



LOGISTIK • INFORMATION • TRANSPORT

L.I.T. Group

CODE OF CONDUCT FOR SUPPLIERS

Introduction

As a logistics service provider operating throughout Europe, L.I.T. bears a great deal of responsibility towards society as well as towards its partners, customers and employees. In addition to the employees of the L.I.T. Group, our suppliers and their employees, staff, representatives and other subcontractors along the supply chain (collectively referred to as 'suppliers') are also required to share responsibility in order to fulfil this obligation. We define the standards for this in this guideline for our suppliers.

Suppliers are requested to pass on these requirements to their employees and their own suppliers and to ensure compliance with these or comparable standards. At the request of the L.I.T. Group, suppliers undertake to provide suitable evidence of compliance with the Code of Conduct (e.g. certificates, audit reports or self-declarations).

For future cooperation, the contracting parties agree to the validity of the following provisions for a joint code of conduct. The contracting parties undertake to comply with the principles and requirements of the code of conduct and to support each other in doing so. This agreement shall enter into force upon signature. The L.I.T. Group reserves the right to carry out random checks or request information to verify compliance. In the event of violations, graduated measures may be taken – from agreeing on corrective action plans to temporary suspension or termination of the business relationship.

The Code of Conduct is based on national laws and regulations such as the Supply Chain Due Diligence Act (LkSG), to which we are bound, as well as including but not limited to international agreements such as the UN Civil Covenant and the UN Social Covenant, the Guidelines on Children's Rights and Business, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organisation's international labour standards and the United Nations Global Compact.



LOGISTIK • INFORMATION • TRANSPORT

L.I.T. Group

1. Human rights and labour standards

Human rights, child labour, forced labour and human trafficking

All suppliers are required to respect and comply with internationally recognised human rights. In all activities within their sphere of influence, suppliers shall endeavour to ensure that they themselves, their business partners and their suppliers do not commit or participate in human rights violations.

All suppliers are expected to adopt and implement the principles of the ILO Declaration on Fundamental Principles and Rights at Work. At a minimum, L.I.T. expects the following points to be implemented:

- The supplier shall ensure that no modern slavery, forced or compulsory labour takes place in the context of product manufacturing or service provision.
- Child labour is not used at any stage of production or processing. The ILO conventions on the minimum age for admission to employment and the prohibition of child labour are complied with. Children must not be hindered in their development. Their safety and health must not be compromised.

Non-discrimination, women's rights, harassment and promotion of diversity, equality and inclusion

Suppliers are obliged to uphold equal opportunities in employment and to refrain from any form of discrimination. Discrimination or preferential treatment of employees on the basis of, for example, ancestry, origin, nationality, skin colour, gender, age, religion, disability, illness, pregnancy, sexual orientation, ideology, or political and trade union activities is not permitted. Furthermore, the principle of equal pay for male and female employees for work of equal value shall apply. A social environment that ensures respect for each individual and offers equal opportunities to all employees shall be promoted.

All suppliers are obliged to ensure that no employee is harassed. This includes any form of brutal and inhumane treatment – or the threat of such treatment – including sexual harassment, sexual abuse, physical punishment, psychological or physical coercion, bullying or verbal abuse of employees.

Collective bargaining, freedom of assembly

All suppliers shall uphold freedom of association and the effective recognition of the right to collective bargaining. The right of employees to associate, join a trade union, appoint a representative and be elected to such a position shall be respected. It must be ensured that employees can openly discuss working conditions with management without fear of reprisals.



LOGISTIK • INFORMATION • TRANSPORT

L.I.T. Group

Compensation and additional benefits

Compensation and social benefits must comply with the basic principles regarding minimum wages, applicable overtime regulations and statutory social benefits. Working hours and non-working hours must at least comply with applicable laws, industry standards or relevant ILO conventions. The amount of wages, method and frequency of payment, and working hours are specified in contracts and implemented accordingly.

Occupational health and safety

As employers, suppliers shall ensure health and safety at work in accordance with applicable national labour law provisions and shall support continuous development to improve the working environment. Violations of occupational safety regulations or employee rights will not be tolerated.

3. Business ethics and compliance

Compliance with legal requirements, export controls, economic sanctions and embargoes

All suppliers undertake to comply with all applicable laws and regulations and observe the prescribed export controls, economic sanctions and embargoes. The highest level of integrity is expected in all business activities and relationships with us or their other business partners or suppliers.

Use of private or public security forces

Instruct and monitor private or public security forces when they are deployed to protect the business project, in order to prevent any violation of the prohibition of torture, cruel, inhuman or degrading treatment, injury to life and limb, or interference with freedom of association and coalition.

Combating corruption and money laundering

All suppliers must refrain from any form of fraud or embezzlement, insolvency offences, corruption, granting of advantages, extortion, bribery or corruption. Suppliers are required to make decisions that conflict with personal financial interests on an objective basis. Furthermore, suppliers must comply with the legal provisions on money laundering prevention and must not participate in money laundering activities.

Conflicts of interest

If a decision conflicts with a personal interest of a professional, private or financial nature, this constitutes a conflict of interest. All suppliers undertake to make decisions relating to their business activities with L.I.T. or other companies on an objective basis and to introduce appropriate measures to ensure this.



LOGISTIK • INFORMATION • TRANSPORT

L.I.T. Group

Fair competition and antitrust law

All suppliers shall comply with applicable competition and antitrust laws in their dealings with business partners, customers and suppliers. Companies must respect fair competition and adhere to the prohibition of agreements with competitors and other measures that impede the free market.

Data protection, data security and intellectual property

Suppliers shall comply with applicable laws and regulations regarding the collection, storage, processing or transfer of personal data and information in accordance with the GDPR.

All suppliers shall protect and recognise the intellectual property of third parties. Examples of this include patents, trademarks, copyrights, designs, trade secrets, patterns, models and know-how.

Competitively sensitive information is protected by the suppliers' employees and is not disclosed to outside parties.

Disclosure of information

Suppliers shall disclose information on business activities, structure, financial situation and performance exclusively in accordance with the relevant regulations and customary practices in the industry. Falsification of records and misrepresentation of conditions and practices in the supply chain will not be tolerated.

Financial responsibility

All suppliers shall maintain proper records and shall not alter entries to conceal or misrepresent transactions. All records created or received as evidence of a business transaction, regardless of format, must fully and accurately reflect the event being documented. Records shall be retained in accordance with applicable regulations.

Whistleblowing and protection against retaliation

All suppliers shall ensure that their employees have channels of communication through which they can submit complaints or report possible unlawful conduct without fear of reprisals, intimidation or harassment. All reports shall be treated confidentially. Where necessary, appropriate measures shall be taken to improve the situation. In addition, suppliers and their employees can also use the L.I.T. Group's whistleblower hotline to report human rights or environmental risks (<https://www.lit.de/en/sustainability>). All reports will be treated confidentially.



LOGISTIK • INFORMATION • TRANSPORT

L.I.T. Group

4.Environment

Implementation of an environmental management system

All suppliers should implement appropriate environmental management measures and continuously develop their processes. Certification, e.g. according to ISO 14001, is desirable in this regard.

Energy efficiency, greenhouse gas emissions, decarbonisation and air quality

In addition to the efficient use of energy sources, suppliers undertake to monitor greenhouse gas emissions and reduce them as much as possible by taking appropriate measures. Furthermore, suppliers endeavour to introduce appropriate measures to reduce CO₂ emissions and improve air quality, such as the use of alternative drive systems.

Water quality and consumption

Suppliers must systematically ensure that water resources are conserved and consumption is reduced. Measures must be taken to improve the quality of the water consumed.

Sustainable resource management, renewable energies, recycling and waste prevention

No waste of resources of any kind will be tolerated. The term 'resource' encompasses both material resources (paper, fuel, etc.) and intangible resources (ideas, creativity, etc.). All suppliers commit to the responsible use and procurement of natural resources in their processes and strive to minimise the environmental impact of their activities through the use of the latest technologies, renewable energies and process approaches, such as responsible chemical management. Where possible, the use of recycled materials and the avoidance of waste are encouraged. The legal requirements for waste disposal are complied with.

The L.I.T. Group is committed to respecting human rights and environmental due diligence obligations throughout the entire supply chain. This also includes issues that do not directly affect its own business area but may arise in the supply chain, such as:

- Biodiversity
- Land use and deforestation
- Soil quality
- Land, forest and water rights
- Forced evictions
- Intellectual property protection
- Rights of minorities and indigenous peoples



LOGISTIK • INFORMATION • TRANSPORT

L.I.T. Group

We expect our suppliers to address these issues in a differentiated manner and to introduce appropriate measures to avoid or mitigate human rights and environmental risks – even if they themselves are not directly affected, but business partners or subcontractors are active in the relevant regions or industries.

The L.I.T. Group reserves the right to adapt this Code of Conduct to new legal requirements or changed conditions. Suppliers will be informed of any changes.