

VCHD CARGO

Code of Conduct for Business Partners

1. Preamble

The Code describes the topic of compliance mainly as demands on VCHD CARGO itself, but also on its business partners. VCHD CARGO is convinced that a company driven towards sustainability with an orientation towards the future is based in significant part on the integrated behaviour of all persons involved in this process. Through honest, reliable, and trustworthy behaviour, VCHD CARGO wants to create the basis for long-term and successful business relationships. VCHD CARGO's Compliance Management System is based on binding principles of conduct and the principles of internationally recognised standards for responsible corporate governance, which should be fully respected by all stakeholders. This committed behaviour must also be reflected in our relationships with our business partners. The present "VCHD CARGO Code of Conduct for Business Partners" therefore sets out binding minimum requirements for ethically correct behaviour. VCHD CARGO expects its business partners to respect and implement these principles without exception.

VCHD CARGO specifically expects from its business partners:

2. Policy

2.1. Compliance with fair competition

As a business partner of VCHD CARGO:

- we are committed to fair and transparent competition
- we comply with the relevant laws that regulate competition. In particular, the applicable legal provisions generally prohibit agreements or concerted practices between competitors concerning prices or conditions, the allocation of markets or customers, as well as unfair competitive practices. Not only specific agreements but also concerted conduct and informative discussions aimed at restricting competition are prohibited
- we are aware that the exchange of sensitive corporate data may lead to an impermissible effect on or restriction of competition.

2.2. Fight against corruption

As a business partner of VCHD CARGO:

- we ensure compliance with current anti-corruption laws
- we assure you that we will not engage in any form of bribery or corruption
- we assure you that subsidies will only be given or received in the context of business relationships in a legally permissible sense. We seek to ensure that our employees, subcontractors or agents do not offer, promise or provide any advantage to VCHD CARGO employees in order to obtain a contract or other priority
- we will not assume any costs for VCHD CARGO employees for entertainment and invitations to events that go beyond the usual and legally permitted practices

- we will also not offer, promise or provide such unauthorised benefits to third parties (e.g. officials) on behalf of VCHD CARGO

2.3. Avoidance of conflict of interest

As a business partner of VCHD CARGO:

- we will make decisions based solely on factual considerations
- we will not be guided in our decision-making by impermissible personal interests
- avoid situations in which our interests conflict with those of VCHD CARGO

2.4. Compliance with the principles for national and international trade

As a business partner of VCHD CARGO:

- we comply with laws and regulations governing the export or import of goods, products and services
- we expressly confirm that we are aware of all legal obligations relating to our business activities - in particular: legal requirements relating to foreign trade and customs, in particular with regard to applicable embargoes on persons, countries or goods - and that we will comply with them fully and without restriction

2.5. Creating and maintaining safe and fair working conditions

As a business partner of VCHD CARGO:

- we will comply with legal provisions on fair working conditions, including fair pay and reasonable working hours
- we condemn all forms of forced and child labour
- we provide our workers with safe workplaces according to international standards
- we are guided by substantive and demonstrable criteria in our contact with employees or job applicants.
- we guarantee our employees a work environment in which they do not suffer discrimination or any form of harassment or disadvantage on the basis of race, ethnicity, gender, religion, worldview, disability, age or sexual identity

2.6. Data protection and information security

As a business partner of VCHD CARGO:

- we comply with applicable laws and rules where personal data and information is collected, stored, processed or transmitted
- we will use all information we obtain from VCHD CARGO solely for the performance of our tasks in the course of performing services for VCHD CARGO and will protect it from unauthorised internal and external use

2.7. Environmental protection

As a business partner of VCHD CARGO:

- we are committed to the conservation of natural resources
- we will prevent any threat to humans and the environment
- we will of course comply with all legal provisions for the protection of the environment

2.8. Subcontractors and third parties

As a business partner of VCHD CARGO:

- we will communicate the principles of this Code of Conduct to third parties involved in the performance of our obligations to VCHD CARGO and require compliance with these principles

3. Control

VCHD CARGO reserves the right to monitor compliance with and implementation of the principles of this Code of Conduct in the business partner's organisation, either by its own or external personnel. VCHD CARGO will always agree in advance with the Business Partner on the inspection. Should such an inspection result in a finding that the Code of Conduct is not being complied with, the Business Partner is obliged to notify the identified problems without delay.

Failure to do so within a reasonable period of time shall result in termination of the cooperation.

Should a business partner conclude that the principles of this Code of Conduct are not to be followed in cooperation with VCHD CARGO, he/she is entitled to communicate this via the following channel: info@vchd.cz

By signing the Code of Conduct for Business Partners, the Business Partner confirms that he/she has received the Code of Conduct for Business Partners and will comply with the principles set out therein:

Place, date

Stamp, signature

(If the Code of Conduct for Business Partners is attached as an annex to a separate contract, a separate signature is not required)