

1. Introduction

Rieck and all affiliated companies follow the principles of the UN Global Pact in all aspects of their business dealings with all key stakeholders. This Code describes Rieck's standards and expectations for business relationships with suppliers. This Code may be subject to change or adjustment.

2. Definition of "Suppliers"

"Suppliers" are natural and legal persons and their affiliated companies that supply Rieck with products or provide services.

Every supplier is obliged to comply with a code of conduct (alternatively or to supplement its own code of conduct, if necessary, Rieck's code of conduct), which is based on contemporary standards and principles. This is an essential part of every business relationship between Rieck and the supplier.

The Supplier must ensure that its own suppliers and subcontractors also comply with the standards set out in this Supplier Code of Conduct.

3. Compliance with laws, rules and regulations

Suppliers are required to comply with all applicable laws, rules and regulations of the countries in which they do business and to maintain appropriate control systems to prevent and investigate violations of the law.

4. Respect and protection of human rights

Suppliers are obliged to protect human rights. In particular, to protect the dignity of all employees and stakeholders.

5. 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.

6. Protection against discrimination and harassment

Suppliers must not discriminate against or subject employees to reprisals on the basis of their gender, age, cultural or ethnic origin or descent, nationality, disability, sexual orientation, religion, political views or similar grounds. Physical or psychological violence and / or harassment against employees and stakeholders must not be tolerated.

7. Prohibition of forced labor, child labor

Suppliers must ensure that they do not profit from any form of child or forced labor, modern slavery or human trafficking. All national laws and international agreements in which a minimum age for employees is specified must be observed.

8. Working hours

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 local, statutory or collectively agreed framework provisions apply to rest periods, vacation entitlements, etc.

9. Remuneration

Suppliers offer their employees competitive remuneration.

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

10. Occupational safety / health promotion

Suppliers grant their employees the right to protect and promote health in the workplace and create conditions for working environments that contribute to the prevention of accidents and minimize health risks for all those who work at their sites. Suppliers must comply with the locally applicable occupational health and safety regulations and also encourage and train their employees to comply with them.

11. Protection against eviction and land grabbing and deployment of security forces

Suppliers must refrain from unlawful displacement and theft of land, forest and water. Suppliers must also ensure that all security personnel they employ to protect their projects, employees and facilities comply with applicable laws.

12. Lauter competition

Suppliers are obliged to comply with the principle of fair competition and to observe applicable competition law regulations.

13. Combating corruption and money laundering

Rieck does not tolerate any form of corruption, bribery or other unfair trading practices on the part of its suppliers.

Rieck expects its suppliers to prohibit giving, making or offering gifts, hospitality, benefits to expedite decisions, donations, sponsorships, kickbacks or other benefits of value to private individuals or officials for the purpose of unlawfully influencing business decisions or inducing them to act in violation of their duties.

Suppliers are obliged to comply with all legal provisions aimed at preventing money laundering and may not participate in any way in money laundering activities.

14. Avoidance of conflicts of interest

Suppliers should disclose all conflicts of interest that could have an influence on the business relationship with Rieck or give the appearance of such an influence.

15. Product safety & product integrity; environmental protection

Suppliers are expected to use all natural resources sparingly and responsibly and to minimize the negative impact of their business activities on the environment, climate, biodiversity and water scarcity, as well as to use suitable management systems to avoid environmental and safety risks and improve existing environmental and safety standards.

Suppliers are expected to promote the development and dissemination of energy-efficient and environmentally friendly technologies, to use all natural resources sparingly and to reduce waste and emissions into the air, water and soil.

Suppliers and business partners must comply with all applicable legal provisions regarding product safety and product integrity, the handling of hazardous substances, goods and waste, and the labeling and packaging of products. In particular, products must not contain any program routines or technical devices to circumvent legal or official regulations.

16. Data protection, confidential information and intellectual property, cybersecurity

Suppliers must observe and comply with the applicable data protection regulations.

Suppliers must observe and ensure the confidentiality of confidential information of all business partners.

Suppliers must implement measures to protect against cyber attacks and avoid consequential damage for Rieck.

17. Complaints procedure

The supplier has a standardized procedure in place to process information on deviations or concerns confidentially and in a solution-oriented manner.

18. Export control and sanctions

Suppliers must comply with applicable laws regarding the import and export of goods, services and information as well as all applicable embargoes and sanctions.

19. Conflict minerals

Each supplier must take appropriate measures to prevent the use of raw materials in its products that directly or indirectly contribute to human rights violations, corruption, the financing of armed groups or similar detrimental effects.

20. Violations

Violations of the standards set out in this Code of Conduct for Suppliers, in particular a violation of obligations regarding human rights and environmental protection as well as violations of the law, must be remedied immediately. Suppliers shall contact Rieck to find appropriate remedies for identified risks or violations and adopt effective controls and measures to prevent their recurrence. In the event that the supplier fails to adequately address the issue within a reasonable period of time, Rieck reserves the right to terminate the business relationship for cause without further notice and without prejudice to any other legal or contractual rights.



CODE OF CONDUCT FOR SUPPLIERS

> Company principles, ethics, social responsibility

Rieck Logistics Group

A handwritten signature in blue ink that reads "Ph. Strenge". The signature is written in a cursive style and is positioned over a light blue rectangular background.

Philipp Strenge Managing Partner

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