

Code of Conduct

(Vers. 1; 11/2023)

This code of conduct defines the principles and requirements of the 4PL Group stock corporation for all suppliers of goods and services, for their sub-suppliers and for the group companies of the suppliers and subcontractors (hereinafter collectively defined as: "Supplier" or "Suppliers") with regard to their responsibilities towards society, the environment and the people who are connected to them involved in the production of goods and/or the provision of services. 4PL keeps reserves the right to change the requirements of this Code of Conduct in the event of changes to the Modify compliance program. As a condition for business relationships with. We expect suppliers to meet these requirements. It is

4PL intends to maintain this Code of Conduct in the spirit of constructive dialogue and partnership with suppliers. If 4PL discovers or suspects any violations of this Code of Conduct and

Upon informing the Supplier of this, 4PL expects the Supplier to investigate and correct the non-compliance issues as soon as possible and within an agreed time frame. If the supplier is unwilling to correct these problems, 4PL reserves the right to take appropriate legal action, including measures to terminate the relationship entirely or to promote, pursue and enforce corrective measures.

The Code of conduct leads to Application following Principles on suppliers and Subcontractors:

Commitment to ISO 26000

4PL fully recognizes the Social Responsibility Guide (ISO 26000) and aligns all activities with the social responsibility principles expressed in the Guide. In addition, it expects its suppliers to recognize the principles and core topics of ISO 26000 and to align their actions accordingly. The requirements listed below are intended to specify the ISO 26000 guidelines in more detail.

General obligation

Suppliers must respect and comply with the laws and regulations in all countries in which they operate, source and/or sell. If local legal requirements are lower than the international standards stated herein, suppliers must follow the latest international standards.

Suppliers must respect human rights and reduce the environmental impact of their companies or activities.

Suppliers must implement the requirements of this Code of Conduct throughout their entire supply chain.

Employment and social policy

No Child Labor

4PL respects children's right to development and education. Suppliers are prohibited from employing children and thereby violating the International Labor Organization Convention (ILO Minimum Statute Convention No. 138, 182).

The minimum age for employment is the legal minimum age for the country or the age for completing compulsory education in that country, whichever is greater.

No forced labor

Under no circumstances shall suppliers use, promote or otherwise induce forced or involuntary labor. This forced or involuntary labor may include unrestricted practices such as: restricting the freedom of movement of people; withholding wages or identification documents to force them to remain at work; driving people into a trap of unwarranted demands or wage deductions from which they cannot escape; the loss of social status (see ILO Convention No. 29, 105).

Suppliers must ensure that that employees understand their rights regarding payment of wages, overtime and retention of identity documents.

Therefore, suppliers will ensure that workers are treated fairly and their rights are respected.

When employing workers from third parties, suppliers will take particular care to ensure that these principles are properly applied.

working hours

Working hours (including overtime) must comply with applicable laws and regulations, collective agreements and international conventions. Suppliers will refuse overtime as a substitute for inadequate regular wages. If overtime is paid, payment is based on the respective legal and/or collectively agreed regulations. Work or services outside normal daily working hours must not be forced by exploiting an employee's vulnerability under penalty of punishment.

Fair wages

Suppliers must comply with all applicable laws and regulations, including those relating to minimum wages, overtime and statutory benefits. Suppliers must pay wage rates not lower than those established for trade or industry in the country where the work is performed. In places where there is no legal requirement to set a minimum wage, ILO Convention No. 131 is the basis for this Determination of the minimum wage. Employees must be fair and be paid on time.

Non-discrimination and equal pay

4PL respects cultural differences. Suppliers are allowed Employees are not based on race, color, age, gender, sexual orientation, ethnicity, in the hiring process and in connection with work, such as applications, promotions, other benefits, access to training, work assignments, wages, benefits, discipline, termination or retirement, discriminate against or otherwise marginalize people based on disability, religion, political affiliation, trade union membership, national origin, social origin or marital status (see ILO Conventions Nos. 100, 111).

Freedom of assembly and association

Suppliers must Respect the right of workers to organize freely, to form and join a worker organization of their choice, to be represented and to bargain collectively as permitted in accordance with applicable laws and regulations. Suppliers must ensure that representatives of these employees are not discriminated against (see ILO Conventions Nos. 87, 98). Suppliers must strive for a fair relationship between their economic interests and the interests of their employees.

health and safety

Suppliers must ensure that the health and safety risks to employees, contractors and the public arising from their activities are reduced.

4PL requires its suppliers to carry out their activities in a safe manner, in accordance with all applicable legal requirements, in accordance with accepted engineering practices and industry best practice standards.

Accordingly, suppliers are expected to: They demonstrate a clear commitment to health and safety management and effective and proactive policies and procedures.

Suppliers are expected to guarantee the expansion and the further development of safe Promote working conditions. will occur of

accidents linked to reactive monitoring and require full disclosure of statistics. Suppliers must upon request health and Safety indicators, risk assessment and the with it associated Provide improvement plan.

Environment

Environmental guidelines

Suppliers must take measures that contribute to protecting the environment throughout the product life cycle; Design, development, production, transport, operation and disposal or recycling. 4PL expects its suppliers to strive to conserve valuable resources, use less energy and generate less waste and emissions through sustainable use. For this reason, the products and services should continue to be extremely

to be eco-friendly. To meet international standards, suppliers work closely with local ones Authorities and the relevant state institutions at the local level.

4PL encourages and expects suppliers to be ISO 14001 or equivalent certified.

Innovation and product life cycle

4PL focuses on providing the market with products to provide supplies that offer better environmental standards. Consequently, suppliers should commit to pursuing voluntary research initiatives to develop organic products.

Suppliers are expected to consider the environmental impact of their products not only during their design phase, but also during their production and procurement processes.

Conservation of natural resources

Suppliers must focus on reducing the use of raw materials and resources and eliminating waste generated in all activities whenever possible. Appropriate processes must be implemented.

Bursts of conflict

4PL expects its suppliers to adhere to the principles and promote social responsibility practices along the entire value chain and give procurement ethics an important role. In particular, the supply and procurement of conflict raw materials such as tin, tantalum, tungsten or gold must be monitored with regard to transparency, security and in accordance with the latest EU regulations.

Reduction from CO2 emissions and water consumption

Suppliers should support the development of Technologies Limitation of Co2-Emissions and water consumption as well as solutions for saving energy and
-promote recycling and implement logistics strategies that Minimize environmental impact.

Business integrity

Fair competition

All suppliers must commit to fair and uninterrupted competition and comply with all applicable antitrust regulations. You must exclude anti-competitive agreements with competitors, suppliers, dealers, distributors and customers as well as anti-competitive practices.

No corruption, bribery or money laundering

suppliers Must all Applicable Comply with anti- corruption regulations. You must not practice or tolerate any form of corruption. Suppliers will not offer or accept bribes or other unlawful inducements from their business partners. Suppliers are expected to:

No gifts or gifts to employees offer other personal benefits arising from relationships with suppliers.

Suppliers must comply with all applicable anti-money laundering Comply with regulations.

data protection

Suppliers must comply with all applicable data protection requirements retain. In particular, suppliers must act appropriately to protect data protection with respect to personal data of 4PL customers or other personal data that arises as a result of the business relationship with processed will be guaranteed.

Respect and protection of intellectual property suppliers

must respect and protect the intellectual property rights of 4PL and customers. You will protect confidential information and only as appropriate Dimensions to use.

Observance the Foreign trade laws

The supplier has to take appropriate measures Measures to ensure that transactions with third parties do not violate applicable law on economic embargoes or trade regulations, import and export controls or regulations on the international fight against terrorist financing.

Audit

Upon request, Suppliers must provide all necessary and/or requested documents demonstrating compliance with this Code of Conduct.

The supplier must inform immediately as soon as there is a violation of one of the principles of this ,Code of Conduct becomes known or is expected from it, and provide an action plan to remedy a breach of duty for 4PL. In addition, the supplier grants the right, to the extent permitted by law, to carry out individual, unannounced due diligence examinations to a reasonable extent and, if necessary, to check the supplier's compliance with this Code of Conduct.