



CODE OF CONDUCT

viaLog Logistik Beratung GmbH

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INTRODUCTION

Welcome to viaLog Logistik Beratung GmbH. We are a planning and consulting company specializing in all logistics-related issues. Our Code of Conduct serves as a guide for our employees, business partners, and customers and ensures that our values and principles are respected and lived in all areas of our actions. This Code of Conduct reflects our commitment to integrity, transparency, and continuous improvement.

INTEGRITY AND ETHICS

- **Honesty:** We expect all employees to be honest and transparent in their actions and statements. This strengthens trust within our team as well as in our relationships with our customers and partners.
- **Fairness:** Everyone who comes into contact with us is treated fairly and respectfully. Discrimination, harassment, or bullying of any kind will not be tolerated.
- **Responsibility:** We take responsibility for our actions and stand by our commitments. This applies to both our internal processes and our collaboration with external partners and customers.
- **Respect for Human Rights:** We respect and promote universal human rights and ensure that all our business activities and partnerships adhere to these principles. We stand against forced labor, child labor, and all forms of exploitation.
- **Anti-Corruption:** We are firmly against any form of corruption and bribery and promote a culture of transparency and integrity. We expect all employees and partners to adhere to the same high standards.

PROFESSIONALISM

- **Competence:** We promote continuous education and ensure that our employees possess the necessary expertise. This enables us to consistently develop the best solutions for our customers.
- **Care:** All tasks and projects are carried out with the utmost care and precision. We value details and strive to deliver high-quality results.
- **Confidentiality and Data Protection:** We protect the confidentiality of information and comply with data protection regulations. Responsible handling of sensitive data is of the utmost importance to us. Our data protection policies comply with applicable legal requirements and are regularly reviewed.
- **Information Security:** We implement comprehensive measures to secure our IT systems and data against unauthorized access, misuse, and loss. Our security protocols are continuously updated to counter the latest threats.

SUSTAINABILITY

- **Environmental Awareness:** We are committed to environmentally friendly and sustainable solutions and minimize our ecological footprint. This applies to all areas of our company, from planning and consulting to the implementation of our projects.

- **Social Responsibility:** We engage in social projects and promote diversity and inclusion. We believe that a diverse team that brings different perspectives and experiences leads to better results.
- **Resource Conservation:** We use resources responsibly and aim for efficient utilization. We strive to reduce waste and maximize recycling opportunities.

CUSTOMER SATISFACTION

- **Customer Orientation:** The needs and expectations of our customers are at the center of our actions. We strive to continuously improve our services and products and meet the highest standards.
- **Quality:** We strive for the highest quality in our services and products. Our work processes are designed to deliver excellent results and exceed our customers' expectations.
- **Partnership:** We maintain close collaboration with our customers and partners and aim for long-term relationships. Trust, transparency, and mutual respect are the foundation of our partnerships.

FINAL PROVISIONS

This Code of Conduct is binding for all employees, business partners, and customers. Violations of these guidelines are taken seriously and may result in appropriate consequences. If you have any questions or uncertainties regarding compliance with the Code of Conduct, our compliance officers are always available.

Thank you for adhering to our values and principles and thus contributing to the success and reputation of viaLog Logistik Beratung GmbH. Together, we shape a responsible and sustainable future.