

### **FIEGE Group policy statement**

The FIEGE Group, headquartered in Greven in Westphalia (Germany), is one of the most innovative logistics companies in Europe. With over 23,000 employees at 133 locations in 16 countries, we are internationally active – from core markets in Europe to Asia. FIEGE is a fifth-generation family business that is regarded as a pioneer of contract logistics. Its modular solutions in logistics, digital services, real estate and ventures form the essence of its business activities.

As a family business, we are committed to protecting and respecting human rights, sustainability, protecting the environment and fair working conditions. We constantly reflect on our actions in order to become better and more sustainable in everything we do, step by step. Our long-term goal is to pass the family business on to the next generation in an economically healthy and climate-neutral manner. To achieve this, we give our best every day!

With this in mind, we are issuing this policy statement on human rights, which supplements the Code of Conduct of the FIEGE Group that forms the basis of our cooperation with our employees and the contractual relationships with our customers and suppliers.

### **Basic laws on human rights**

The FIEGE Group is committed to observing in particular the following basic laws on human rights:

- Universal Declaration of Human Rights (Resolution 217 A (III)) of 10 December 1948
- ILO Declaration on Fundamental Principles and Rights at Work of 1 June 1998
- The United Nations Guiding Principles on Business and Human Rights of June 2014
- The Ten Principles of the UN Global Compact of 25 September 2015
- The 17 Sustainable Development Goals of the United Nations of 25 September 2015

### **Management and risk management**

Our management structure and the global risk management of the FIEGE Group are strategically aligned to identify at an early stage human rights violations and environment-related risks within the company group and at our suppliers, and to implement mitigating measures without lengthy procedures.

The Executive Board of the FIEGE Group or the specialist departments assigned by them and other persons appointed for this particular purpose will monitor our measures in this area. This will ensure that every department of our company is aware of the responsibility to recognise human rights and implement them accordingly.

### **Responsible procurement and performance**

The FIEGE Group is involved in various supply chains, some of which are multi-layered. We recognise our role and that of our direct and indirect suppliers to develop responsible and sustainable business relationships. For this reason, we continuously examine and document as part of appropriate risk analyses if and where risks for human rights violations exist – both in our business relationships with our

suppliers and customers. We constantly strive to maintain an effective organisation to achieve the above goals.

### **Human rights protection**

Based on internal and external audits and analyses of sensitive areas at individual service providers, we looked into the working conditions and health and safety measures and identified isolated cases of discrimination against employees.

Based on these findings, the FIEGE Group optimised its Compliance Management System, developed training seminars and established new reporting channels. These new reporting channels include anonymised whistleblower systems for employees and external third parties.

### **Measures**

In order to prevent potential human rights violations, appropriate preventive measures and procurement strategies have and are being established at FIEGE in the relevant areas and evaluated and documented internally. Based on our findings, we have and will continue in the future to immediately derive further measures, establish or adapt internal regulations and guidelines, and contractually obligate our suppliers and customers accordingly. Compliance with these obligations is to be monitored even more intensively in the future to prevent the occurrence of undesirable developments more effectively. To this end, our internal audit department, among others, controls the effectiveness of our organisation and its processes through random-based and event-related audits.

These principles are declared unreservedly by the Executive Board of the FIEGE Group. They will apply to the entire group and be supported and followed by all managers and employees.

Greven, 23. December 2022

The Executive Board