



Code of Conduct for Business Partners

1. Scope and Objective

Reederei F. Laeisz G.m.b.H. (hereinafter referred as “F. Laeisz”), has a strong commitment to ethical and lawful corporate governance and expects the same from its Business Partners, including suppliers, agencies and all other third parties (collectively referred as “Business Partners”) as well.

This code applies to all Business Partners and defines the ethical conduct expectations of F. Laeisz. Acceptance and adherence to this Code is understood to be confirmed by the Business Partner’s agreement to undertake business with F. Laeisz.

Business Partners of F. Laeisz must take appropriate steps to also ensure compliance with the sustainability requirements by their own business partners and along the supply chain.

F. Laeisz will terminate the business relationship with immediate effect if the Business Partners do not comply with the minimum requirements as set out herein.

2. Business Partner selection process and conflicts of interests

F. Laeisz reserves the right to conduct integrity screening on the Business Partners, as part of its selection process.

Business Partners are required to declare any potential conflict of interest prior to the start of the selection process.

3. Respect Human Rights

Business Partners are expected to protect and promote the human rights of their employees and, in particular, adhere to the following principles:

- not to participate in, or benefit from forced or compulsory labour or human trafficking in any form,
- any use of child labour by Business Partners must comply with internationally recognized standards such as the guidelines of UNICEF and the ILO and national legislation,
- employees of our Business Partners must be provided with a safe and healthy workplace in compliance with international standards and national laws,
- comply with applicable laws, industry standards and relevant collective agreements on wages and working hours,
- treat all employees with respect and dignity and base recruitment, remuneration, training, and any other employment-related decisions on characteristics solely related to their merit, irrespective of race, colour, religion, gender, age, national origin, sexual orientation, marital status or disability,



- respect the right of all employees to form and join (or not to join) a trade union, to select their own representatives and to bargain collectively in accordance with applicable laws and regulations.

4. Ethics and Business Integrity

F. Laeisz expects its Business Partners to uphold the highest standards of business ethics, to respect local laws and not to engage in any form of bribery, fraud, facilitation payments or money laundering.

Business Partners are prohibited from offering gifts or hospitality to F. Laeisz employees, F. Laeisz customers or other relevant stakeholders (such as governmental officials) above a socially adequate value when working for and on behalf of F. Laeisz.

5. Health, Safety and Environment

Business Partners are required to abide by all applicable laws relating to health, safety, and the environment in their work for F. Laeisz.

F. Laeisz expects the Business Partners to ensure that adequate measures are put in place to protect the health and safety of their employees and encourages them to develop and use environmentally friendly technologies, products, and services.

6. Confidentiality, Intellectual Property and Data Privacy Rules

F. Laeisz is dedicated to protect confidential, sensitive, and personal information. Business Partners shall protect and respect the intellectual property and confidential information of F. Laeisz and third parties and ensure that the intellectual property and confidential information of F. Laeisz or third parties is used solely as explicitly permitted.

Personal data shall only be collected, processed, disclosed, and stored by the Business Partners if it has a legitimate business purpose.

7. Raising a concern

Should you have any concern regarding this Code of Conduct or if any inappropriate behaviour or practices are observed or suspected when dealing with a F. Laeisz employee, Business Partners may report this to the management of F. Laeisz.

Rostock, July 01st, 2021