

## Supplier Code of Conduct SACO Shipping GmbH

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## **1 Introduction**

SACO Shipping GmbH is committed to acting responsibly, sustainably and in accordance with the law along the entire value chain.

This code describes the expectations of all our suppliers, service providers and business partners. It is based on international standards such as the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights (UNGP), the ILO Core Labour Standards and the Corporate Sustainability Reporting Directive (CSRD).

All suppliers, service providers and business partners are obliged to comply with these principles and to oblige their own suppliers to the same standards.

## **2 Human Rights & Working Conditions**

Our suppliers, service providers and business partners must respect human rights and ensure fair working conditions. This includes the prohibition of child labour, the protection of young workers in accordance with ILO standards, the payment of appropriate and non-discriminatory wages, and compliance with statutory working hours with fair remuneration for overtime.

Forced labour, modern slavery, human trafficking and any form of involuntary labour are prohibited. Recruitment processes must be fair and transparent; Applicants are not allowed to pay any placement fees.

We expect respect for freedom of association and collective bargaining, as well as the promotion of diversity, equity, and inclusion. Discrimination, harassment and bullying will not be tolerated.

Special protection applies to the rights of women, minorities and indigenous peoples. Land, forest and water rights must be respected, and forced evictions are excluded. The use of private or public security forces must not lead to human rights violations.

### **3 Occupational health and safety**

Suppliers, service providers and business partners must ensure safe and healthy workplaces. This includes training on occupational safety, the provision and use of personal protective equipment (PPE), safe machines, ergonomic workplaces and the proper handling of hazardous substances. Emergency preparedness, fire protection and functioning fault and accident management must be ensured.

### **4 Integrity & Business Ethics**

We expect our suppliers, service providers and business partners to conduct business with integrity that excludes corruption and money laundering. Personal data must be protected in accordance with applicable law, in particular the GDPR. Financial records must be accurate, complete, and traceable; relevant information must be communicated openly and truthfully.

Fair competition and compliance with antitrust law are mandatory. Conflicts of interest must be disclosed. Intellectual property rights and copyrights must be respected; Plagiarism is not permitted. In addition, all export controls and economic sanctions must be complied with. Whistleblowers must be able to report securely and without fear of reprisals.

### **5 Environment & Sustainability**

Suppliers, service providers and business partners should minimise their environmental impact, conserve resources and contribute to climate targets. This includes recording, reducing and reporting greenhouse gas emissions (Scope 1–3) as well as supporting decarbonisation strategies.

We expect the use of energy-efficient technologies, the use of renewable energies and measures to conserve resources in water, air and soil. Hazardous substances must be stored, used and disposed of safely. Sustainable resource management, waste prevention, reuse and recycling must be promoted.

Where relevant, high animal welfare standards must be observed and products from animal testing must be avoided. Biodiversity and ecosystems must be protected; Deforestation in protected areas is not permitted. Noise emissions must be kept to a minimum and legal limits must be observed.

## **6 Responsibility in the supply chain**

Our suppliers are required to share this Code with their own Tier 1 suppliers and to monitor compliance. This includes regular reviews, documentation of measures and participation in audits and self-disclosures. We welcome additional voluntary sustainability initiatives such as social projects or environmental actions that go beyond the requirements mentioned here.

## **7 Implementation & Contact Persons**

SACO Shipping GmbH regularly checks compliance with this code. In the event of violations, we expect a binding action plan or reserve the right to terminate the cooperation.

The following persons are available as contact persons for this policy:

Management	Jannik Pahl
Corporate Sustainability Manager	Nicole Dietrich

Hamburg, 12.06.2025