

**Risk reporting**

Q4/2019

CSR

**Diversity**

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-Category	Org	Risk-Owner	No.	Risk-Name	Risk-Description
CSR	EAG	all Companies of the Einhell Group local General Manager	CSR D1	<b>Discrimination against minorities</b>	Significantly negative impact on the reputation of the company when Discrimination against minorities becomes known within the supply chain
CSR	EAG	all Companies of the Einhell Group local General Manager	CSR D2	<b>Discrimination Violation of Gender equality</b>	Significantly negative impact on the reputation of the company when Violation of Gender equality becomes known within the supply chain

Risk Analysis						
Impact (low)=1	Impact (high)=6	Impact	Likelihood (low)=1	Likelihood (high)=6	Likelihood	Risk
loss insignificant	loss catastrophic	2	unimaginable	frequent	1	2
loss insignificant	loss catastrophic	2	unimaginable	frequent	2	4

Risk Management			
Strategy	action/explanation	Risk prev. period	Progress
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	2	→
Avoid	Clear stipulations within the company's corporate lines that Violation of Gender equality 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	2	↑

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