

## **Preamble**

As a large family-run company and internationally operating logistics service provider, the REICHHART Logistik Group bears corporate responsibility towards customers, business partners, employees, the public and the environment. The basis of all actions at the REICHHART Logistik Group is therefore compliance with and adherence to the applicable law, the applicable guidelines and standards as well as all voluntary commitments. The REICHHART Logistics Group respects ethical

Principles and social values of other countries and cultures.

As a link between manufacturers, customers and suppliers, the REICHHART Logistics Group feels equally committed to all partners in the supply chain and therefore considers common, generally applicable guidelines to be essential as a stable basis for cooperation.

Against this background, the REICHHART Logistik Group has imposed binding guidelines for responsible action in the form of the Code of Conduct. This Code of Conduct is essentially based on the fundamental ideas of the United Nations Global Compact and its ten principles in the areas of human rights, labor standards, the environment and climate, and the prevention of corruption.

In accordance with the compliance strategy pursued by the REICHHART Logistik Group, the REICHHART Logistik Group also expects suppliers and business partners, i.e. all companies that are in business with a company of the REICHHART Logistik Group, to comply with its compliance obligations.

We are committed to acting responsibly in accordance with the basic principles set out in this Code of Conduct in all our business relationships, as well as their employees and third parties commissioned by them.

## **I. Corporate responsibility**

The REICHHART Logistik Group is convinced that social responsibility is an essential factor for the long-term success of the company and is therefore an indispensable part of our corporate culture.

Part of the value-oriented corporate management of the REICHHART Logistik Group. Corporate responsibility results in the obligation to comply with the law and all applicable laws.

The REICHHART Logistics Group expects suppliers and business partners to comply with the following basic principles in particular:

### **Human rights**

The suppliers and business partners of the REICHHART Logistics Group respect and protect the globally applicable regulations for the protection of human rights as fundamental and universally applicable requirements. This includes in particular that the suppliers and business partners of the REICHHART Logistics Group do not use forced labor or child labor.

If business activities take place in areas of armed conflict, care must be taken when deploying private or public security forces to ensure that they respect human rights.

### **Equal opportunities**

The suppliers and business partners of the REICHHART Logistics Group do not discriminate against anyone on the basis of ethnic, national or social origin, skin color, gender, religion, ideology, age, disability, sexual orientation or political views, insofar as

this is based on democratic principles and tolerance towards dissenters, or other characteristics protected by law, insofar as this does not conflict with mandatory law.

**Freedom of association**

The fundamental right of all employees to form and join trade unions and employee representative bodies is recognized. Where this right is restricted by local laws, alternative, legally compliant options for employee representation should be demanded.

**Product safety**

The suppliers and business partners of the REICHHART Logistics Group comply with all applicable product safety regulations and requirements, in particular the legal requirements regarding the safety, labeling and packaging of products and the use of hazardous substances and materials.

**Safety in the workplace and working hours**

The suppliers and business partners of the REICHHART Logistics Group comply with the applicable legal requirements for health and safety in the workplace. They support the further development and improvement of working conditions. The working hours correspond at least to the respective national legal requirements or the minimum standards of the respective national economic sectors.

**Minimum wage**

The suppliers and business partners of the REICHHART Logistics Group ensure that their employees receive appropriate remuneration that at least corresponds to the legally valid and guaranteed minimum.

**Protection for whistleblowers**

The suppliers and business partners of the REICHHART Logistics Group handle reported information confidentially, sensitively and responsibly. No person will suffer any disadvantage from a report made in good faith.

**II. Environmental and climate protection**

The REICHHART Logistik Group has set itself the goal of making a significant contribution to environmental and climate protection and therefore pursues a company-wide environmental strategy. The REICHHART Logistics Group expects suppliers and business partners to comply with the following basic principles in particular:

**Compliance with legal requirements**

The suppliers and business partners of the REICHHART Logistics Group assume responsibility with regard to environmental and climate protection issues and comply with all legal requirements relating to the environment and sustainability. This applies in particular to all legal measures that prevent harmful effects on soil, water and air quality.

When acquiring, developing or using land, forests or bodies of water, the ban on unlawful eviction is observed. If necessary, prior consent must be obtained.

**Increasing energy and resource efficiency**

The suppliers and business partners of the REICHHART Logistics Group rely on natural

resources sparingly and minimize the environmental impact of their processes and products. Where possible, resources are reused or recycled or resources that have already been recycled are used. They make a contribution to reducing the energy consumption and CO2 emissions.

#### **Environmental protection**

The suppliers and business partners of the REICHHART Logistics Group are aware of their responsibility for environmental protection. In strategic corporate decisions, environmental protection concerns, particularly with regard to biodiversity, soil quality, land use and water quality, are taken into account.

#### **Environmental management**

The suppliers and business partners of the REICHHART Logistics Group continuously improve their environmental performance and constantly strive to use and optimize environmentally improved procedures in their operational processes and technologies.

### **III. Transparent business relationships**

For the REICHHART Logistics Group, openness and transparency are the key to Credibility and trust in business dealings. The REICHHART Logistik Group therefore expects its suppliers and business partners to comply with the following basic principles in particular:

#### **Avoidance of conflicts of interest**

The suppliers and business partners of the REICHHART Logistics Group meet their The Board of Directors makes decisions exclusively on the basis of objective criteria and does not allow itself to be influenced by personal interests and relationships.

#### **Prohibition of corruption**

The suppliers and business partners of the REICHHART Logistics Group do not tolerate corruption. They ensure that their employees, subcontractors or representatives do not accept, offer or receive bribes, kickbacks, improper donations or other improper payments or benefits from clients, public officials or other third parties.

#### **Gifts and invitations**

The suppliers and business partners of the REICHHART Logistics Group do not offer employees of the REICHHART Logistics Group or third parties any direct or indirect benefits in the form of dishonest and/or inappropriate gifts, hospitality or invitations in expectation of an improper consideration or other preferential treatment. The same applies to the acceptance or granting of gifts and other benefits or advantages if they are likely to influence business decisions.

#### **The state as a customer and dealing with authorities**

The suppliers and business partners of the REICHHART Logistics Group comply with the legal requirements when dealing with governments, authorities and public institutions. When participating in public tenders, they observe the respective legal requirements and the rules of free and fair competition.

#### **Consultants and intermediaries**

The suppliers and business partners of the REICHHART Logistik Group only use consultants and agents in accordance with applicable laws. In particular, they ensure that the remuneration paid to consultants or agents is only paid for consulting and agency services actually rendered and that the remuneration is commensurate with the service rendered.

#### **IV. Fair market behavior**

The REICHHART Logistik Group is a fair and responsible market participant and adheres to contractual obligations. The REICHHART Logistik Group expects the same from its suppliers and business partners, in particular in compliance with the following Basic principles:

##### **Free competition**

The suppliers and business partners of the REICHHART Logistik Group comply with the applicable antitrust laws. In particular, they do not enter into any anti-competitive agreements with competitors, suppliers or customers and do not abuse any dominant market position they may have.

##### **Export control**

The suppliers and business partners of the REICHHART Logistics Group ensure compliance with all applicable laws for the import and export of goods, services and information.

##### **Money laundering**

The suppliers and business partners of the REICHHART Logistics Group only maintain business relationships with business partners of whose integrity they are convinced. They ensure that the applicable legal provisions against money laundering are not violated.

##### **Business information**

The suppliers and business partners of the REICHHART Logistics Group publish business data and report on their business activities truthfully and in accordance with the applicable laws.

##### **Supply chain**

The suppliers and business partners of the REICHHART Logistics Group must ensure that the operating sites and transshipment locations where the goods intended for the REICHHART Logistics Group are produced, stored, processed, loaded and transported are protected against unauthorized access by third parties as part of a secure supply chain and that the personnel employed are reliable.

#### **V. Protection of data, trade secrets and company assets**

Confidential data, business secrets and company assets must be protected. The REICHHART Logistics Group expects its suppliers and business partners to comply with the following basic principles in particular:

##### **Data protection**

The suppliers and business partners of the REICHHART Logistics Group observe the respective

applicable laws on the protection of personal data of employees, customers, suppliers and other data subjects.

**Protection of know-how, patents, trade and business secrets**

The suppliers and business partners of the REICHHART Logistik Group respect the know-how, patents, trade and business secrets of the REICHHART Logistik Group and third parties. They shall not disclose such information to third parties without the prior express written consent of the REICHHART Logistik Group or in any other unauthorized manner.

**Dealing with company assets**

The suppliers and business partners of the REICHHART Logistics Group respect the REICHHART Logistik Group's tangible and intangible assets and do not use them for improper or external purposes. They shall ensure that their employees as well as any third parties employed by them in the course of the business relationship (such as subcontractors or representatives) neither damage the assets of the REICHHART Logistics Group nor use them improperly - i.e. contrary to the interests of the REICHHART Logistics Group.

**VI. Options for reporting misconduct**

The REICHHART Logistik Group investigates reports of possible misconduct or violations of this Code of Conduct. We rely on employees, business partners and third parties to report possible misconduct in order for us to become aware of possible breaches of rules in the first place. This requires the support and assistance of everyone involved. When investigating reported matters, we proceed with absolute confidentiality. Information about the reporting party's data will only be passed on with their consent or if this is necessary to clarify the facts for compelling reasons. If you discover possible misconduct by employees of the REICHHART Logistics Group or employees of our business partners in our cooperation, you have the opportunity to inform us of these breaches of the rules. The REICHHART Logistics Group's reporting office is available for this purpose at [meldestelle@reichhart.eu](mailto:meldestelle@reichhart.eu).

**VII. Legal consequences of violations of the Code of Conduct of the REICHHART Logistics Group**

The REICHHART Logistics Group expressly reserves the right to review the sustainable compliance with the basic principles of the Code of Conduct. In the event of deviations, the REICHHART Logistics Group should clarify with the supplier or business partner how corrections can be implemented sustainably within a reasonable timeframe.

If a supplier or business partner of the REICHHART Logistics Group does not adhere to the basic principles laid down in this Code of Conduct, the REICHHART Logistics Group is entitled to terminate the business relationship with this supplier or business partner by extraordinary termination. It is at the discretion of the REICHHART Logistik Group to waive such consequences and to take alternative measures instead,

if the supplier or business partner can credibly assure and prove that it has immediately initiated countermeasures to prevent future violations.

**VIII. Contractual obligation**

The Reichhart Logistik Group understands the principles and requirements of this Code of Conduct as a minimum standard for business relationships with its suppliers and business partners. The basic principles set out herein therefore also form an integral part of the contracts with suppliers and business partners of the Reichhart Logistik Group.

In addition to the REICHHART Logistics Group's own commitment to the values of the Code of Conduct, the legally effective commitment of suppliers and business partners to the principles of this Code of Conduct are a key component of the REICHHART Logistics Group's compliance strategy.

The suppliers and business partners of the REICHHART Logistics Group therefore undertake to comply with the regulations of this Code of Conduct for Suppliers and Business Partners of the REICHHART Logistics Group.

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