

Supplier Code of Conduct

V 0.1



Ewals Cargo Care

Foreword

As a pioneering force in the logistics industry, Ewals Cargo Care (being all affiliated legal entities within Ewals Holdings B.V.), understands the profound impact our operations have on shaping the future of transportation and supply chain management. Our commitment to ethical conduct, social responsibility, and environmental stewardship is not just a business strategy; it is deeply ingrained in our company's DNA.

Our journey, commencing in 1906 with a modest horse and cart, has evolved into a legacy of continuous innovation. From introducing revolutionary logistics solutions like the Mega Huckepack trailer to embracing multimodal transportation, our passion for innovation is unwavering. It drives us to constantly seek improvement and exceed expectations in a dynamic, fast-paced industry.

The core of our business is built on trust and reliability. These values are not only essential in our relationships with partners and customers but also reflect the quality and dependability of our logistics services. We understand that in today's interconnected world, reliability forms the bedrock of successful and sustainable business operations.

Being a family-owned company for over a century, we have nurtured a culture that values each individual's contribution. We are committed to fostering inclusivity, diversity, and equal opportunities, ensuring that human rights are upheld throughout our organization and supply chain.

Our Supplier Code of Conduct, grounded in these company values and ethical principles, serves as a guiding light in our collaborative journey with our suppliers. It outlines our expectations for maintaining a responsible, sustainable, and ethical supply chain. We encourage our suppliers to not only adhere to this Code but also to propagate these standards throughout their networks, fostering a collective commitment to higher standards of conduct.

We believe in a collaborative approach, where open dialogue and knowledge exchange are key to implementing these principles effectively. Together, we aim to drive positive change, setting an example for the industry and contributing to a more sustainable and ethical world.

Scope of Application

1. This Code of Conduct (Code) is applicable to all direct suppliers of Ewals Cargo Care, including tier 2 suppliers that have contractual or other forms of agreements with us to provide goods or services to our direct suppliers (hereafter referred to as Suppliers).
2. Ewals Cargo Care may, in agreement with the Suppliers, enhance the basic requirements of this Code with more specific standards (Standards). These additional standards are to be adhered to by the Suppliers as well. The latest versions of this Code and any Standards will be available on the company website.
3. This Code should be interpreted in conjunction with existing agreements between Suppliers and Ewals Cargo Care. In instances where there is an overlap, the stipulations in the specific agreements will take precedence over this Code.

Ensuring Compliance in the Supply Chain

1. Suppliers are responsible for ensuring that their own supply chains adhere to this Code and the applicable Standards, or to equivalent codes and standards.

Compliance with Laws & Regulations

1. It is imperative for Suppliers to adhere to all relevant local, national, and international laws and regulations pertaining to their operational activities. This compliance should not only meet but strive to surpass the minimum legal standards established by the respective authorities.
2. Suppliers are required to obtain and maintain all necessary licenses, permits, and certifications for lawful operation within their jurisdictions. This ensures legal and ethical business practices in line with regulatory requirements.
3. Suppliers must diligently and accurately maintain all necessary regulatory documentation. This includes timely submission of required reports and adherence to all regulatory reporting obligations as specified by relevant authorities.

Environmental Sustainability and Community Impact

Resource Efficiency and Sustainable Practices

1. Suppliers should aim to minimize their resource usage, including water, energy, and raw materials. By adopting efficient technologies and sustainable practices, suppliers can significantly reduce their environmental footprint.
2. Initiatives like recycling, waste reduction, and energy-efficient processes should be integral parts of suppliers' operations. These actions contribute to minimizing the ecological impact of their production processes and support the principles of a circular economy.

Proactive Climate Change Mitigation

1. Suppliers are encouraged to actively reduce their greenhouse gas (GHG) emissions through measures like optimizing energy use, enhancing transportation efficiency, and implementing effective waste management strategies.
2. Continuous improvement in carbon management strategies is essential. Suppliers should integrate innovative technologies and practices that emerge in the field of environmental sustainability.

Biodiversity and Ecosystem Conservation

1. Suppliers must respect and protect biodiversity and ecosystems. Activities that could potentially harm natural habitats, protected areas, or endangered species should be avoided.
2. Sustainable sourcing practices are crucial, and suppliers should ensure that their raw materials are procured responsibly, avoiding any materials from illegal or unsustainable sources.

Environmental Management and Transparency

1. Suppliers are encouraged to develop and maintain environmental management systems that align with recognized standards like ISO 14001 or Ecovadis.
2. Regular environmental audits and assessments should be conducted to identify improvement areas, with necessary corrective actions being implemented where needed.
3. Suppliers shall openly disclose their environmental performance, including their efforts to reduce impacts, promote sustainability, and partake in environmental awareness initiatives.

Labor and Human Rights

Employment Practices

1. Suppliers must uphold the principles of equal opportunity and non-discrimination in employment, ensuring no bias based on nationality, race, gender, religion, age, working abilities or other protected characteristics. Employment decisions shall be merit-based.
2. The use of forced or child labor is strictly prohibited. Suppliers must ensure their workforce is legally compliant in terms of age and employment is voluntary.
3. A safe, healthy, and respectful working environment is mandatory, free from any form of abuse, harassment, or mistreatment. Suppliers shall ensure the aforementioned environment.

Freedom of Association and Collective Bargaining

1. Suppliers shall respect the workers' rights to form unions and engage in collective bargaining and facilitate this in accordance with local laws.
2. Suppliers must foster a non-retaliatory environment where workers can freely exercise their rights to association and collective bargaining.

Fair Compensation and Working Hours

1. Suppliers shall ensure fair compensation. Wages must comply with legal standards and be paid regularly and transparently.
2. Suppliers must ensure that working hours should adhere to legal standards, including overtime regulations. Overtime should be compensated and voluntary.

Transparency and Reporting

1. Suppliers should be transparent about their labor practices, including efforts to promote diversity, equity, inclusion, and employee development.

Health and Safety

1. Suppliers must ensure a safe working environment, adhering to occupational health and safety management systems like ISO 45001, to mitigate risks, particularly in logistics settings.
2. Suppliers shall educate employees about safe work practices, recognizing workplace hazards, and understanding emergency procedures, crucial in logistics operations.
3. Suppliers shall ensure all staff, especially those in warehousing and transportation, have access to appropriate protective gear for their tasks.
4. Suppliers must execute regular inspection and maintenance of logistics equipment and infrastructure are essential to minimize accident risks.
5. Suppliers need to develop and update emergency response plans, including procedures for fires, natural disasters, and other potential emergencies, and ensure all stakeholders are informed and prepared.

Ethical Business Practices

1. Suppliers shall maintain integrity, transparency, and ethical conduct in all business dealings, reflecting the values critical in logistics.
2. Suppliers shall comply with all anti-corruption and anti-bribery laws, ensuring no part of their operations involves corrupt practices.
3. Suppliers are required to engage in fair competition, avoiding any activities that may lead to anti-competitive behavior.
4. Suppliers must actively identify and manage any conflicts of interest that could impact business dealings.

Whistleblowing Policies

1. Suppliers shall establish and enforce comprehensive whistleblowing policies.
2. These policies should encourage employees to report unethical practices without fear of retaliation.
3. Procedures for confidential reporting and investigation of such reports must be clearly defined and communicated.
4. Suppliers should commit to taking corrective actions in response to any substantiated wrongdoing.

Data Security and Privacy (GDPR)

1. Suppliers shall adhere to all relevant cybersecurity and data privacy regulations. They must implement measures to protect data against unauthorized access, loss, or misuse. Establishing an information security framework, such as ISO27001, is recommended.
2. Suppliers should foster a culture of security awareness, providing necessary training to ensure their workforce is equipped to maintain a secure working environment.
3. Suppliers must be transparent about their security measures, promptly informing Ewals Cargo Care about any significant security incidents that could impact the company's confidential information.

Monitoring and Compliance

1. Ewals Cargo Care requires suppliers to regularly audit their compliance with the Supplier Code of Conduct, emphasizing continuous improvement and alignment with industry standards The respective link hereto is: <link invoegen> .
2. Suppliers must ensure their employees are well-trained in the code's principles and maintain records of compliance.
3. Swift action and communication to Ewals Cargo Care are mandatory in cases of non-compliance.

This process ensures a committed partnership in maintaining high ethical and operational standards across the supply chain.