

**RABEN GROUP
CODE OF ETHICS**

Date of issue

Department responsible for the issue:



Raben

Raben

RABEN EUROPE

Raben

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WORD FROM THE CEO

As a large business operating on the world stage, we are aware that we don't operate in an isolated social space. Each day we want to set sustainable trends in the industry which bring additional value to the environment. We also want to continuously support international efforts to shape the sustainable economy, hence our willingness to support the UN sustainable development goals. We believe that achieving this vision is not possible without an ethical approach to doing business.

In Raben Group we pay special attention to reliability and responsibility. In everyday business practice, we avoid ethically ambiguous situations and we act accordingly in all relationships at every stage of the value chain. We strive to create a work environment where open and honest communication is a norm, not the exception. Our organizational culture, shaped over the years by the dimension of ethics and values, is entering the next level. We believe that the pace of social and economic changes and challenges of the modern world is not without an impact on the gene of ethics in our company DNA. We believe that by drawing on and taking inspiration from such guidelines and recommendations as the Ethical Trading Initiative, the Ten Principles of the Global Compact, the Agenda for Sustainable Development 2030, the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights, each day we take the right decisions navigating the path of ethics and dilemmas related with it.

I am proud to present to you the updated content of the Raben Group Code of Ethics. Each of you should read its content. Personally, I believe that you will treat the directions outlined herein as a kind of guide supporting your daily choices when performing your tasks. I trust that the Code of Ethics will also be a lasting commitment of the whole Raben Group towards our employees, customers, drivers, subcontractors, business partners, the natural environment, local communities and the media.

As the CEO of Raben Group I pledge to make every effort to ensure that the provisions of this Code of Ethics are permanently inscribed in the organizational culture of our company.

Ewald Raben

CEO Raben Group





PRINCIPLES WHICH UNDERPIN OUR ETHICAL CULTURE

Somebody once said that in looking for people to hire, you look for three qualities: integrity, intelligence, and energy. And if you don't have the first, the other two will kill you

Warren Buffett

Every day in Raben Group we strive to develop an ethical culture at all levels of management. The key principle in this area is to conduct business activity in full compliance with applicable law. To this end, Raben Group has implemented, among other things, procedures concerning compliance with regulations and international standards of ethics, in particular regarding smuggling of both people and goods. We strive to build a workspace and cooperation based on our corporate values. In everyday choices they are a signpost that supports decision making in building a socially responsible business. We value the diversity and multitude of views which are present in Raben Group and we respect and accept different political and religious views of our employees. We respect the rights of individuals, we anticipate the consequences of our actions and we meet the deadlines for meetings, contracts and payments. We do not directly or indirectly support political parties or individual politicians.

OUR COMMITMENTS TOWARDS EMPLOYEES

I have often noticed that a bribe has that effect – it changes a relation. The man who offers a bribe gives away a little of his own importance; the bribe once accepted, he becomes the inferior (...).

Graham Greene

Human rights

- a) In Raben Group we act in accordance with the highest standards of human rights. We respect and adhere to the UN Guiding Principles on Business and Human Rights and the International Declaration of Human Rights. We oppose all forms and cases of human rights violations in our organization. We undertake to respect human rights of our employees regardless of the place of business activity of Raben Group.

- b) In Raben Group we do not use any form of forced labour. We do not use slave labour, forced labour, prison labour. The employment of workers is free of any form or threat of coercion, blackmail, in particular retention of personal documents or work permits. We do not require our employees to make pecuniary deposits or deposit documents, and the employees have the right to terminate their employment after an appropriate period of notice, regulated by legislation and local labour law.
- c) In Raben Group we undertake to comply with the requirements of the Convention of the International Labour Organisation (ILO) concerning not employing workers under 15 years of age (Convention 138) and child labour (Convention 182). Employment of juvenile workers is always carried out in accordance with the local law. When employing young people legally, we provide working hours, wages and safety in the workplace in accordance with local regulations.
- d) In Raben Group, work condition, particularly wages, working hours and additional benefits for a standard working week meet the requirements of national legal and industry standards as well as international laws and regulations, whichever is applicable. These conditions are communicated to each employee in writing, in an understandable form, before the commencement of employment or a change of position as well as on a regular basis in line with local law requirements. We do not allow for any deductions from remuneration as a disciplinary measure.
- e) In Raben Group dialogue is a key tool of cooperation. We provide our employees with the opportunity to associate, the right to collective negotiations on terms and conditions of employment, and the opportunity to participate in a with the Management Board, its proxy or representative of the Management. Where local law hinders freedom of association and collective bargaining, Raben Group does not hinder the development of substitute measures by employees. Dialogue is free of any form of discrimination and employees have been informed about the freedom to perform representative and organizational functions in the workplace.

Occupational health and safety

- a) Safety of employees and all participants of logistics and transport processes is non-negotiable. A component of people's safety is not just compliance with the law and rules, but also daily building sensitivity to risks in the workplace. We strive to ensure that each employee takes care of his or her own safety, safety of his or her colleagues and other people involved in Raben processes. That is why, our employees are aware that they must not perform works which pose a direct, serious threat to their life and health.
- b) In Raben Group, in accordance with the safety culture, we care about the health and safety of employees and subcontractors. We strive to ensure a safe work environment based on regular identification, analysis and reduction of risk factors in our work environment. We are taking action to achieve zero accidents.
- c) In Raben Group we ensure proper sanitary conditions in the workplace by providing access to drinking water, proper hygienic conditions in places where meals are prepared, proper quantity of clean toilets and washbasins and in case of providing employees and subcontractors, with accommodation: proper living space, safety, cleanliness, heating and ventilation.
- d) In Raben Group we provide proper and safe infrastructure. We strive to ensure that vehicles, machinery and equipment used by employees and subcontractors as well as the surrounding infrastructure are regularly inspected and equipped with appropriate safeguards.

- e) Raben Group undertakes preventive actions aimed at eliminating or minimizing risks of accidents at work and occupational diseases. Our aim is to build the awareness among employees and subcontractors of the existing risks and how to prevent them. We provide trainings in occupational health and safety systems and safety culture tailored to the nature of the performed work.
- f) In Raben Group we make sure that employees and subcontractors perform their duties in accordance with the requirements of the Golden Safety Rules (Appendix no 1 to the Code of Ethics). That is why, among others, we do not allow them to consume alcohol, use psychoactive and intoxicating substances at work or during a period of time that could cause the effects of these substances to persist until the time of commencing professional activities.
- g) In Raben Group, safety leadership is embedded in the actions of the Management. That is why, in each Raben company we have appointed a representative of the management responsible for building the safety culture and an OHS team in compliance with the local law requirements.
- h) Raben Group has implemented behaviour management through safety talks because it is aware that behaviours and technical conditions are the most frequent causes of accidents.

Equal treatment and non-discrimination

- a) In Raben Group we undertake to follow the policy of equal treatment and counteract all forms of discrimination. We do not accept any form of discrimination or unequal treatment, in particular based on age, gender, religion, disability, sexual orientation, skin colour, marital status, pregnancy, parental status, political opinion, nationality, ethnic origin, union membership or social status.
- b) In Raben Group we condemn all behaviours which are disrespectful to the other person and exploit their lower position or vulnerability. We do not allow for any forms of mobbing, harassment, violation of personal dignity and behaviours creating an intimidating, hostile, degrading, humiliating or offensive atmosphere in the workplace.
- c) In Raben Group we do not accept any discrimination or unequal treatment in relation to employee recruitment, access to trainings, promotions, salaries, dismissals or retirement.

Confidentiality

- a) In Raben Group personal data protection and information security have always been a priority. We are aware that information is of critical value and it constitutes a resource which requires appropriate protection, hence we abide by personal data protection regulations, including the Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (GDPR).
- b) In Raben Group, we use data obtained in our daily business activity only to the extent necessary to perform business processes. We protect information which is the company property as well as that belonging to its employees, customers, partners, subcontractors and other cooperating entities.

Counteracting corruption

- a) In Raben Group we comply with the law, standards, regulations, guidelines on anti-corruption activities with respect to all activities related to everyday business practice and business ethics. Employees and partners are not allowed to, in an unlawful or immoral manner, influence existing or potential counterparties as well as public officials, through preferential treatment, giving presents and other personal gains.
- b) In Raben Group we provide education on our own and at our own expense in terms of understanding the definition of public officers.

Offering and accepting gifts

- a) In Raben Group we offer and accept gifts of a gross value not exceeding EUR 100. For gifts above EUR 100 and not exceeding EUR 300, notification of this intention to the Risk Director is mandatory. Accepting or offering gifts in excess of EUR 300 is subject to the approval of the CFO.
- b) In Raben Group it is allowed to accept only small, advertising gifts and gifts customary for the culture of the region or country, in accordance with the above provisions, provided that their presentation does not influence the decisions made and it does not oblige to reciprocate in the future.
- c) In Raben Group it is not allowed to use the company standing, function or held position to obtain preferential conditions for tangible and intangible personal purposes.
- d) In Raben Group, employees responsible for the selection of any service or product are guided by factors known to bidders, which include, among others: quality, competitiveness of the offer, reliability and responsibility of the bidder.

OUR COMMITMENTS TOWARDS CUSTOMERS

*Respect the truth so that your words are more RELIABLE
than other people's promises.*

Socrates

- a) In Raben Group, reliability determines fair and ethical behaviour towards our customers. We are guided by our values in our daily cooperation with customers. We strive to meet our customers' requirements at every stage of the provided logistics services.
- b) In Raben Group we are committed to work hard to create our customers' competitiveness, through cost and quality leadership supported by friendly service.
- c) In Raben Group we focus on partnership and transparent relations with customers. In our daily practice and business relations, we conduct an open dialogue with our customers. We are constantly improving our processes and services through customer feedback.
- d) In Raben Group we undertake to raise awareness of our employees, partners and subcontractors regarding the requirements and expectations of our customers.
- e) In Raben Group we are committed to continuous improvement of processes through integrated management systems implemented in particular companies.

OUR COMMITMENTS TOWARDS SUBCONTRACTORS AND BUSINESS PARTNERS

*Friendship rises from many sources,
the biggest of which is RESPECT.*

Daniel Defoe

- a) In Raben Group we focus on partnership and lasting relations in business. In our daily practice and business relations, we are committed to an open dialogue free of all forms of discrimination and prejudice.
- b) In Raben Group, we undertake to implement and comply with the provisions of this Code of Ethics as a manifestation of partnership, transparency and social responsibility towards our suppliers and business partners. We believe that it is only through bilateral responsibility, which is also reflected in our expectations of our subcontractors, that we are able to respond to market needs and shape business cooperation based on values and ethical principles.

- c) In Raben Group we understand our impact in the entire value chain and therefore we are committed to adhering to principles in line with the Agenda for Sustainable Development 2030, the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.

OUR COMMITMENTS TOWARDS THE NATURAL ENVIRONMENT

Imagination is more important than knowledge.

Albert Einstein

- a) In Raben Group we undertake to comply with international rules and laws on environmental protection. We also undertake to continuously monitor and report the environmental impact of our activities.
- b) In Raben Group we aim at the lowest possible consumption of raw materials and CO2 emissions as well as responsible waste management. We believe that by conserving natural resources, measuring, reporting and reducing emissions from their consumption, we act for the common good.
- c) In Raben Group we undertake to prevent environmental failures and to continuously improve our environmental impact. And in situations of potential failure, to pay special attention to minimizing its impact on the environment.
- d) In Raben Group we undertake to raise awareness of and promote pro-ecological attitudes among managers, employees, co-workers, customers, drivers and business partners.
- e) In Raben Group we undertake to invest in the construction and expansion of logistics parks and warehouses taking into account ecological and intelligent standards of modern construction.
- f) We also promote eco-friendly solutions among our business partners. We encourage our carriers to invest in and develop low-carbon transport fleets. We support them by intermediating and offering them preferential conditions for such investments. We invest in modern trailers allowing for minimizing environmental costs and we encourage our customers to carry out their own processes in a way that will allow for effective use of these means of transport.

OUR COMMITMENTS TOWARDS LOCAL COMMUNITIES

Nothing astonishes men so much as common sense and plain dealing.

Ralph Waldo Emerson

- a) In Raben Group we pledge to support local communities in the area of road safety, logistic education and ecology through offset.
- b) In Raben Group we undertake to conduct regular dialogue with local communities on the impact of our activities on the local environment. We continuously strive to establish an information exchange system as part of the consultation program and inform interested target groups about the possibility of active involvement in the decision-making process.

OUR COMMITMENTS TOWARDS THE MEDIA

Our span of life is brief, but is long enough for us to live well and honestly.

Cicero

- a) In Raben Group we pledge to regularly inform and answer questions from the media. Contact with the media is the responsibility of designated persons and only they are authorized to speak on behalf of the company and provide information about Raben Group.
- b) In Raben Group we undertake to transparently communicate our impact on the economy, employees, local environment and the natural environment. Communication will take place through traditional and modern communication channels.

HOW WE MANAGE ETHICS

A representative of the top management responsible for compliance with this Code has been appointed in Raben Group - it is the Risk Director. Moreover, for each company, a person responsible for the implementation of business ethics standards and compliance has been appointed.

Employees, associates and partners can report problems responsibly and effectively if they discover that serious violations of rules and regulations may have occurred. The Whistleblowing Procedure, executed through a confidential tool for reporting unethical behaviours in the workplace called "EthicsPoint", is a guarantee of respect for the provisions contained in this Code. The Platform is available in ten languages.

All employees who report misconducts are protected against all forms of repressive or retaliatory action arising from the reported misconduct, provided the report is made in good faith.

Reporting violations:

1. Submit notifications through the Whistleblowing Platform at: <https://alert.raben-group.com>
 - a. Notifications can be anonymous
 - b. Notifications can be made by telephone or by means of an electronic form

After submitting a notification, a unique code, i.e. a "notification key", is generated, with the possibility of defining an individual password. In case of an anonymous notification or lack of contact from the employees of Raben Management Services Audit Department, enter the "notification key" and a password on the Whistleblowing platform to check the status of the case, answer questions or see the resolution of the case.

2. Report the violations by post directly to the Raben Management Services Audit Department, with the annotation "Whistleblowing", to the address:

Raben Management Services / Audit Department
Zbożowa 1, 62-023 Robakowo, Poland

Please be advised that in case of notifications submitted by post, contact details are required. Anonymous notifications will not be processed. Each notification is analysed and explained by the employees of Raben Management Services Audit Department. In case of providing contact details and if there is a need, the employees of the Raben Management Services Audit Department may contact you in order to provide further explanations or answers.

Additional Information

Raben Group reserves the right to modify the described rules so that they reflect current problems and respond to the reported and so far undescribed issues.

GOLDEN RULES OF SAFETY

must be applied to everybody: employees, contractors, service suppliers and visitors.

1. Respect the basis:

- Turn up fit and ready for work and unaffected by drugs or alcohol
- Do pre-job check
- Stop work that is unsafe
- Have the right tools and equipment and ensure that these are in good condition
- Know what to do in an emergency

2. Personal Protective Equipment:

- Wear and use Personal Protective Equipment (PPE) that is appropriate for tasks and in good condition
- Know the rules concerning PPE which must be clearly defined and disseminated
- Carefully inspect PPE

3. Fire protection:

- Follow the fire protection procedure
- Smoke (also e-cigarettes) only in designated smoking areas
- Allow the access to fire protection equipment and to emergency paths
- Respect the ban on blocking of fire gates

4. Traffic (machinery, vehicles, pedestrians):

- Obey traffic regulations both on and off-site
- Obey the speed limit and buckle your seatbelt
- Use machinery adequate to the type of product transported
- Respect the ban on using mobile phones/ smartphones while driving or walking in the warehouse
- Strictly follow all binding legal regulations related to using mobile phones and other equipment while driving on the road
- Be particularly careful while using a hands-free set while driving
- Keep a safe distance between your vehicle and other vehicles or pedestrians
- Take special precautions when driving conditions are hazardous
- Pull over when you are fatigued
- Pedestrians - use the paths provided and respect the rule not to hurry

5. Reporting of danger:

- Immediately report all injuries, incidents, near-misses and potential risks to your supervisors
- Consider health impact of every task
- Look out for the hazards; don't pass them by
- In case of change of organization, equipment, plant, process:
 - Check if it is justified and authorized
 - Check if the situation is reassessed if there is an unexpected change in circumstances
 - Discuss changed conditions at daily pre-start meetings

6. Safe work requirements:

- Adhere to safe methods & requirements
- Keep your work area tidy
- In case of manual handling – assess the limits of weight and size for lifting, pushing, pulling by one person
- Make sure machinery and vehicles are suitable for the intended use, inspected and authorized for use
- Apply ergonomic rules
- Know how to handle, store and dispose of any chemicals or hazardous substances you are working with
- Ensure that all energy sources have been safely isolated and energy released before working on equipment

7. Training:

- Have required mandatory training
- Instruct visitors, subcontractors and other person entering our processes
- Collect records of trainings
- Share our experience and knowledge with others

8. Work at height:

- Work with a safety harness when there is no collective protective equipment
- Work on building roofs – do prior inspection, a specific risk assessment and installation of catwalks, safety rails or lifelines
- Be certified & trained, equipped with safety harnesses and respect the specific conditions for using
- Mobile Elevating Work Platform (MEWP). The MEWP may not be moved with the outriggers deployed unless specifically authorized after a risk assessment
- Use only authorized equipment to lift people
- Ladders may only be used as a means of access under exceptional circumstances

9. Lifting and mechanical handling (tools & equipment):

- Check tools and equipment before using. They must be proper for the task, in particular the maximum weight and type of the load
- Check if equipment is in good condition
- Report any noticed defect o equipment
- Secure cargo properly
- Ensure that you or other persons are not positioned underneath or in the drop zone of a suspended load

10. Work permits:

- Know which works require specific permits, particularly:
 - hot work (of welding, flame cutting, grinding)
 - electrical work
 - work involving the use of dangerous substances
 - maintenance operations which compromise critical safety systems or which remove them from service e.g. fire and gas detection systems
- Perform these works only with a valid work permit. If in doubt ask your supervisors. Obtain a new permit if its scope of work or conditions changed
- Follow the instructions specified in the permit



Raben

WE PLAY FAIR

**PEOPLE
WITH DRIVE**