

Supplier Code of Ethic





As a provider of international transportation and freight forwarding services,
we operate a strategy based on Corporate Social Responsibility.

We aim to collaborate with partners who are aware of our values and adhere to
ethical principles in business, prioritizing respect for people, employees,
and the environment.

This Code is an integral part of the service agreement for Locotransped Sp. z o.o.

Rafał Mroziński – CEO
2024-05-07



1. HUMAN RIGHTS

The Supplier ensures compliance with human rights as specified in the Universal Declaration of Human Rights.

Respect is one of the three values of our management philosophy. Full respect and mutual respect are part of our daily activities.

All human beings are born free and equal in dignity and rights and should act towards each other in a spirit of brotherhood.

2. COMBATING DISCRIMINATION

The Supplier prohibits discrimination and unfair treatment.

The Supplier ensures the application of procedures guaranteeing equal treatment regardless of gender, age, disability, race, religion, nationality, political beliefs, union membership, ethnic origin, religion, sexual orientation, as well as regardless of employment on a fixed-term or indefinite basis or on a full-time or part-time basis.

The Supplier does not tolerate any form of harassment or verbal and/or physical assault, violence, or bullying.

3. EMPLOYEE RIGHTS

The Supplier complies with International Labour Organization regulations and national laws regarding employee rights.

The Supplier ensures employees' remuneration and other benefits in accordance with applicable regulations and principles regarding minimum wage and overtime.

The Supplier applies procedures to guarantee no discrimination in wage payments.

The Supplier adheres to applicable regulations and internal standards regarding working hours and statutory days off.

The Supplier ensures voluntary employment and absence of forced labor.

The Supplier guarantees compliance with the rights of children and youth.

The Supplier respects employees' rights to form organizations and associations, as well as the right to conduct collective negotiations by appropriate entities representing their interests.

4. SAFETY AND HYGIENE AT WORK

The Supplier complies with International Labour Organization regulations and national laws regarding workplace safety.

The Supplier commits to implementing actions to prevent accidents and occupational diseases.

The Supplier provides safe working conditions and takes actions based on a risk assessment related to workplace safety.

5. NATURAL ENVIRONMENT

The Supplier is aware of its impact on the environment resulting from its activities.

The Supplier takes actions to minimize its impact on the environment.

The Supplier ensures compliance with environmental protection laws.

6. RELATIONS WITH CONTRACTORS AND COMPETITION

The Supplier acts ethically in relations with other companies.

The Supplier complies with all applicable regulations, including antitrust laws and regulations combating unfair competition.

The Supplier does not engage in actions aimed at influencing prices or conditions, allocating sales areas or customers, or limiting free competition.

The Supplier does not participate in price-fixing conspiracies.

The Supplier does not enter into agreements with contractors that restrict their economic freedom.

7. INTELLECTUAL PROPERTY

The Supplier adheres to regulations and agreements regarding intellectual property rights in its conduct.

The Supplier implements procedures to ensure compliance with intellectual property law.

8. ANTI-CORRUPTION ACTION

The Supplier commits to counteracting all forms of corruption.

The Supplier implements anti-corruption procedures applicable to all employees and collaborators, including management, applicable to contractors and business partners.

9. CONFIDENTIALITY AND DATA PROTECTION

The Supplier ensures compliance with business confidentiality.

The Supplier ensures that confidential business information and documents are transmitted only in connection with assigned duties and permissions to individuals or companies who are their sole recipients.

The Supplier ensures that confidential business information and documents are not transmitted in any form (email, portable media, others) to third parties.

10. REPORTING VIOLATIONS:

- 1) The legal entity accepts Reports in written form electronically.
- 2) Reports can be made through:
 - a) Written notification via email to whistleblowing@locotranssped.eu using the Internal Reporting Form or in free written form;
 - b) Written notification via the dedicated platform for anonymous reports, Esignaller, available at the link [www: https://app.esignaller.pl/breach/report/locowhistleblower](http://www.https://app.esignaller.pl/breach/report/locowhistleblower), the link to which is made public on the website of the legal entity;
- 3) When making a Report, the reporting person may provide their correspondence address or email address, which will be treated as a "contact address".
- 4) The Report of Irregularities should provide a clear and comprehensive explanation of the subject of the Report and should include, in particular:
 - a) The date and place of occurrence of the Irregularity or the date of obtaining information about the Irregularity,



- b) Description of specific situations or circumstances that may lead to the occurrence of the Irregularity,
 - c) Identification of the entity to which the Irregularity pertains,
 - d) Identification of any potential witnesses to the Irregularity,
 - e) Identification of all evidence and information available to the reporting person that may be helpful in the process of reviewing the Irregularity.
- 5) Making a Report of a Breach that did not occur constitutes a violation of the law and is subject to penalties specified in the Act.
- 6) The legal entity allows for the submission of anonymous Breach Reports (in the manner specified in point 5.2 above). The legal entity reserves the right to leave anonymous reports without recognition. To maintain anonymity, the legal entity provides a dedicated platform Esignaller, the structure of which allows Whistleblowers to anonymously submit Reports of violations and abuses, handle reports and communicate with Whistleblowers on the legal entity's side in an anonymous and encrypted environment compliant with applicable regulations.

Approved by: CEO - Rafał Mroziński 07.05.2024 r.