



SANDER
LADUNGSSICHERUNG



CODE OF CONDUCT

INTRODUCTION

SANDER GmbH is committed to the highest ethical standards and sustainable, responsible business practices. This Code of Conduct sets out the expectations and requirements we place on all our employees, business partners and suppliers.

The principles of law, fairness and efficiency are crucial for a solid relationship. Therefore, Sander GmbH Performance in Ladungssicherung expects its employees to follow the Code of Conduct, which is based on compliance with all applicable laws and regulations related to business activities. Sander GmbH Performance in Ladungssicherung complies with the principles of the United Nations Global Compact.

1. GENERAL PRINCIPLES

- Honesty and integrity: All employees and business partners must act honestly and with integrity. Any form of fraud, money laundering, anti-competitive behavior and bribery as well as corruption is strictly prohibited.
- Compliance with the law: It is imperative that all applicable local, national and international laws and regulations are complied with.

2. HUMAN RIGHTS AND WORKING CONDITIONS

- Respect for human rights: We respect, support and ensure international human rights and expect our business partners to do the same.
- Child labour and young workers: The minimum age of employment under the ILO Convention must be respected. Child labour is not tolerated in any form.
- Modern slavery: Any form of forced or compulsory labour, including human trafficking, is not tolerated by SANDER GmbH. Sander GmbH Performance in Ladungssicherung does not participate in or profit from forced labor, debt bondage or human trafficking. Workers must be able to move freely and leave their jobs when their shift ends.
- Discrimination: Sander GmbH Performance in Ladungssicherung and our employees will not discriminate on the basis of race, color, sex, language, religion, political or other opinion, caste, national or social origin, property, birth, trade union membership, sexual orientation, state of health, family responsibilities, age, disability, or any other distinctive feature. All work-related decisions such as hiring, compensation, benefits, training, promotion, discipline, termination and retirement may only be made based on relevant and objective criteria.
- Fair working conditions: We provide fair working conditions that meet and exceed national legal requirements, including fair wages, regulated working hours, holidays and the right to freedom of association.

3. HEALTH AND SAFETY

- Working environment: Sander GmbH Performance in load securing creates safe and healthy working conditions to protect employees from risks and hazards in the workplace. All employees must follow the health and safety policies and procedures established by the company, and these procedures must always be in accordance with applicable laws and regulations.
- Personal protective equipment: We provide necessary personal protective equipment and ensure its correct use.
- Accident prevention: Risks of occupational hazards must be reduced, and SANDER GmbH Performance in Ladungssicherung undertakes to regularly review measures to prevent accidents and minimise health and safety risks and to implement improvements.

4. ENVIRONMENTAL PROTECTION

- Environmental Laws and Regulations: We comply with all applicable environmental laws and regulations.
- CO2 neutrality: We are committed to defining emission reduction targets and taking measures that drive the decarbonization of our value chain.
- Water quality, consumption and management: Our water consumption is to be minimized, water is to be reused effectively and wastewater is to be treated responsibly.
- Air quality: Emissions that contribute to air pollution must be monitored, controlled and, where possible, eliminated.
- Responsible use of chemicals: Substances with restricted use in manufacturing processes and end products must be identified, minimized or eliminated.
- Circular economy: We promote closed-loop systems, reducing waste to a minimum and reusing it and committing to increasing recycling.

5. ETHICAL BEHAVIOR

- Conflicts of interest: All actual or potential conflicts of interest must be disclosed and avoided.
- Confidentiality: Confidential information must be protected and not misused.

6. BUSINESS PARTNERS AND SUPPLIERS

- Responsible sourcing: We expect our business partners and suppliers to comply with the standards set out in this Code of Conduct. Further details for our suppliers are regulated in our Sustainable Procurement Policy.
- Transparency: Business partners and suppliers must be willing to be transparent about their business practices and provide appropriate information upon request.

7. VERIFICATION AND COMPLIANCE

- Regular review: This Code of Conduct is reviewed once a year as part of the management review and adjusted if necessary.
- Reporting Violations: Violations of this Code of Conduct must be reported immediately.

Employees and business partners can contact our ethics officer: Detlef Lieder, detlef.lieder@sander-ladungssicherung.de.

For possible violations in the areas of human rights and working conditions as well as health and safety, please contact our ILO Core Labour Standards Officer: Dominik Schmidt, dominik.schmidt@sander-ladungssicherung.de

If an employee or business partner becomes aware of or suspects corruption or other violations of this Code of Conduct, a transparent and confidential reporting procedure is available. The reporting channel (whistleblowing) can be reached at k.ader@ak-beratung.de.

8. FINAL PROVISIONS

SANDER GmbH reserves the right to amend this Code of Conduct if necessary. Business partners and employees will be informed in writing of any significant changes. Failure to comply with this Code of Conduct may result in disciplinary action or termination of the business relationship.

Management of SANDER GMBH Performance in load securing

12. February 2024

Detlef Lieder

Dominik Schmidt