

## **Code of Conduct**

Conceptum Logistics GmbH and its affiliated companies see sustainability as an essential part of their business processes. We are aware of our responsibility towards our customers, partners, employees and the organisations we work with. We expect our business partners to act in accordance with the same ethical principles as we do.

### **Laws and ethics**

Business partners comply with all laws applicable to their companies and support the principles of the United Nations Global Compact, the United Nations Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work in accordance with national laws and practices. This applies in particular to:

### **Child labour**

Conceptum Logistics expects its business partners to prohibit and refrain from any kind of child labour in their companies.

### **Forced labour**

Conceptum Logistics expects that business partners will not allow forced labour in their companies.

### **Remuneration and working time**

Business partners shall comply with applicable national laws and regulations on working hours, wages and salaries and benefits.

### **Discrimination**

Business partners shall refrain from any discrimination based on race, religion, disability, age, sexual orientation or gender.

### **Occupational health and safety**

We expect our business partners to strive for a high level of occupational health and safety. Business partners shall comply with applicable health and safety regulations and ensure a safe and healthy working environment in order to maintain the health of employees and avoid accidents, injuries and work-related illnesses.

### **Planning of operational continuity**

The business partners are prepared for any type of disruption (e.g. natural disasters, terrorism, computer viruses, diseases, pandemics, infectious diseases), in particular they have disaster plans to this extent in order to protect both their employees and the environment as far as possible from the effects of any disasters that may occur in the vicinity of their companies.

### **Illegal Payment/Bribery**

Business partners comply with international anti-corruption standards as laid down in the United Nations Global Compact and local anti-corruption and bribery laws. In particular, the business partners do not offer Conceptum Logistics employees any services, gifts or benefits that influence the personal conduct of employees with regard to their work for the company.

### **Environmental protection**

Business partners shall comply with all applicable environmental laws, regulations and standards and operate an efficient system for identifying and eliminating potential environmental hazards.

We expect our business partners to strive to support Conceptum Logistics' climate protection goals (e.g. also by providing appropriate data on climate protection) through the services provided. In this context, we also expect our business partners to take appropriate account of climate protection in their own business activities, e.g. by setting climate protection targets and implementing them accordingly.

### **Dialogue with business partners**

The business partners communicate the principles set out in the Code of Conduct to their subcontractors and other business partners. The business partners encourage these parties to base their actions on the same standards

### **Compliance with the code of conduct for business partners**

Conceptum Logistics GmbH reserves the right to check compliance with the requirements of the Code of Conduct after appropriate advance notice. Conceptum Logistics encourages its business partners to introduce their own binding guidelines for ethical conduct.

Business partners shall encourage their suppliers to comply with the ethical standards, human rights, health and safety and environmental standards underlying this Agreement in the performance of their contractual obligations. The business partners are responsible for their own supply chain.

Any breach of the obligations set out in the Code of Conduct is considered a material breach of contract on the part of the partner.