

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 applies the principle of equal treatment in every aspect of the business and at every level of the organizational structure. Supplier ensure equal treatment of women, minorities and other groups in terms of access to promotion, development and other areas of the company's operation. 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 undertakes not to accept any discrimination or unequal treatment in employee recruitment, access to training, promotions, salaries, dismissals or retirements. 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, water consumption and minimising the generation of waste. The supplier undertakes to take into account sustainable resource management, proper management of chemical substances and mixtures, biodiversity, noise protection, soil protection, water protection and the possibility of using solutions that reduce the burden on the environment (renewable energy, recycling, decarbonisation) when conducting and developing its activities. The supplier undertakes its activities with animal welfare in mind.

5. Relations with counterparties, competitors

The supplier shall ensure fair competition in its relations with other companies and does not undertake activities that may constitute a conflict of interest. The Supplier undertakes to counteract corruption, unfair competition, forgery, unfair influence on decisions of other parties. undertakes to prevent the use of counterfeits. The Supplier does not undertake actions to deceive contractors, falsify documents and activities. The Supplier complies with all applicable antitrust and unfair competition laws, both national and European. The Supplier does not participate in collusive practices and does not take any action to influence prices or conditions, the allocation of sales territories or customers or to restrict free competition. The Supplier undertakes not to conclude agreements with customers and suppliers that restrict their freedom to autonomously set prices and other terms and conditions (provisions on prices and terms and conditions).

6. Legal compliance, finance and accounting

The Supplier undertakes to conduct its business in accordance with the requirements of the applicable law and undertakes to comply with export restrictions, embargoes and economic sanctions. The Supplier undertakes to keep accounts, accounting operations completely, accurately and truthfully and in accordance with the applicable law.

7. 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 processes information obtained in the company's day-to-day operations only to the extent necessary for business processes. Supplier protects data that are the company's assets, those relating to its employees, customers, partners, subcontractors and other cooperating entities. The Supplier does not acquire competitive information through illegal means such as industrial espionage, hiring competitors' employees to obtain secret information from them, inducing competitors' personnel or their customers to disclose information in their possession, and other means not mentioned above. The supplier ensures compliance with the law, agreements in the field of intellectual property. The supplier is obliged to communicate throughout the supply chain the principles of this JIT Logistik's supplier code of ethics its suppliers to comply with them.

8. 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.

9. Community involvement

The supplier respects the rights of the local community, the rights of minorities to live according to according to their own rules. The supplier respects the right to live and develop with dignity and the right to property, land, forest and water rights. The Supplier does not use any form of coercion or pressure to influence anyone's decision to forcibly evict, dispose of rights. The Supplier does not use any private or public security forces that could affect the life, safety of people, any groups, limit their rights or influence their decisions.

9. Reporting violations:

The Supplier ensures to report violations of this Code. Supplier agrees that no retaliation will be taken against anyone who reports violations of this Code.

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:

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