

# DACHSER Code of Conduct for Business Partners

DACHSER Corporate Compliance – Integrity in Logistics



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## 1. Foreword

“Integrity in Logistics stands for our network of employees and business partners who bring our values to life in their daily work and shape our compliance culture.

Our corporate culture is based on the DACHSER values. These values are practiced at local and global level in all our business activities.

DACHSER views compliance as an integral part of its business and expects the same from its business partners. We are convinced that integrity and trustworthy behavior are the basis for a long-term and successful business relationships.

The protection of human rights is of great importance to us. We are aware of our responsibility to ensure that all people along our supply and value chain are treated fairly and that their fundamental rights are respected.

We are committed to preventing forced and child labor and other forms of exploitation.

Our compliance management system is based on binding principles of conduct and internationally recognized standards for responsible corporate governance. These standards also apply to our business partners“.



**Stephan Maruschke**

Corporate Director Corporate Governance | Chief Compliance Officer

## 2. Requirements for our business partners

Our Code of Conduct for Business Partners contains key principles that we expect from our business partners. These principles represent the minimum requirements that must be respected at all times when working together. More specific requirements (national or international) take precedence over the provisions of this Code of Conduct.

We attach great importance to ensuring that both we and our business partners act correctly throughout the entire supply and value chain.

We expect our business partners to demonstrate correct behavior in their own business activities and in their supply chain. Above all, this includes protecting human rights, avoiding forced and child labor, ensuring fair working conditions and complying with environmental laws.



### 2.1 Integrity in Logistics

With our motto "Integrity in Logistics", we describe the topic of compliance, as a demand on ourselves, but also on our business partners.

Dachser is convinced that a sustainably managed and future-proof company is based to a large extent on the integrity of all persons involved in the process. With honest, reliable, and trustworthy behavior, we want to create the basis for long-term and successful business relationships.

## 2.2 Business partners

Business partners are all persons or companies that do not belong to the DACHSER Group and from whom DACHSER purchases goods or services.

This includes, for example: logistics service providers, transportation companies, suppliers, consultants, and other providers of goods and services.

It also includes companies that DACHSER commissions to carry out forwarding or transportation services.



### 3. Our principles

The principles of cooperation are of the utmost importance to DACHSER and, together with our values, form the framework for conscientious and sustainable entrepreneurship.

DACHSER also expects its business partners to comply with these principles.



Safeguarding fair competition

Combating corruption

Avoidance of conflicts of interest

Compliance with national and international principals of trade

Creation and maintenance of safe and fair working conditions

Data protection and information security

Environmental protection

Subcontractors and third parties

Supply Chain Due Diligence



### 3.1 Safeguarding fair competition

As a business partner of DACHSER

- we respect unrestricted fair competition and adhere to legal requirements.
- we do not engage in unfair competitive practices.
- we reject any activities aimed at restricting or distorting competition.
- we ensure that sensitive company data does not fall into the hands of unauthorized third parties or is exchanged with them.

### 3.2 Fighting corruption

As business partner of DACHSER

- we reject any kind of bribery or illegal influence in our cooperation.
- we make sure not to offer any advantages to DACHSER employees, to obtain a contract or other benefits.
- we undertake to only offer or accept hospitality or invitations in a reasonable way.
- we will not offer, promise or grant any unfair advantages to third parties (especially public officials).





### 3.3 Avoidance of conflicts of interest

As a business partner of DACHSER

- we will only make decisions based on objective considerations and facts.
- we do not allow ourselves to be influenced by personal interests.
- we avoid situations in which our interests collide with the interests of DACHSER.

### 3.4 Compliance with national and international principles of trade

As a business partner of DACHSER

- we comply with the laws and regulations for the export and import of goods and services.
- we comply with the legal requirements for intellectual property and protection against plagiarism.
- we confirm our knowledge of and compliance with the applicable legal obligations (in particular in foreign trade).
- we are aware of the embargoes on persons, countries, and goods. We comply with these fully and without restriction.
- we comply with the statutory (financial) recording and reporting obligations imposed on us.

### 3.5 Creating and maintaining safe and fair working conditions

As a business partner of DACHSER

- we comply with the legal provisions for fair working conditions. This includes fair pay, appropriate working hours and a safe workplace. We align working conditions with international standards.
- we condemn any form of forced or child labor.
- we ensure that dealings with employees and applicants take place on an objective level, free of personal motives.
- we ensure a working environment free from any form of discrimination, harassment or disadvantage based on gender, race, ethnic origin, religion, ideology, disability, age, or sexual identity.
- we stand for diversity, equality, and inclusion.
- we guarantee that all employees have the right to form employee representative bodies and to engage in collective bargaining to regulate working conditions.

### 3.6 Data protection and information security

As a business partner of DACHSER

- we comply with the applicable data protection laws and regulations when it comes to, for example, the collection, storage, processing, and transmission of personal data.
- we use data transmitted or made available to us by DACHSER only to fulfill the corresponding tasks and services in connection with DACHSER.
- we protect data from unauthorized internal or external use.



### 3.7 Environmental protection

As a business partner of DACHSER

- we are committed to protecting natural resources.
- we avoid any risk to people and the environment.
- we comply with the applicable legal provisions on environmental protection.
- we are committed to soil quality, decarbonization, energy efficiency, air quality, noise protection, water quality (including water consumption and water management), recycling, the use of renewable energies, responsible chemical management, waste avoidance, animal welfare, biodiversity and the requirements for land use and against deforestation.
- we comply with our reporting obligations on greenhouse gas emissions.



### 3.8 Subcontractors and third parties

As a business partner of DACHSER

- we will communicate the principles of this Code of Conduct to the third parties engaged to fulfill our obligations to DACHSER and require compliance.

### 3.9 Supply Chain Due Diligence

As a business partner of DACHSER

- we ensure that applicable laws on due diligence in the supply chain are complied with.
- we take care to minimize the risks posed by our performance in connection with human rights violations (e.g. forced eviction, land eviction, expropriation) and environmental protection violations very seriously.
- we are committed to ethical and sustainable behavior in our supply chain.
- we protect our own business activities (if necessary, through the carefully considered use of external security forces, other appropriate security measures or other preventive security concepts) in order to prevent human rights violations.

#### 4. Audit

DACHSER reserves the right to review compliance with and implementation of the principles of this Code of Conduct in the business partner's organization itself or through third parties. For this purpose, DACHSER will coordinate with the business partner in advance.

If the result of such an audit is that this Code of Conduct is not being complied with, the business partner is obliged to rectify the breaches immediately.



The business partner shall indemnify DACHSER in full upon first request against any damages incurred by DACHSER as a result of non-compliance with the requirements of this Code of Conduct, in particular non-compliance with due diligence in the supply chain.

Irrespective of this, DACHSER has the right to terminate the business relationship without notice in the event of a violation that is not remedied within a reasonable period of time even after being requested to do so, excluding any liability towards the business partner.

If it is determined that this Code of Conduct is not being complied with, we expect the violations to be remedied immediately.

## 5. Whistleblowing

For or a functioning compliance management system, it is important to become aware of potential violations at an early stage. This is the only way to identify risks at an early stage and initiate countermeasures.

If employees are of the opinion or conclude that the principles of this Code of Conduct are not being adhered to, they are free to report this via the "DACHSER Integrity Line" whistleblower system, by telephone, e-mail or in writing to the following contacts:

DACHSER SE  
Head Office  
Corporate Compliance  
Thomas-Dachser-Straße 2  
87439 Kempten  
Tel.: +49 831 5916 1010  
[kempten.compliance-office@dachser.com](mailto:kempten.compliance-office@dachser.com)

The whistleblower system complies with all data protection regulations and meets all technical security requirements.

It is ensured that whistleblowers do not have to fear reprisals or other disadvantages.

With the signature, the business partner confirms that he has received the Code of Conduct for Business Partners and that he will comply with the principles named above.

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place, date

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Stamp, signature





**DACHSER SE**

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