

## Supplier Code of Conduct

Bertschi is a leading global logistics service provider, focusing on intermodal transport services. Specialised in the transportation and handling of chemical liquids and dry-bulk products, we offer services across the entire logistics supply chain.

Our company culture and corporate philosophy are characterised by openness, honesty and mutual esteem. We expect our suppliers to fully comply with all applicable laws and adhere to internationally recognised environmental, social and corporate governance standards (ESG), the same as we do.

**We expect you to support, embrace and implement the following standards:**

### Human rights and social

- ❑ You support the protection of internationally proclaimed human rights, fight forced labour (including modern slavery and human trafficking) and child labour.
- ❑ You treat your employees with respect and provide a workplace free of harassment or abuse of any kind, harsh and inhumane treatment, unlawful practices or discrimination.
- ❑ You enable your employees and other stakeholders to report concerns or potentially unlawful practices at the workplace.
- ❑ You comply with minimum wages and working hours following local laws and ensure compensation of a living wage according to local living conditions.

### Governance

- ❑ You prevent money laundering or terrorist financing by not getting involved or engaged in any financial transaction involving property, funds, or monetary instruments that promote or result from any criminal activity. You also do not employ or become involved in, finance or support financially, or otherwise sponsor, facilitate, assist any terrorist person, action or organization.
- ❑ You consider business integrity as the basis of business relationships.
- ❑ You prohibit all types of bribery and corruption.
- ❑ You forbid gifts to private or public officials that aim to influence business decisions or otherwise encourage them to act contrary to their obligations.
- ❑ You respect the privacy and confidential information of all your employees and business partners and protect data and intellectual property from misuse.
- ❑ You do not restrict competition in any form, and you fully comply with all competition and antitrust laws. Your employees are not allowed to reduce or eliminate competition by contacting competitors or to misuse any dominant position in a market.

## Environment and Sustainability

- ❑ You comply with all applicable environmental, health and safety regulations.
- ❑ You ensure by using appropriate management systems that service/product quality and safety meet the applicable requirements.
- ❑ You protect your employees' and neighbors' life and health, as well as the general public at large, against hazards inherent in your processes and products.
- ❑ You use resources efficiently, apply energy-efficient and environmentally friendly technologies, and reduce waste and emissions to air, water, and soil.
- ❑ You minimize your negative impact on biodiversity, climate change and water scarcity.

Bertschi reserves the right to carry out control assessments and supplier audits. In case any supplier's compliance fails, we expect that the affected company will take corrective actions. Bertschi refers to the possible termination of an agreement with any supplier that does not follow the principles and standards revealed in this Supplier Code of Conduct.

If you have concerns about illegal or abusive behaviour in connection with Bertschi, please contact us using our contact form on our website at <https://www.bertschi.com/de/contact>.

Thank you very much for your cooperation and support.

Dürrenäsch, January 2022

**BERTSCHI**



Jan Arnet  
CEO