



Code of Conduct

– *liquid solutions* –

Date of issue: January 2022

ANHALT_{de}
Logistics



CODE OF CONDUCT



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For our company, responsible and lawful behaviour goes without saying.

This Code of Conduct illustrates the conduct requirements within *Anhalt Logistics* and in the relationship to our business partners and the public.

It presents the principles of our entrepreneurial behaviour and reflects our company values.





Compliance

Complying with national and international laws and regulations as well as internal regulations is considered an elementary principle in acting economically responsibly.

Anhalt Logistics complies with the law.



Fair Competition

The antitrust law intends to secure and maintain a free and undistorted competition in the interest of all market players.

Antitrust laws and prohibitions particularly comprise

- the prohibition of price collusions between competitors
- the prohibition of abusing a dominant position.

The exchange of confidential information between competitors about prices, imminent price changes and/or customer and supplier relationships is prohibited.



Prohibition of Corruption and Influence Peddling

Corruption and influence peddling – in whatever form – is not tolerated.

Personal gains may not be demanded, accepted, offered or granted in connection with company activities.

If an employee is confronted with a corresponding offer or desire, this is to be immediately reported to his/her supervisor.

Gifts may not be accepted or distributed. Common promotional gifts form an exception. The same applies to invitations. In case of doubt, please clarify with the supervisor.



Data Privacy and Information Security

The protection of personal data in general, but especially the protection of our employees', partners', customers' and suppliers' data is of high value to us.

We only collect and process personal data if this is necessary to fulfil our services.

We pay attention to data security. We process personal data only after having obtained the consent of the data subject, which always complies with the written rules and principles of the European General Data Protection Regulation.





Safety and Environmental Responsibility

Sustainable environmental and climate protection are among our main goals.

We pay attention that the impact our services have on the environment and climate are kept at a minimum.

All employees are encouraged to act in an environmentally aware manner. Safety regulations are consistently adhered to.



Human and Workers' Rights

We respect the internationally recognized human rights, dignity, and personal rights, and support their observance.

We strictly reject any form of forced and child labour.

We are committed to fair working conditions, comprising compensation, working hours and privacy protection, etc.





Equal Treatment and Prohibition of Discrimination

Our company's culture is characterized by equal opportunities, mutual trust, and mutual respect.

We promote equal opportunities, tolerance and a dignified, polite and honest dealing with one another. We prohibit discrimination of any kind – especially in the recruitment and promotion of employees or in granting training and further education.

We treat all employees equally, regardless of race, colour, nationality, descent, gender, beliefs, ideology, political attitude, age, physical constitution, sexual orientation, appearance or other personal qualities.

We respect the personal dignity of every individual.

Harassment and any form of unwanted physical contact is prohibited.

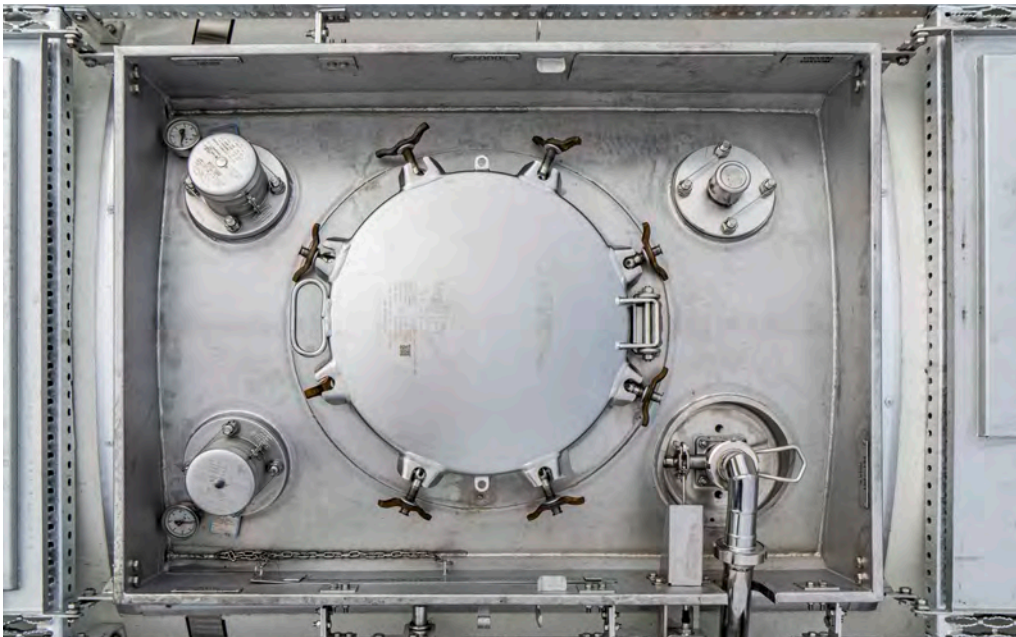


Avoiding Conflicts of Interest

Every employee must inform the human resource management department when starting a paid activity for another company or planning an active business activity.

In particular, this applies when undertaking a function with which *Anhalt Logistics* either holds a business relationship or is in competition with.

Conflicts of interest between one's duties and one's interests are to be avoided.





Occupational Safety and Health Protection

We ensure a healthy and safe working environment.

Our employees comply with the regulations on occupational safety and health protection.

Also, when awarding transport requests to subcontractors, our and the safety requirements of our customers are complied with.



Donations

Anhalt Logistics supports local, non-profit associations.

Political parties, party-affiliated or party-like organizations as well as elected representatives or candidates for political offices at home or abroad are not supported by financial donations.

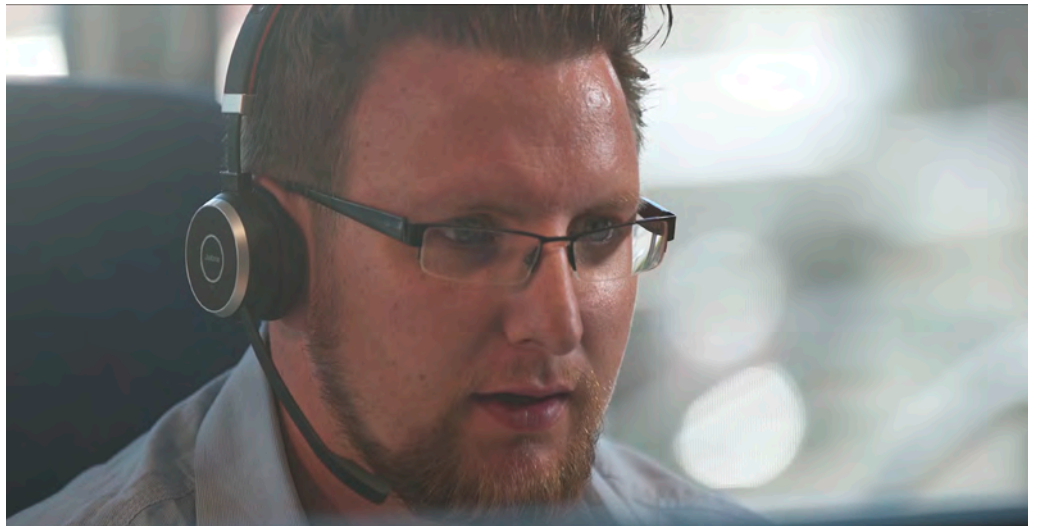




Protection of Business Secrets

We take the necessary steps to protect sensitive information and business documents against unauthorized access by third parties.

Employees holding information that is not generally known or easily accessible, must not pass on this information or make it publicly available.



Protection of Corporate Property

The company's property and resources are handled with care. We protect corporate property from loss, theft, and misuse.





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