

General Statement On Supply Chain Due Diligence

Commitment to human rights and environmental protection

Dachser acts responsibly with a view to the company, its customers, and its employees. In this way, the family-owned company combines its striving for economic success with a commitment to civil society and its ecological and cultural concerns. The focus is always on future viability and orientation towards future generations.

At Dachser, all of this is firmly anchored in the corporate culture and is also lived out in everyday life. After all, since the company was founded in 1930, future viability has been a declared part of the self-image of a decidedly value-oriented corporate management in the triad of strategy, structure, and culture.

As a globally active family-owned company, Dachser understands ecological, economic, and social aspects of coexistence as evolving framework conditions that are essential for ensuring that we can continue to live together peacefully in a healthy environment tomorrow.

This includes constant honest self-reflection on our own business model and its - potentially also negative - impact on people and the environment. We see it as our duty to constantly balance the resulting interactions, to promote positive effects, and to actively counteract any negative effects. Dachser is part of a globalized logistics system that is bringing continents closer together, and this is only possible with an enormous use of resources and the corresponding greenhouse gas emissions. We see the management of these emissions as a core task on the path to more sustainable and climate-friendly logistics.

In its business activities, Dachser is always careful not to cause or indirectly contribute to human rights violations or harmful effects on the environment. In doing so, Dachser is guided by internationally applicable human rights and environmental protection standards.

Requirements for Dachser and its business partners

Employees from and in different regions work for the company and the diversity of cultures is what makes Dachser special. It is an essential concern of Dachser to create a common understanding of human rights, fair working conditions and environmentally compatible activities within the organization.

To guide actions at all levels of the company, the fundamental principles are set out in the "Dachser Code of Conduct" and the "Dachser Code of Conduct: Human Rights and Environmental Protection".

Both documents represent a binding guideline for all employees and managers. They oblige them to implement the defined values without restriction in their daily actions and in their dealings with business partners.

In its supply chain, Dachser obligates all business partners to comply with human rights and environmental protection standards with the help of its “Dachser Code of Conduct for Business Partners”. This code of conduct defines minimum requirements for social and environmental standards for business partners and is the basis for their cooperation with Dachser.

Consideration of due diligence

Human rights and environmental protection are important elements of Dachser's value-based corporate governance. Within the company and in its dealings with its business partners, Dachser places great value on mutual respect, trust, tolerance, and fairness. The dignity, privacy, and personal rights of each individual are to be respected. Dachser rejects all forms of human trafficking, child labor, and forced labor. Furthermore, Dachser does not tolerate discrimination of any kind. Dachser respects the right of every employee to form employee representatives and to engage in collective bargaining to regulate working conditions. Dachser considers competitive and performance-based remuneration as well as compliance with relevant working time regulations to be a self-evident obligation.

Dachser continually strives to minimize the environmental impact caused by its business activities through a proactive approach and responsible management. With intelligent and efficient logistics processes and the use of energy-saving cutting-edge technologies, Dachser contributes to reducing greenhouse gas emissions. The company also supports science and practice in the development of new technologies and concepts for emission-free logistics.

Dealing with identified risks

Dachser is aware that maintaining appropriate due diligence with regard to human rights and environmental protection is not a one-time process, but rather an ongoing one. The company therefore subjects its own business activities and its business relationships to regular analysis in order to identify potential risks and actual violations. In this context, it is examined in particular in which areas of activity the greatest risks are to be found. These are prioritized accordingly. Dachser is thus able to derive suitable measures to eliminate or reduce the identified risks.

The general due diligence requirements relating to human rights and environmental protection are part of the company-wide compliance management system. This includes the constant active examination of the associated opportunities and risks. Internal behavioral guidelines complement and complete the holistic approach. The effectiveness of the compliance management system is continuously reviewed with the aid of internal training courses and internal audits.

Despite all due care, violations may occur. In this respect, early identification of relevant factual content is in the particular interest of our company. Dachser encourages all stakeholders to raise their own concerns regarding the company's activities as well as suspected violations of the guidelines, including this statement. If there is a concrete suspicion that Dachser's business activities contribute to the violation of human rights or environmental protection standards, the company will investigate, address and respond to the concerns raised and take appropriate corrective action. If Dachser sees concrete evidence that the company's services may be directly related to human rights or environmental protection violations by a business partner, Dachser will specifically address its concerns with the relevant parties and seek to mitigate the impact. Depending on the severity of the violation, Dachser reserves appropriate response options in connection with business partners. These can range from a request to remedy the violation without delay, to legal action, to termination of the business relationship.

The establishment of a technically supported reporting mechanism is an important element in this context. It serves as an indicator for recording possible risks. Actual violations can be detected where they occur and countermeasures can be initiated. In addition to the contact options available in the normal course of business, Dachser has set up an electronic reporting system available in numerous languages. The "DACHSER Integrity Line" system is available to all employees and business partners if they wish to report suspected serious misconduct in relation to compliance requirements. The topics of human rights and environmental protection are listed as a separate category for potential reports. All reports are treated confidentially. The whistleblower can of course remain anonymous.

Continuous process

This Statement applies to all executives, managers, and employees of the DACHSER organization. It constitutes the binding framework for the implementation of human rights and environmental due diligence obligations within DACHSER's own business operations and throughout its supply chain.

The implementation of human rights and environmental due diligence is an ongoing process that Dachser regularly reviews for changing conditions.

This policy statement, as well as the risk analyses and measures carried out by Dachser, are continuously reviewed and updated accordingly as needed.

Dascher's Executive Board is responsible for the implementation of and compliance with this "General Statement on Supply Chain Due Diligence". It receives support from the Corporate Compliance Office, which works closely with those responsible for other relevant divisions.

Executive Board