

# DACHSER Human Rights Strategy

DACHSER Corporate Compliance – Integrity in Logistics



## 1. Commitment to Human Rights

All companies are responsible for respecting international human rights standards. This indicates that they should avoid any actions that could violate human rights and must remedy any negative impacts on human rights they have caused or in which they are involved.

As a family business with global operations, DACHSER considers ecological, economic, and social aspects as an evolving framework that is essential to ensure that we can continue to live together in a healthy environment.

DACHSER employs people from and in different regions all over the world. It is this cultural diversity that characterizes DACHSER. It is essential for DACHSER to create a common understanding of human rights, fair working conditions, and environmentally friendly operations in the organization.

It is one of DACHSER's overall goals to prevent human rights violations. For this reason, DACHSER always strives to neither cause nor indirectly contribute to human rights violations in its business activities. The DACHSER Human Rights Strategy is integrated into DACHSER's Compliance Management System and the DACHSER Code of Conducts, where it forms an essential component. It is based on internationally recognized human rights standards (such as the conventions of the International Labour Organization (ILO) and the UN Declaration of Human Rights). It places great value on the following principles:

### **Prohibition of child and forced labor**

DACHSER is committed to children's rights and rejects any form of child and forced labor.

### **Freedom of association and the right to collective bargaining**

Every employee has the right to form associations to safeguard employee interests, to participate in these, or to advocate for their interests in negotiations.

### **Protection against discrimination**

There is no place for discrimination of any kind at DACHSER.

### **Right to health and safety in the workplace**

For DACHSER, the right of employees to appropriate working conditions and workplace safety is a matter of course and not merely a legal requirement.

### **Competitive and performance-based remuneration**

DACHSER is convinced that providing fair and transparent remuneration that ensures a living wage is the basis for a trusting working relationship.

### **Compliance with applicable working time regulations**

DACHSER offers its employees modern and sustainable working time models that consider all relevant regulations.

### **Access to qualification and training measures**

DACHSER promotes continuous learning, particularly through its DACHSER Academy, to develop the potential of each individual employee.

### **Promoting diversity and inclusion**

DACHSER values each person as an individual with their own personal strengths and weaknesses. For DACHSER, diversity and inclusion are not just theoretical concepts, but values that are lived throughout the organization.

### **Privacy and protection of personal data**

Protecting privacy and personal data of its employees is a top priority for DACHSER.

## 2. Risk Management

Only by identifying risks they can be addressed appropriately. Comprehensive risk analyses are carried out on a regular basis, to identify potential human rights violations in connection with DACHSER's business activities.

## 3. Prevention and Mitigation Measures

Employees are alerted of human rights through the implementation of training programs, codes of conduct, and behavioral guidelines.

All suppliers and business partners are required to comply with the DACHSER Code of Conduct for Business Partners. In addition, the DACHSER Code of Conduct: Human Rights and Environmental Protection is of particular importance.

## 4. Involvement of Stakeholders

DACHSER involves all relevant interest groups in the process of its Human Rights Strategy. Both DACHSER employees and external third parties can use the DACHSER Integrity Line to report possible human rights abuses either anonymously or directly to the Compliance Office.

## 5. Monitoring and Transparency

Regular reviews and internal audits are carried out to monitor the implementation of the human rights policy. Regular reports are also prepared that consider human rights issues and address current developments and challenges.

This should also help to identify potential human rights violations at an early stage so that preventive actions can be taken at an early stage.

## 6. Continuous Improvement

DACHSER's Human Rights Strategy is subject to regular review and updates based on new findings, community developments, and legal frameworks.

## 7. Governance

Respecting and promoting human rights, without any restriction, is an essential element of DACHSER's value-based corporate governance.

Within the company and together with its business partners, DACHSER places a high value on mutual respect, trust, tolerance, and fairness.

DACHSER managers and employees must always act in accordance with the principles set forth in this Human Rights Strategy and comply with them. DACHSER expects all business partners to act in a manner that upholds the fundamental human rights set forth in this Strategy.



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