

DACHSER CODE OF CONDUCT: HUMAN RIGHTS AND ENVIRONMENTAL PROTECTION

Dachser Corporate Compliance - Integrity in Logistics

DACHSER Code of Conduct: Human Rights and Environmental Protection

1. Principles

Acting responsibly, sustainably, and lawfully is one of Dachser's values and is firmly anchored in our corporate strategy.

We are committed to respecting all human rights as also formulated in the United Nations (UN) Universal Declaration of Human Rights and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. This commitment applies both to our own employees and to our business partners within our value chain.

It is in line with our self-image and our declared goal to avoid violations of human rights and environmental protection. Our responsibility in this regard focuses on topics and fields of action in which Dachser can exert its influence as an internationally operating logistics company.

This Code of Conduct provides guidance on how we promote human rights and environmental protection and implement them in our business activities. The key points set out here are to be implemented throughout the entire Dachser organization, taking into account the different cultures. At the same time, identical requirements apply to our business partners and, due to our direct responsibility for the supply chain, we are required to make cooperation with them contingent on compliance with these criteria and to ensure their implementation.

2. Respect for human rights

2.1 Prohibition of child or forced labor

We do not tolerate any form of child labor. Children must not be prevented from their education by gainful employment and in this way restricted in their development. Their dignity must be respected and their safety and health must be protected. We fully comply with the relevant minimum age for employment.

Any form of modern slavery is unacceptable to us and we condemn any form of forced labor, such as slave labor or prison labor. We do not tolerate any form of human trafficking. Dachser

never participates - either directly or indirectly - in the recruitment, transportation, transfer, harboring, or reception of people by force, fraud, or deception with the aim of exploiting them for profit. All activities must be on a voluntary basis.

Employees are free to resign or terminate their employment with reasonable notice, provided they comply with local law.

2.2 Freedom of association and the right to collective bargaining

We recognize the right of all employees to form employee representative bodies and to engage in collective bargaining to regulate working conditions. Our corporate culture supports trusting and constructive cooperation with employee representatives. Even in the event of contentious discussions, the aim remains to maintain a viable working relationship for the benefit of the company and its employees.

Employees are neither favored nor disadvantaged on the basis of their membership or non-membership of a trade union or employee representation.

At sites that do not have employee representation, we promote regular dialog between employees and the company.

2.3 Protection against discrimination

Equal treatment of all employees is a fundamental principle of our corporate policy. We do not tolerate discrimination against employees. No one may be favored or harassed on the basis of certain characteristics. An act or practice is discriminatory if it unjustly disadvantages people, directly or indirectly, on the basis of characteristics that are not relevant to the situation (e.g. age, skin color, disability, gender identity, marital status, nationality, race, ethnic origin, religion, cultural background, sexual orientation or illegal characteristics).

Our goal is to actively promote diversity within the company and an open, inclusive corporate culture.

We are committed to equal opportunity at all stages of the employment relationship, including recruitment, hiring and termination, opportunities for growth, development and promotion, the selection of employees for training programs, and the determination of salary, wages and other benefits.

We value respect in the workplace and do not tolerate any form of intimidation, bullying or harassment, including sexual harassment. This includes any form of unwanted physical, verbal

or other conduct that offends dignity or creates an intimidating, hostile, degrading, humiliating or offensive work environment.

2.4 Right to health and safety at work

Protecting and promoting the health of all employees is our top priority.

We consistently comply with the applicable occupational safety laws and set our own standards for improving occupational safety. The responsible managers perform their duties in accordance with the respective applicable occupational health and safety requirements in the company. They ensure that the employees concerned are regularly instructed in the relevant aspects of health and safety at work. To this end, managers receive regular training.

In addition, we actively promote the physical and mental health of our employees through health management initiatives. We take appropriate protective measures to ensure the safety of our employees and visitors at all our sites.

2.5 Remuneration

We offer our employees competitive and performance-based compensation. DACHSER compensates employees fairly, both internally and externally. Uniform principles provide the basis for a globally balanced compensation system.

Where applicable, the remuneration shall comply with the minimum wages or minimum standards guaranteed by law in the respective economic sectors.

At all sites, performance and work results are a key benchmark for compensation. We reward our employees for their individual or collective performance in line with local principles.

2.6 Working hours

We comply with the applicable national working time regulations. Working hours must not exceed the maximum limits set by local laws, applicable collective agreements and internationally valid standards. This also includes ensuring that our employees have sufficient time for rest and leisure.

In addition, our working time principles describe the principles that apply in our organization with regard to rest periods, free time, vacation and life balance. DACHSER promotes the compatibility of work and private life.

We offer our employees a large number of different working time models to enable them to achieve a good life balance in different career and life phases.

2.7 Qualification

We promote the long-term employability of our employees.

We hire new employees on the basis of their individual skills and promote or develop them accordingly. We develop the competencies and talents of our employees in a targeted manner through future-oriented training and continuing education programs in order to ensure a high level of performance and employability in the long term.

The focus is not only on professional qualification, but also on personal development.

Access to qualification and training measures is based on the principle of equal opportunities for all employees.

2.8 Promoting diversity and inclusion

We value diversity of people and thinking and are aware of cultural differences.

Different ideas, cultures and perspectives overcome unconscious barriers and help build higher-performing teams of well-trained employees. Inclusion is a reflection of our corporate culture, where every individual feels valued, respected and supported.

Our willingness and ability to recognize, understand, respect, and then take full advantage of each individual's unique contributions will help everyone reach their highest potential.

2.9 Right to privacy - protection of personal data

To protect the privacy rights of employees and business partners with regard to the use of their personal data, we maintain high data protection standards.

DACHSER is fundamentally guided by German, European and international data protection standards in order to ensure the best possible respect for personal rights in all DACHSER national companies worldwide. Innovative information technologies and progressive media networking can pose major challenges when it comes to handling personal data in day-to-day business.

We work to ensure that the use of such data complies with the law, that any impact on privacy is kept to a minimum, and that the rights of each individual are respected, including the right to information, correction, blocking or deletion of personal data.

3. Protection of the environment

Part of being a modern logistics company is also the responsible and careful use of our resources. Only the conscious handling of resources allows us to use them efficiently and keep them usable as long as it makes economic sense. Environmentally conscious actions and the responsible use of resources are strived for by all employees. Our aim is to provide our services in the most environmentally compatible and energy-efficient manner possible.

It is a matter of course for us to ensure compliance with all relevant environmental regulations as well as all legal requirements regarding energy consumption and efficiency.

We want to constantly improve our activities and performance in environmental protection and continuously reduce our energy consumption. One of the concrete goals for environmental protection is the use of environmentally friendly, state-of-the-art technologies within economically justifiable limits. Dachser supports the global community's climate targets of net zero emissions through its own comprehensive climate protection strategy, 'DACHSER Climate Protection,' which takes into account the special requirements of an integrated logistics network.

The climate protection strategy essentially consists of four fields of action: Process efficiency, energy efficiency, research and innovation, and Corporate Citizen+ (social commitment that goes beyond Dachser's business model).

Our purchases are based on internally issued quality specifications and thus ensure the procurement of products that are as environmentally compatible as possible. In our cooperation with our business partners, we also ensure that the negative impact of purchased goods and services on the environment is minimized.

In addition to the use of environmentally friendly technologies, CO₂ management and the reduction of particulate matter play an important role in environmental protection. Through appropriate measures and continuous optimization of processes, the resulting greenhouse gas emissions are monitored and successively reduced.

4. Responsibility and reporting options

Every employee is obliged to comply with the requirements of this Code of Conduct and to base his or her professional actions on the principles formulated therein.

In the event of indications of possible violations of this Code of Conduct, employees can contact their own manager or - anonymously if necessary - contact the Compliance Office via the "supportDACHSER" reporting system. All questions and information will be treated confidentially.