

Code of Conduct

Main principles for suppliers

Scan Global Logistics is a global Group that offers express and logistic services. Social and environmental considerations are deeply rooted and integrated in our business model and operations in our day-to-day interaction with local communities, customers, employees and other stakeholders. Thus, we have given ourselves a strict set of ethical values to guide us in our business dealings.

We expect all our suppliers, i.e., all companies who do business with any Scan Global Logistics company, to adhere to the same ethical principles. For this purpose, Scan Global Logistics has drawn up this Supplier Code of Conduct, which sets the standards for doing business with a Scan Global Logistics company.

»» **Laws and ethical standards**

The supplier shall comply with all laws applicable to its business. The supplier must support the principles of the United Nations Global Compact, the UN Universal Declaration of Human Rights as well as the 1998 International Labour Organization Declaration on Fundamental Principles and Rights at Work, in accordance with national law and practice. This especially applies to:

»» **Child labor**

The supplier employs no children under the age of 15. If national laws or regulations allow children between the ages of 13 and 15 to perform light work, such work is not permitted in any case if it would hinder a minor from the completion of compulsory schooling or training, or if the employment would be harmful to their health or development (*reference: ILO Convention 138(7)*).

»» **Forced labor**

The supplier shall make no use of forced or compulsory labor.

»» **Compensation and working hours**

The supplier shall comply with the respective national laws and regulations regarding working hours, wages and benefits.

»» **Discrimination**

The supplier does not discriminate on the basis of race, religion, disability, age, sexual orientation or gender.

»» Health and safety

We expect our suppliers to strive to implement the standards of occupational health and safety at a high level. The supplier complies with applicable occupational health and safety regulations and provides a work environment that is safe and conducive to good health, in order to preserve the health of employees and prevent accidents, injuries and work-related illnesses.

»» Business continuity planning

The supplier shall be prepared for any disruptions of its business (e.g., natural disasters, terrorism, software viruses, illness, pandemic, infectious diseases). This preparedness especially includes disaster plans to protect both employees as well as the environment as far as possible from the effects of possible disasters that arise within the domain of operations.

»» Improper payments/bribery

The supplier shall comply with international anti-bribery standards as stated in the United Nations Global Compact as well as local anti-corruption and bribery laws. In particular, the supplier may not offer services, gifts or benefits to Scan Global Logistics employees in order to influence employee conduct in representing Scan Global Logistics.

»» 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.

We expect our business partners to strive to support Scan Global Logistics' climate protection goals through the products and services they deliver (e.g. by providing relevant data on climate protection). In this regard, we also expect our suppliers to take climate protection appropriately into account in their own operations, e.g. by setting climate protection goals for themselves and achieving them.

»» Business partner dialogue

The supplier shall communicate the principles stated in the Code and detailed above to its subcontractors and other business partners who are involved in supplying the products and services described in the main contract. The supplier shall motivate such parties to adhere to the same standards.

»» Customs Handling

Scan Global Logistics expect our suppliers to act according to EU's Customs legislation and not take part in any illegal activities. If a supplier become aware of any security breaches when acting as a part in an international supply chain, they immediately shall inform Customs and their contact at Scan Global Logistics.

»» Compliance with the Supplier Code of Conduct

Scan Global Logistics reserves the right, upon reasonable notice, to check compliance with the requirements of the Supplier Code of Conduct. Scan Global Logistics encourages its suppliers to implement their own binding guidelines for ethical behavior.

Any breach of the obligations stipulated in this Supplier Code of Conduct is considered a material breach of contract by the supplier.

I hereby confirm that I have read and understood the above, and I hereby confirm to comply with the Scan Global Logistics Code of Conduct for Suppliers.

Date: _____

[Supplier]