

Group Policy

Statement of principles on Human Rights and Social Standards

As an international acting group of companies, Logwin has a special responsibility to work towards improving the global human rights situation along the supply chains. We therefore base our actions on the principles of the UN Global Compact Initiative and the ILO standards, among others, and are committed to respecting, protecting and complying with the human rights of individuals.

This includes, in particular, paying fair wages and working towards the avoidance of child and forced labour and towards adequate and safe working conditions on site, as well as creating a working environment that is free from discrimination. This includes the equal treatment of all people, regardless of gender, descent, religion, sexual orientation, nationality, origin, political or trade union involvement or age. We reject all forms of corruption and human trafficking.

I. Procedure

To meet this responsibility, we have established a risk management system for all relevant business processes to identify and analyse human rights violations in the supply chain in a timely manner.

For the proper implementation of this risk management, our central legal department, namely

Ms. Verena Odenwald (LL.B.)

is primarily responsible for this and supports and monitors the implementation of an annual risk analysis in Logwin's own business units and at our direct suppliers, by which any risks identified in our business units and at our direct suppliers are individually weighted, prioritised and evaluated with regard to the probability of occurrence, the severity of the threatened or actual violation and the possibility of our exerting influence. The results of the risk analyses are jointly discussed with the Executive Committee.

Moreover, the results of the risk analyses lead to further development of preventive measures in the form of the description and specification of business processes and the establishment of procurement strategies and purchasing practices. Our employees in the areas of purchasing, supplier management, compliance, human resources, legal and risk management are trained at least once a year on our established risk management system and are empowered to identify human rights risks.

The findings from the risk analyses carried out will, if required, result in necessary remedial measures, including the development of an effective concept for the future avoidance of risks and the reduction of their impact. The effectiveness of these remedial measures will also be subjected to annual and event-related reviews.

Logwin has established an internal complaints procedure. The complaint office is open for information on human rights violations from Logwin's own business divisions as well as from the business divisions of indirect and direct suppliers and can be reached as follows:

Logwin Holding Aschaffenburg GmbH
-Legal Department-
Stockstädter Straße 12
63762 Großostheim
Email: Compliance@logwin-logistics.com
Telephone: +49-6021-343-3990

Information on violations can also be submitted via Logwin's group-wide, anonymous whistleblower system. The whistleblower system can be reached in the following way:

<https://report.whistleb.com/en/logwin>



Logwin has also created the function of an external whistleblowing officer, staffed with Ms. Stella Grenz-Richter. She can be contacted as follows:

Telephone: +49-6027-4076641
Email: Hinweisgeberstelle@grenz-richter.de

Further information on the whistleblowing office is available on the Internet at

[Compliance Logwin \(logwin-logistics.com\)](http://Compliance Logwin (logwin-logistics.com))

In the event human rights violations become known within the business areas of both direct and indirect suppliers, Logwin will take preventive and remedial measures to eliminate or limit the impact of these violations.

II. Human rights-related expectations on our employees and our suppliers

Logwin demands the highest standards of lawful and ethical conduct from its employees. Our **Code of Conduct** therefore regulates the relationship with customers, suppliers, business partners, competitors and authorities for all employees worldwide - from the correct handling of gifts and benefits, the confidentiality of information to avoiding the appearance of nepotism and favouritism. Training and audits will ensure compliance with the Code.

In addition, our **Supplier Code of Conduct** represents the minimum standard for a business relationship with Logwin. We expect all our suppliers and subcontractors to comply with our principles and to base their actions on them.

The Code of Conduct and the Supplier Code of Conduct are available on the Internet under Compliance at the following path:

<https://www.logwin-logistics.com/company/overview/compliance>

Both this Policy Statement and our Supplier Code are subject to constant revision, updating and detailing and are authoritative only in their latest version.

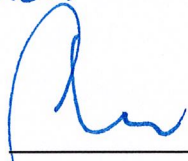
For Logwin AG

Grevenmacher, the


1 September 2025



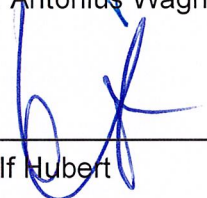
Dr. Antonius Wagner



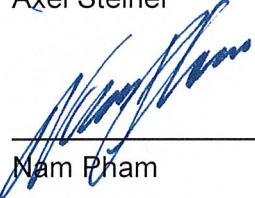
Axel Steiner



Sebastian Esser



Ralf Hubert



Nam Pham