

LOXXESS

Code of Conduct



Code of Conduct

Preamble

For the LOXXESS Group, a family-owned company, economic success and social responsibility are inseparable. We ensure, both individually and collectively, a reliable supply of everyday and system-critical goods and provide logistics services required by our customers and clients.

We apply uniform standards to our operations, regardless of function or site of operation. The conduct of our employees has an outward effect as the trust of our partners depends on each of us acting in accordance with our values and our Code of Conduct.

Our daily actions are guided by the LOXXESS values of respect, growth, sustainability, and passion. These values are also reflected in our Code of Conduct and are the foundation for our work.



We want all our employees to commit to ethical business practices, fair collaboration and, to live in accordance with our values. Our conduct is based on the applicable laws, moral and ethical principles that are anchored in the European value system

This Code of Conduct has been written in general terms as it is impossible to cover every individual case. This document also defines LOXXESS' requirements for partners and suppliers with regards to human and environmental responsibility.



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Collaboration based on mutual respect and company values.

Our employees are the heart of our company. We put great importance on collaboration based on mutual respect and equality, and encourage open discussion and feedback. By working together and actively sharing knowledge, we all play a part in LOXXESS' sustainable success.



People

Operating in accordance with the law

We always comply with applicable laws and regulations. This allows us to avert labor and criminal law consequences for our employees and the company and avoid damage to our reputation and liability risks. We do not tolerate any violation of the law - either within our company or in our dealings with third parties.

Promoting diversity, preventing discrimination

We are committed to treating all employees equally and fostering a respectful and tolerant work environment. Diversity, inclusion and equal opportunities are an asset to our company. We do not tolerate any unjustified discrimination, especially based on gender, sexual orientation, religion, age, disability, nationality or social or ethnic origin.

Health and safety in the workplace

Protecting our employees is always our top priority. We put in place safe working conditions and strictly comply with all the applicable occupational health and safety regulations. Every individual plays a part in making LOXXESS a safe place to work.

Protection of employment and human rights

We are committed to upholding international human rights. Child labour, forced labour, modern slavery, human trafficking and other forms of exploitation have no place in our society. We respect the freedom of assembly and association and treat members of trade unions or other trade union organisations in the same way as other employees.



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Environmental and climate responsibility

Environmental protection is not just an obligation but an integral part of our work. We take responsibility for the environmental impact of our activities and strive every day to minimise this impact, as much as possible.

Saving resources, improving processes

We use our planet's limited resources sparingly and consciously. That's why we use modern and, environmentally friendly technologies and reduce our ecological footprint by continuously improving our processes. To this end, we optimise the use of materials and waste management, save valuable raw materials and continuously reduce the amount of non-recyclable waste.

Energy efficiency and reducing emissions

We continuously reduce our CO₂ emissions by systematically improving energy efficiency. We are also continuously increasing the share of renewable energy in our total energy mix.



Planet

Planned progress

We comply with all the legal requirements and relevant national and international standards. In addition, we have implemented an environmental management system in accordance with ISO 14001, through which, we continuously monitor and plan improvements in our operations.

Our contribution to climate protection

Our stated goal is to achieve climate neutrality by 2050! We subscribe to the Paris Climate Agreement and support initiatives to limit global warming to below 1.5 degrees Celsius



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Protection of information and confidentiality

We treat information confidentially and with the utmost care. We comply with all the relevant laws and regulations. By handling information carefully, we protect our know-how and the intellectual property of our business partners, competitors or third parties.

IT security and data protection

Data protection and information security are an integral part of our processes and working methods. We use effective safeguards to secure personal information and prevent the loss or misuse of sensitive information. We only use confidential data for the intended purpose and always in accordance with the applicable data protection laws.

Transparent and accurate reporting

Our financial reporting is transparent and rigorous. We work according to clear guidelines and reliably comply with the law. This includes compliance with the rules for the prevention of corruption, conflicts of interest and insider trading.



Partners

Fair procurement

We apply objective and transparent criteria when sourcing and selecting suppliers and service providers. We ensure that our decisions are transparent and that the principle of non-discrimination is upheld throughout the entire process - from first contact to the end of the partnership.

Commitment to fair competition

We are committed to free and fair competition. We do not tolerate any form of anti-competitive behaviour, such as agreements or undue influence on market mechanisms and comply with the applicable competition and antitrust laws.



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Whistleblower system

We believe that every employee has a responsibility to work towards compliance with the common rules and to report any violations they observe directly to their colleagues or supervisors. If employees feel that this is not possible or effective, or if they fear personal disadvantage, they can report their observations directly to the Whistleblower Hotline. All incoming reports are treated confidentially and investigated.

LOXXESS has commissioned the law firm Heuking Kühn Wojtek to handle reports from employees and third parties, and to manage initial communication. Whistleblowers can submit reports in person, by telephone, by letter or by email.

Rechtsanwältin Anna-Lena Glander

✉ Hinweisgeber.loxxxess@heuking.de

☎ +49 211 60 05 53 63

Postal address:

Heuking Kühn Lüer Wojteck Partnerschaft von
Rechtsanwälten mbB
Georg-Glock-Straße 4
40474 Düsseldorf



Safety

To facilitate comprehensive processing of reports, whistleblowers should describe the facts as accurately as possible. Where possible, they should name the company concerned, the persons involved, the time and place of the incident and any witnesses. If possible, they should also attach documents such as images, emails or written correspondence that corroborate the suspicion.

