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## Supplier Code of Conduct



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## 1 TAKING RESPONSIBILITY FOR SUSTAINABLE SUPPLY CHAINS

As a global logistics company, the Leschaco Group is committed to ecologically and socially responsible corporate governance. We strive to make our best possible contribution to a future worth living for all and are therefore committed to high standards of compliance with the law and business ethics. An internal code of conduct defines the boundaries within which we as Leschaco employees must act to comply with laws and guidelines.

Ensuring the principles of sustainable development in our international supply chains is also very important to us. As part of our business activities, we expect you as our supplier to actively cooperate and support us in complying with all applicable laws and to comply with internationally recognized human rights, environmental, social and corporate governance standards ("ESG Standards").

The content described in this Code of Conduct for Supplier is based on the ten principles of the United Nations Global Compact Initiative, the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization (ILO) Declaration on Fundamental Principles and Labor Rights and the requirements of German supply chain due diligence law (LkSG).

This Code of Conduct forms a contractual basis for future cooperation between our companies. The contractual partners undertake to comply with the principles and requirements contained in this Code of Conduct and to endeavor to contractually oblige their subcontractors to comply with the standards.

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## 2 PROTECTING AND PRESERVING THE ENVIRONMENT TOGETHER

Wherever we do business, we are committed to acting responsibly and encourage our business partners to do the same. This means not only complying with all relevant regulations, but also actively reducing environmental risks and minimizing our ecological footprint.

- You comply with all applicable environmental, occupational health and safety regulations and international agreements on environmental standards.
- You support the safe and environmentally friendly development, production, transportation, use and disposal of your products and services.
- You use appropriate management systems to ensure that your products and services meet quality and safety requirements.
- You protect the lives and health of your employees and customers as well as the public from dangers that may emanate from your manufacturing processes, products and services.
- You use resources efficiently, apply energy-saving and environmentally friendly technologies and reduce your waste volumes and emissions to air, water and the ground.
- You reduce your negative impact on biodiversity, climate change and water scarcity to protect the livelihoods of people and animals.
- You reject unlawful forced eviction and the unlawful seizure of land, forests and waters.

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### 3 TAKING SOCIAL RESPONSIBILITY

We expect our business partners to treat people with fairness, consideration and respect. It is our common goal to ensure that each individual feels valued and is given the best possible support to develop their personal potential.

- You ensure that you protect internationally proclaimed human rights in your operations and towards your employees. Additionally, you do not directly or indirectly use forced labor, slavery, human trafficking, and child labor of any kind or use primary products manufactured with the help of such labor.
- You comply with minimum wages and fair working hours in accordance with local laws and ensure compensation for a living wage in line with local living conditions.
- You treat your employees with respect, promote an inclusive work environment and prohibit discrimination, unequal treatment, harassment, abuse or inhumane treatment of individuals based on, for example, ethnicity or national origin, race, religion or belief, gender, sexual orientation, gender identity and/or expression, age, physical or mental disability, political or trade union affiliation, nationality, maternity, marital status or any other characteristic protected by law.
- The personal dignity, privacy and personal rights of each individual are respected. You also support these aspects when selecting your suppliers and subcontractors.
- You give your employees and other stakeholders the opportunity to report concerns or potentially unlawful practices in the workplace.
- You support the right to organize and the right to collective bargaining in accordance with the applicable laws.
- You ensure that all security staff comply with the applicable laws to protect your company.
- Your products or services do not contain any links to conflict minerals that directly or indirectly finance, or benefit armed groups and cause human rights violations. You fulfill your due diligence obligations for the supply chains of minerals in accordance with the recommendations of the OECD DDG.

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## 4 LIVING COMPLIANCE & CORPORATE GOVERNANCE

Adherence to compliance standards and ethically responsible corporate governance are crucial to the success of the LESCHACO Group. We encourage our suppliers to adhere to these and to implement them consistently in order to promote a trusting partnership:

- You comply with all applicable national and international trade laws and regulations, in particular, but not exclusively, the rules of antitrust law, trade control and sanction regulations.
- You treat corporate integrity as the basis for business relationships and act in accordance with moral and ethical principles.
- You prohibit all forms of bribery, corruption and money laundering.
- You prohibit gifts to private individuals or public officials that are intended to influence business decisions or otherwise encourage them to violate their obligations.
- You respect the privacy and confidential information of all your employees and business partners and protect data and intellectual property from misuse.
- You implement an appropriate compliance management system that supports compliance with applicable laws, rules and standards.
- You establish training measures to provide your managers and employees with an appropriate level of knowledge and understanding of the content of this Suppliers Code of Conduct, applicable laws and regulations and recognized standards.

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## 5 TOGETHER WE ACHIEVE MORE

We require compliance with these general principles as part of our business relationship with you and rely on your support.

The Leschaco Group reserves the right to conduct audits or assessments to ensure your compliance with laws, rules and standards and will take appropriate action regarding the business relationship if there is cause for concern. Leschaco further reserves the right to terminate any relationship if the international principles are violated, no action is taken to remedy such violations or systematic violations are evident.

Further contractual and legal obligations remain unaffected by this Supplier Code of Conduct and take precedence over the provisions described in this document.

If you have any concerns about unlawful behavior or misconduct, please contact the Leschaco Whistleblowing Hotline, which you can reach as follows:

<https://whistleblowersoftware.com/secure/Leschaco>

You are part of the Leschaco supply chain and we count on your commitment!