent	2	2	Avoid	Clear stipulations within the company's corporate lines that the right of association an collective bargaining is part of company culture and will never suppressed within the Group will not be tolerated. Inclusion of this feature in compliance management to create reporting opportunities and rapid response. appropriate training of employees and managers  Part of the BSCI monitoring		↑
CSR	EAG	all Companies of the Einhell Group local General Manager	CSR L5	Toleration of not decent working hours	Significantly negative impact on the reputation of the company when toleration of not decent working hours within the supply chain becomes known	impact insignificant	impact catastrophic	1	unimaginable	frequent	1	1	Avoid	Clear stipulations within the company's corporate lines that the right of decent working hours regarding the local standards and regulations are part of our company culture and will never suppressed within the Group will not be tolerated. Inclusion of this feature in compliance management to create reporting opportunities and rapid response. appropriate training of employees and managers  Part of the BSCI monitoring		↑

AFTER CAREFULLY INCLUSION AND EVALUATING OF THE AVAILABLE INFORMATION, THERE ARE NO MAINNETIC RISKS KNOWN IN RELATION TO THE CSR ASPECT LABOUR ACCORDING TO THE DEFINITION OF §289C HGB AND CSR REPORT IMPLEMENTATION LAW,