

Objective of the Rieck Logistics Group's Human Rights & Working Conditions Policy

Thinking and acting in a responsible, legally compliant and sustainable manner is a fundamental principle and essential value of the Rieck Logistics Group.

As a fourth-generation family business, it is our personal interest to focus all economic, ecological and social aspects of the company's activities on the long-term, successful continuation of the company, in harmony with our employees, business partners, nature and the environment.

All employees are obliged to comply with the guidelines listed here, to follow them and to communicate them internally. Managers have a special role to play here. They act as role models, are the point of contact for all questions and should ensure that the employees in their area of responsibility are adequately informed about the Rieck Group's guidelines on respecting human rights and working conditions.

I. PRINCIPLES

The Rieck Logistics Group offers its customers and business partners logistics solutions that are always economical, socially responsible and environmentally friendly. As a family-owned company, Rieck sees it as its duty to always conduct all business activities in a legally and ethically impeccable manner.

This policy applies to all employees of the Rieck Group and is regularly reviewed and adapted to current requirements (e.g. changes in the law). This helps to ensure the long-term success of the company. Violations of the policy can be reported to meldestelle@rieck-logistik.de. Violations will not be tolerated and may result in disciplinary action. Deliberate violations of applicable legal standards may also result in criminal prosecution and liability.

II. BASICS

Human rights are basic norms that serve to safeguard the dignity and equality of all people. They are universal, indivisible, immaterial rights to which every human being is equally entitled. Source: International Charter of Human Rights

International standards were used to formulate the Rieck guideline on human rights and working conditions:

- 10 principles of the UN Global Compact
- UN Guiding Principles on Business and Human Rights
- ILO Declaration on fundamental Principles and Rights at Work

III. GOALS

The Policy on Human Rights & Working Conditions complements the Rieck Code of Conduct to reaffirm and specify the need to stand up for human rights and working conditions by applying legal standards.

The dignity of every human being must be respected and is a prerequisite for our thoughts and actions.

IV. PROHIBITION OF CHILD AND FORCED LABOR (modern slavery)

Rieck does not tolerate child and forced labor. The international standards listed under II. are strictly observed. The following also applies:

- No work or service may ever be demanded of any person under threat of punishment
- All employees work with a valid employment contract and in accordance with German (or country-specific) legal regulations and current minimum wages.
- There is a ban on employment for persons under the legal minimum age.
- Employees under the age of 18 may not work nights or overtime.
- Overtime may only be demanded within the framework of the statutory provisions and only after prior notice.
- Human trafficking and the withholding of identity documents is prohibited and will be reported to the police.

V. WAGES & SOCIAL BENEFITS

Rieck offers its employees competitive remuneration including individual additional benefits. Performance and work results are a key benchmark for remuneration.

As a minimum, remuneration is based on the locally applicable statutory or collectively agreed framework provisions.

There is a right to the protection and promotion of health in the workplace

VI. WORKING TIME

The working time refers to a regular working week that does not exceed 48 hours. In exceptional situations, working hours are regulated and remunerated by individual contract. As a minimum, the current statutory or collectively agreed framework provisions apply to rest periods, vacation entitlements, etc.

VII. FREEDOM OF ASSOCIATION

Rieck supports the right to assemble peacefully at all levels in order to protect interests. Managers in particular are responsible for receiving, examining and reacting promptly and constructively to factually formulated needs.

VIII. WOMEN'S RIGHTS

Rieck promotes the political, economic and social equality of women. Equal opportunities in training, promotion, careers and equal pay for equal work are considered a corporate value.

IX. DIVERSITY, EQUALITY, INCLUSION

All employees actively support an inclusive culture in which diversity is a matter of course and everyone is able to make their full contribution and realize their potential.

Rieck creates framework conditions in individual projects to make concrete projects for equality and inclusion possible.

Rieck also provides material and immaterial support for selected associations and/or initiatives in social projects to promote the local community.

X. OCCUPANCY

All employees distance themselves from any form of brutal, inhumane communication, treatment or threat of such treatment, including:

- Sexual harassment, abuse
- Corporal punishment
- Psychological or physical coercion
- Verbal abuse and insults

XI. PROTECTION AGAINST DISCRIMINATION

Equal treatment of all employees and business partners is a fundamental value of our company. We do not tolerate any form of discrimination. No one may be discriminated against on the basis of

- Gender
- Pile color
- Nationality
- Political or other convictions
- Origin and place of residence
- Impairment or age
- Sexual orientation
- National minority or ethnic background
- Pregnancy
- Military affiliation (veteran status)

be favored or disadvantaged.

This applies in particular to recruitment processes.

XII. ETHICAL RECRUITMENT

Employees are hired:

- applying international labor standards and written contracts
- in a fair and transparent manner (without any intention to deceive or mislead).

XIII. SUPPLIERS & BUSINESS PARTNERS

Rieck expects its suppliers and business partners to respect human rights in the course of their business activities. For Rieck, the commitment of suppliers and business partners to live up to their social responsibility and in particular to comply with the ILO core labor standards is a prerequisite for long-term business relationships.

The increasing internationalization of trade relations and ever more complex supply chains increase the risk of being directly or indirectly associated with human rights violations.

In order to promote compliance with social standards in our supplier network, Rieck reviews its own role in dealing with suppliers and their initiatives to comply with and promote human rights and working conditions by applying the internal guideline for suppliers and by applying the Supply Chain Act.

The Rieck sustainability standard for suppliers, which is currently being finalized, informs suppliers about basic principles. In this way, Rieck also supports suppliers in complying with the standards set.

Respect for human rights has an influence on the supplier selection process.

Rieck Logistics Group

A handwritten signature in blue ink that reads "Ph. Strenge".

Philipp Strenge Managing Partner

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