



CT SUPPLIER CODE

Compliance as a joint task.

1 Introduction

CAMION TRANSPORT Ltd. is committed to an environmentally and socially responsible form of corporate governance. We expect the same conduct from our suppliers. We also expect our employees to act in a legally compliant and ethically correct way and to treat the environment with respect. Our values and professional guidelines are set out in our Code of Conduct. We also work to continuously optimise our company activities and services in terms of sustainability and ask our suppliers to contribute to this as well.

Customer orientation, independence and profitability.

These are the principles of our corporate policy. We have high standards of quality and stand for the best levels of customer satisfaction. The maintaining of our independence is of central importance to the quality of our services. We also aim to achieve profitable and sustainable growth. That is our vision.

Our contractual partners agree to comply with the following rules, principles and requirements regarding their collaboration with us: Compliance as a joint task.

This agreement applies as the basis for all deliveries and includes the obligation of subcontractors to comply with the detailed standards to the same extent, to which the contractual partners are also committed.

An infringement may ultimately provide grounds for the termination of the business relationship.

2 Requirements of suppliers

2.1 Social responsibility

Exclusion of forced labour

No forced labour, slave labour or other comparable work shall be used. All work must be provided by agreement and without the threat of punishment. Employees must be able to end their working relationship or employment contract at any time. Furthermore, there must be no unacceptable treatment of workers, such as psychological, sexual or personal harassment or humiliation.

Prohibition of child labour

Child labour must not be used. Suppliers shall comply with the recommendation on the minimum age for the employment of children. Accordingly, the age of employment should not be less than the age at which the compulsory education ends under the law and not less than 15 years. The rights of young workers shall be protected; persons under 18 years of age shall not be employed in work which is harmful to the health, safety or well-being of children. Special protective regulations must be observed.

Fair remuneration

The remuneration for regular working hours and overtime must correspond to the national statutory minimum wage or the minimum standards that are customary in the industry. Employees shall be granted all benefits prescribed by the law. The supplier shall ensure that employees receive clear, detailed and regular written information on the payment of their salaries.

Fair working hours

The working hours must comply with the applicable laws or industry standards.

Prohibition of discrimination

Discrimination or the unequal treatment of employees in any form is inadmissible. This encompasses, for example, discrimination which is based on gender, race, national, ethnic or social origin, skin colour, disability, health status, political beliefs, ideology, religion, age, pregnancy or sexual orientation. The personal dignity, privacy and the personal rights of each individual must be respected.

Health and safety in the workplace

The supplier is responsible for ensuring a safe and healthy working environment. By establishing and applying appropriate occupational safety systems, the necessary precautionary measures shall be taken to prevent accidents and damage to health that may arise in connection with the work activity. Excessive physical or mental fatigue shall be prevented with the appropriate measures. In addition, employees shall be informed regularly and receive training in the applicable health and safety standards and safety measures.

Complaints management

The supplier shall forward to its employees any information it receives from CAMION TRANSPORT Ltd. regarding accessibility, responsibility and the implementation of a complaints procedure. The complaints procedure must be accessible to employees, while maintaining the confidentiality of their identity and providing them with effective protection against discrimination. In the absence of a notice, the supplier itself is responsible for establishing an effective form of complaints management at the company level for individuals and groups of people who may be adversely affected.

2.2 Ecological responsibility

Management of waste and hazardous substances

The supplier shall follow a systematic approach so that it is able to identify, manage, reduce and responsibly dispose of and/or recycle solid waste. The prohibitions on the exporting of hazardous waste, as detailed in the Basel Convention of 22 March 1989, as amended, must be observed. Chemicals or other materials that pose a hazard if released into the environment are to be identified and handled in such a way that ensures safety during their management, transport, storage, use, recycling or reuse and disposal.

Reduction of the consumption of raw materials and natural resources

The use and consumption of resources during production, including water and energy, and the generation of waste of all kinds are to be reduced or avoided. This shall take place either directly at the point of origin or through procedures and measures; by changing production and maintenance processes or procedures at the company, for example, through the use of alternative materials, by making savings, through recycling, or with the help of the reuse of materials.

Management of energy consumption / efficiency

The consumption of energy is to be monitored and documented. Cost-effective solutions must be found to improve the levels of energy efficiency and minimise the levels of energy consumption.

2.3 Ethical business conduct

Fair competition

The standards of fair business, fair advertising and fair competition shall be observed. In addition, the applicable antitrust laws must be applied, which in particular prohibit agreements and other activities that influence prices or conditions in dealings with competitors. These regulations further prohibit agreements from being made between customers and suppliers that are intended to restrict the freedom of customers to autonomously determine their prices and other conditions when reselling.

Confidentiality / data protection

The supplier undertakes to fulfil the reasonable expectations of its clients, suppliers, customers, consumers and employees in terms of the protection of private data. During the collection, storing, processing, forwarding and disclosure of personal data, the supplier shall comply with the data protection regulations, the information security legislation and the official regulations.

Intellectual property

Intellectual property rights shall be respected; transfers of technology and know-how shall take place in such a way that protects intellectual property rights and customer information.

Integrity / bribery, personal gain

The highest standards of integrity must be applied to all business activities. The supplier is required to have a zero tolerance policy for the prevention of all forms of bribery, corruption, extortion and embezzlement.

3 Acknowledgement and consent of the supplier

The supplier undertakes to act responsibly and to comply with the above-mentioned rules, principles and requirements. The supplier undertakes to communicate the content of this Supplier Code to its employees, agents and subcontractors and to take all the measures necessary to ensure the implementation of the requirements.