

## 1. Purpose

STARK Internationale Transporte GmbH focuses on quality and strives for economic, social and ecological sustainability to ensure the long-term success of our company and our business business business partners.

Our Code of Conduct specifies our prescribed minimum standards, which are to be observed and upheld by our business business business partners. The recognition of our Code of Conduct is a basic requirement for a working relationship with us.

## 2. Content

The following pages describes the prescribed minimum standards in detail.

## 3. Laws, authorizations and licenses

We expect from our business business business partners to be up-to-date and comply with all current international, national and regional legislation. As a result, this means paying all statutory fees such as taxes, fees, levies and charges. In addition, they undertake to have all the necessary operational authorizations and licenses

## 4. Human rights and Labor legislations

Our business business partners confirm that human rights are respected in accordance with United Nations Resolution 217 A (III).

Forced labor and child labor as well as illegal employment are forbidden. Our business business partners ensure that this is observed and that the minimum legal age for business relationships according to the relevant country is respected.

Our business business partners are committed to adhering to legally specified maximum working times, breaks, leave and holiday periods and to compensating their employees in accordance with the national applicable tariff and minimum wage laws in all states in which the service occurs, in particular in accordance with the Austrian law (öISD-BG) and the German law (MiloG,) as well as overtime and the legally specified social benefits.

The business partner agrees to indemnify and hold harmless STARK Internationale Transporte GmbH from any third-party claims relating to a failure to fulfil its minimum wage obligations or a breach of minimum wage obligations on the part of an appointed subcontractor.

This indemnification obligation applies both civil liability and penalties imposed on STARK Internationale Transporte GmbH and resulting from breaches by the freight company or an appointed subcontractor as well as any associated costs.

The indemnification obligation also expressly applies to claims made by social security institutions insurance agencies and financial authorities. Any kind of harassment, unfair treatment or discrimination in the workplace based on gender, age, skin color, sexual orientation, ethnicity, religion, disability or other reasons is prohibited.

## 5. Health and safety

Our business partners ensure that they comply with all valid regulations concerning the protection of employees and that they implement suitable measures to preserve the health and safety of their staff and to avoid accidents of any kind.

This includes, among other things, preventive maintenance and the statutory inspections of vehicles and raising awareness of the principles of preventive safety behavior (BBS - BEHAVIOR BASED SAFETY

Guideline) all staff through ongoing training with regard to accident prevention as well as health and safety topics, the analysis of all types of potential sources of danger the complete documentation of real and near accidents.

Furthermore, our business partners assure that

- take all measures to create a secure supply chain and thus meeting the requirements of the terrorism regulations. The terrorism regulations state, that providing assets for the perpetration of a terrorist acts is prohibited.
- to their drivers require legally additional trainings according EU Directive 2003/59 / EC.
- that drivers have job-specific expressions in English.
- during transport, including storage and retrieval, to protect the goods from unauthorized access and to ensure that loaded lorries and trailers are only parked in a monitored car park, customs yard or other secured company premises during each parking period.
- to inform sub-business partners who act on our behalf that they must also take measures to secure the above-mentioned supply chain.
- We must be informed immediately of any irregularities or deviations.

#### 6. Consumption of alcohol or drugs

Our business partners ensure that there is no alcohol or drug abuse among their employees. To guarantee this, spot checks are to be carried out and should a misuse of either alcohol or drugs be established, suitable measures must be taken to prevent this in the future.

#### 7. Environmental protection and sustainability

Our partners are obliged to adhere to all valid laws and environmental protection regulations, to protect the environment and to use resources in a sustainable and responsible manner.

This includes the use of vehicles of the exhaust emission class EURO5 or higher, the supervision of fuel consumption, as well as the use of renewable fuels, the use of fuel-saving tyres, a defensive driving style, avoidance of empty kilometers and detours, environmentally friendly maintenance of the vehicles and the reduction of any kind of environmental pollution .

Our partners share our sustainability values and pay attention to cleanliness and sustainability of their actions in all activities.

Our partners have the option of evaluating the emissions of their vehicles and those can be requested from STARK Internationale Transporte GmbH at any time if required.

#### 8. Anti-corruption and fair competition

Any form of corruption, such as bribery, extortion or embezzlement is prohibited. During their business relationships, our partners may not give or accept gifts, rewards, perks of any kind, or other donations or advantages or illegal incentives. The partners conduct their business through fair and open competition and refrain from any kind of anti-competition practices such as price fixing or market splitting.

#### 9. Quality, continuous improvement and data protection

Ideally, our partners have a functioning quality management system or at least a quality policy, which is actively practiced by all employees. As a minimum requirement, our partners rely on quality and continuous improvement and thus share our values mentioned in our quality policy. We expect our partners to strictly comply with data protection in accordance with the GDPR and take suitable

measures to protect confidential, internal information from STARK Internationale Transporte GmbH, as well as our business partners, and to maintain their confidentiality.

#### 10. Transparent business practices

Our partners are obliged to use transparent business practices. STARK Internationale Transporte GmbH also reserves the right to carry out audits of our business partners at any time within order to ascertain that the prescribed minimum standards laid down by us are respected and complied with without exception.

Should differences arise between the contracting parties, they are obliged to resolve them out-of-court whenever. It is agreed that Austrian law and the international jurisdiction of Austria, and the jurisdiction of the competent court of the location of STARK Internationale Transporte GmbH applies.