

Code of Ethics for Suppliers



As a provider of transportation and freight forwarding services internationally, we conduct our strategy based on Corporate Social Responsibility. We want to cooperate with partners who are aware of our values and are guided by ethical principles in business, who value respect for people, employees and the natural environment. This Code of Ethics is an integral part of the contract for the provision of services to Locotranssped sp. z o.o.

Rafał Mroziński, President of the Management Board

2023-08-04



1. HUMAN RIGHTS

The Supplier shall ensure compliance with the human rights set forth in the Universal Declaration of Human Rights.

Respect is one of the three values of our management philosophy. Treating each other with respect and dignity is an everyday part of Supplier's operation. All people are free and equal in their dignity and rights, and should act towards one another in a spirit of brotherhood.

2. ANTI-DISCRIMINATION

The Supplier prohibits any form of discrimination and unfair treatment.

The Supplier shall ensure that procedures are in place to guarantee equal treatment irrespective of gender, age, disability, race, religion, nationality, political opinion, union affiliation, ethnicity, religion, or sexual orientation, and regardless of temporary or permanent employment or full-time or part-time employment.

The Supplier shall not tolerate any form of harassment neither verbal nor physical, violence and mobbing.

3. LABOUR RIGHTS

The Supplier complies with the regulations of the International Labour Organization and national laws on workers' rights.

The Supplier shall provide workers with salaries and other benefits in accordance with applicable laws and regulations regarding minimum pay and overtime. The Supplier shall ensure the payment of salaries and benefits are based on the assumption of equal pay for the same work. The Supplier implements procedures to ensure that there is no discrimination in respect of remuneration.

The Supplier applies applicable company regulations and standards regarding working hours and statutory holidays.

The Supplier ensures voluntary employment and the absence of forced labour.

The Supplier guarantees that the rights of children and young people are respected. The Supplier shall not tolerate any form of exploitation of children and youth.

The Supplier shall respect the right of employees to form organizations and to associate, as well as the right to bargain collectively through appropriate entities representing their interests.

4. HEALTH AND SAFETY AT WORK

The Supplier shall comply with the regulations of the International Labour Organization and national regulations on occupational health and safety.

The Supplier undertakes to act to prevent accidents and occupational diseases.

The Supplier ensures safe working conditions and shall take measures on the basis of the risk assessment carried out in respect of hazards to safety at the workplace.

5. ENVIRONMENT

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

The Supplier shall take steps to minimize the impact on the environment.

The Supplier shall ensure compliance with the applicable environmental law.

6. RELATIONSHIPS WITH CONTRACTORS, COMPETITORS

The Supplier acts ethically in its relations with other companies.

The Supplier must abide by all applicable laws, including antitrust and anti-competition laws.

The Supplier shall take no steps to alter prices or terms, to assign sales areas or customers, or to restrict free competition.

The Supplier shall not be party to price fixing.

The Supplier shall not conclude agreements with contractors restricting their economic freedom.

7. INTELLECTUAL PROPERTY

The Supplier shall comply with the rules and agreements on intellectual property rights as part of its proceedings.

The supplier shall implement procedures that ensure compliance with intellectual property rights.

8. ANTI-CORRUPTION ACTIVITIES

The Supplier undertakes to counteract all manifestations of corruption.

The Supplier implements anti-corruption procedures, which apply to all employees of the company, co-workers, contractors, business partners and management.

9. CONFIDENTIALITY AND DATA PROTECTION

The Supplier shall ensure compliance with business confidentiality, data protection laws, including personal data.

The Supplier shall ensure that confidential information and company documents are only forwarded in connection with the duties and rights conferred on persons, companies which are their sole addressee.

The Supplier ensures that confidential information and company documents are not transferred in any form (e-mail, portable media, other) to third parties.

10. REPORTING VIOLATIONS

You can report a violation by e-mail to: whistleblowing@locotranssped.eu

You can also send the report by letter to:

Locotranssped Sp. z o.o.
Ul. Arb. A. Baraniaka 88c / bud. D
61-131 Poznań

Approved: President of the Management Board, Rafał Mroziński 04.08.2023