

JIT Logistik supplier code of ethics

Preamble

As a provider of services without geographic limitations, we are fully aware that we do not operate in a segregated socio-economic space. In order to recognize ourselves as a professional service provider in the international arena, we conduct our strategy based on Corporate Social Responsibility. This practice impacts the standards of our Organization and brings additional positive value to the environment. Our activities are inspired by international standards: Sustainable Development Goals adopted by the United Nations. We realize that a responsible and ethical approach to running business activity plays a key role in the successful policy of our company and the implementation of our established goals.

Competence and responsibility are the overriding qualities nurtured at JIT Logistik. We are against compromise in ethically ambiguous situations, consistent and determined to respect our assumptions. Open, frank and uninterrupted communication in our Organization is the rule, not the exception. We have been creating our organizational culture continuously for 10 years. We conclude that responsible social policies created at the local level contribute to increased competitiveness at the global level. Cosmopolitanization, globalization, increased migration of people, as well as technological advances, ever higher demands for operational efficiency are forcing a greater focus than ever before on the ethics and values we nurture in our business environment. We follow the recommendations, practices of associations, international organizations, associations like the aforementioned 2030 Agenda for Sustainable Development, as well as the Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights. On the basis of the knowledge gathered and further permanent development of our competence, we believe in the only right line of our decisions in the area of ethics and values.

The Suppliers we work with are very important to us and we want to develop our cooperation with the observance of ethical principles. We are committed to ensuring that our Suppliers adhere to ethical principles in their operations.

This document is a set of practices applied by us, which, in our opinion, allows us to be a conscious organization that cares about human rights, upholds safety, environmental protection and prevention of irregularities.

Ostrów Wielkopolski, 05.09.2022

Krzysztof Babral

The President of the Management Board

1. Human rights, respect, counteracting discrimination

Respectful treatment of one another is a daily occurrence in Supplier operations.

Discrimination and unfair treatment are prohibited at the Supplier's.

The Supplier ensures the application of procedures that guarantee equal treatment irrespective of sex, age, disability, race, religion, nationality, political beliefs, union membership, ethnic origin, denomination, sexual orientation as well as due to employment for definite or indefinite period of time or full-time or part-time.

The Supplier shall not tolerate any kind of insult or verbal and/or physical harassment, violence and bullying.

2. Employee rights

The Supplier complies with the regulations of the International Labour Organization and national laws on workers' rights.

The Supplier ensures voluntary employment and no forced labour.

The Supplier guarantees to respect the rights of children and young people. The Supplier shall not tolerate any form of exploitation of children and young people. The Supplier ensures compliance with the law on youth employment.

The Supplier agrees to comply with applicable company regulations and standards regarding working hours and statutory holidays, as well as relevant International Labour Organization conventions and applicable law.

Remuneration rates are determined in accordance with applicable laws. The rules for paying wages and benefits are based on the assumption of equal pay for equal work. The company ensures that procedures are in place to guarantee the absence of any discrimination in remuneration.

The Supplier respects the employees' right to organize and associate, as well as the right to collective bargaining by appropriate entities representing their interests.

3. Employee safety

The Supplier conducts activities to ensure the safety and health of employees. The Supplier provides examinations, training and equipment necessary for employees to perform their work safely.

The Supplier shall take the necessary measures to prevent potential accidents and damage to physical and mental health based on the work performed.

4. The environment

The Supplier conducts its operations in accordance with the requirements of the law on environmental protection. During the work, the Supplier takes into account its environmental impact and takes measures to minimize it, in particular in the field of reducing emissions of pollutants into the air, reducing energy and water consumption.

5. Relations with counterparties, competitors

The Supplier cares about fair competition in relations with other companies. The Supplier complies with all applicable antitrust regulations and laws on combating unfair competition, both domestic and European ones. The Supplier does not participate in collusions and does not take any action to influence prices or terms and conditions, to allocate sales territories or customers, or to restrict free competition. The Supplier undertakes not to enter into agreements with customers and suppliers that restrict their freedom to autonomously set prices and other terms and conditions (provisions on prices and conditions).

6. Confidentiality, data protection, intellectual property

The Supplier ensures compliance with confidentiality, data protection laws, including personal data in its operations.

The Supplier ensures that confidential information, documents are transferred in accordance with the law and its authorization.

The supplier ensures compliance with the law, agreements in the field of intellectual property.

7. Anti-corruption measures

The Supplier adheres to a zero-tolerance approach to corruption which applies to all company employees, counterparties, business partners and managerial staff.

8. Reporting violations:

Notification of violations can be made by e-mail to the Compliance Commissioner. E-mail address: compliance@jitlogistik.com

Or the notification should be sent by conventional mail with a letter marked "Compliance" directly to the Compliance Commissioner at:

JIT Logistik Sp. z o.o. Sp. k.
ul. Sowińskiego 69
63-400 Ostrów Wielkopolski