

DACHSER CODE OF CONDUCT FOR BUSINESS PARTNERS

Dachser Corporate Compliance – Integrity in Logistics

DACHSER code of conduct for business partners

1. Preamble

For DACHSER, the motto “Integrity in Logistics” describes how it sees the topic of compliance as an expectation of itself, but also of its business partners.



DACHSER believes that a sustainably managed, future-proof undertaking relies to a great extent on everyone involved in the process conducting themselves with integrity. DACHSER wants to build successful long-term business relationships based on conduct that is honest, reliable, and trustworthy.

DACHSER’s compliance management system is built on binding principles of conduct and on the principles of internationally recognized standards of responsible company management, and all parties involved in the business should respect these. This commitment must also be expressed in our relationships with our business partners. To this end, this “DACHSER code of conduct for business partners” defines binding minimum requirements for ethical conduct. DACHSER expects its business partners to respect and implement this code of conduct in full.

A Dachser business partner must exercise particular care with regard to human rights and environmental protection in the conduct of its own business activities as well as within its supply chains. Forced labor in any form must neither be tolerated nor profited from. Its employees must enjoy freedom of movement for the duration of any employment. They must have the right to form employee representative bodies and to engage in collective bargaining to regulate working conditions. A Dachser business partner must not use or benefit from child labor. Employees must be protected from any physical, verbal, sexual, or psychological harassment, abuse, or related discriminatory hazards in the workplace. The imperative of competitive and performance-based compensation for its employees applies. A Dachser business partner must ensure that it provides its employees with a safe, hygienic and healthy workplace. The applicable national working time regulations must be observed.

A Dachser business partner must be aware of the currently applicable environmental law requirements with regard to its business activities. It shall continuously strive to minimize the environmental impact caused by its business activities through a proactive approach and responsible management. The business partner shall also comply with these standards in its downstream supply chain and ensure their implementation.

The basic principles of this Code of Conduct represent the required minimum with regard to the business partner's actions. Whenever the regulations of national and international laws, specific industry standards, applicable collective agreements and this Code of Conduct deal with the same subject, the stricter regulation shall apply in each case (e.g. the regulation that ensures greater protection for employees or for the environment).

DACHSER has the following specific expectations of its business partners:

2. Principles

2.1 Safeguarding fair competition

As a business partner to DACHSER

- we pursue fair, clean competition
- we comply with the relevant laws regulating competition. In general, the applicable legal regulations prohibit agreements or coordinated practices with competitors in relation to prices or terms and conditions, market or customer segmentation, and unfair competitive practices. The law prohibits not only specific agreements, but also any coordinated behavior and informal discussions that either limit or intend to limit competition

- we are aware that any sharing of company data that is sensitive for the purposes of competition law can impact or limit competition in an inadmissible way

2.2 Fight against corruption

As a business partner to DACHSER

- we ensure that we comply with all applicable anti-corruption legislation
- we ensure that we do not engage in any form of bribery or corruption
- we ensure that gifts and entertainment forming part of the business relationship are offered or accepted only to the extent permissible by law. In particular, we ensure that our employees, subcontractors, or representatives will not offer, promise, or grant DACHSER employees any benefits with the aim of securing an order or any other preferential treatment.
- we will not assume the costs of hospitality or invitations to events for DACHSER employees that are in excess of what is customary and legally permitted
- we will also refrain from offering, promising, or granting third parties (e.g. public officials) any such unfair benefits in DACHSER's name

2.3 Avoiding conflicts of interest

As a business partner to DACHSER

- we will make decisions based exclusively on factual considerations
- we do not allow our decisions to be influenced in an inadmissible way by personal interests
- we avoid situations in which our interests conflict with those of DACHSER

2.4 Compliance with the basic principles of national and international trade

As a business partner to DACHSER

- we comply with laws and regulations governing the export and import of goods, products, and services
- we explicitly confirm that we are aware of all legal requirements relevant to our business operations—especially: foreign trade and customs requirements, in particular as regards embargoes currently in force on people, countries, or goods—and that we comply with them fully and without reservation.

2.5 Creating and maintaining safe and fair working conditions

As a business partner to DACHSER

- we will comply with legal regulations for fair working conditions, including those relating to fair remuneration and appropriate working hours
- we condemn all forms of forced or child labor
- we provide our employees with safe workplaces in accordance with international standards
- we are guided by factual, transparent criteria in our dealings with employees or job applicants. As a business partner to DACHSER we ensure that our employees enjoy a work environment that does not tolerate discrimination or any kind of harassment or disadvantage on the grounds of racial or ethnic origin, gender, religion or beliefs, disability, age, or sexual identity.

2.6 Data protection and information security

As a business partner to DACHSER

- we observe the relevant applicable legislation and rules whenever personal data and information is collected, stored, processed, or transmitted
- we will use all the information we receive from DACHSER exclusively for the purposes of carrying out our tasks as part of our services for DACHSER and we will protect them against unauthorized internal and external use.

2.7 Environmental protection

As a business partner to DACHSER

- we are committed to using natural resources sparingly
- we avoid endangering people or the environment
- we will naturally comply with all valid legal regulations relating to environmental protection.

2.8 Subcontractors and third parties

As a business partner to DACHSER

- we will communicate the principles of this code of conduct to the third parties that we employ in the course of meeting our obligations to DACHSER and we will demand that they are followed.

3. Review

DACHSER reserves the right to review compliance with and application of the principles of this code of conduct in the business partner's organization either itself or through third parties. DACHSER will arrange this in advance with the business partner.

If after such a review it is determined that the code of conduct is not being followed, the business partner is obligated to resolve the objections immediately.

Dachser shall be fully indemnified by the business partner upon first demand against any damages arising from the business partner's failure to comply with the requirements of this Code of Conduct, in particular the failure to exercise due care in the supply chain.

Irrespective of this, Dachser shall be entitled to terminate the business relationship without notice in the event of a breach that is not remedied within a reasonable period of time, even after being requested to do so, to the exclusion of any liability vis-à-vis the business partner.

If the business partner concludes that the principles of this code of conduct should not be followed in its relationship with DACHSER, the business partner is free to communicate this via the compliance reporting system "supportDACHSER", available on www.dachser.com.

By signing this document, the business partner confirms that it has received the code of conduct for business partners and that it complies with the principles set out therein.

Place, date

Stamp, signature

(If this code of conduct for business partners is attached as an annex to a separate contract, there is no need for it to be signed separately.)