

# Supplier Code of Conduct

The Rhenus Group - as one of the leading logistics service providers operating worldwide - is and remains a family business. Personal initiative and entrepreneurial spirit are what define us all at our core. In doing so, we adhere unconditionally to rules and laws. We expect all of our suppliers, including subcontractors, i.e. all companies who provide any type of goods or services to any company or division of Rhenus Group, to adhere to this Supplier Code of Conduct, which sets the minimum standards for doing business with any Group company or Business Unit.

## **LAWS AND ETHICAL STANDARDS**

The supplier shall comply with all laws applicable to its business. The supplier shall support the principles of the United Nations Global Compact, the UN Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises in accordance with national laws and practice.

**Free competition:** The supplier shall comply with applicable competition and anti-trust laws.

**Bribery and corruption:** The supplier shall comply with applicable anti-corruption laws and regulations. The supplier shall not offer or accept anything of value to improperly influence an official act or to secure an improper advantage in order to obtain or retain business, including so-called facilitation payments to public officials.

**Conflict of interest:** The supplier shall disclose any actual or potential conflict of interest related to its activities with Rhenus Group.

**Trade regulation:** The supplier shall comply with all applicable export control, sanctions and customs laws and regulations. The supplier ensures that the supplier, its beneficial owner(s), all its agents and any other subcontractors are not listed on any applicable Denied Party sanctions lists.

**Money laundering:** The supplier shall comply with applicable laws and regulations to combat money laundering.

**Human Rights & child labor:** The supplier shall not employ children under the legal age of employment in any local jurisdiction.

**Forced labor:** The supplier shall not use any form of forced compulsory labor or modern forms of slavery. All labor must be voluntary. Workers must be allowed to maintain control over their identification documents.

**Compensation and working hours:** The supplier shall comply with applicable local laws regarding working hours, rest breaks and paid vacation and compensate its workers in accordance with local minimum wage legislation.

**Freedom of association and collective bargaining:** The employees of the supplier must be free to join -or not- an employee representation of their choice, free from intimidation. The supplier respects the right to collective bargaining in accordance with applicable local laws.

**Health & safety:** The supplier shall comply with applicable occupational health and safety regulations and provide a work environment that is safe, to prevent accidents and work-related illnesses.

**Data Protection and Information security:** The supplier shall comply with any legal or contractual requirements on data protection and information security and shall not disclose any information that is not known to the general public.

**Environment:** The supplier shall comply with all applicable environmental laws, regulations and standards as well as implement an effective system to identify and eliminate potential hazards to the environment.

Rhenus is harmed by unethical and unlawful behavior. The Rhenus Integrity Line is your opportunity to report unethical processes and any violation against the ethical standards set forth in this Supplier Code of Conduct, also anonymously, within the scope of the legal requirements, by assessing: <https://rhenus.integrityline.org>.