CODE OF CONDUCT

1. General Principles

We as the Häupl Spedition place the utmost importance on integrity, professionalism, and responsibility in all our business activities. This Code of Conduct applies to all members of management, all employees, and business partners.

2. Compliance with Laws and Regulations

All employees and business partners are required to comply with applicable laws and regulations in all countries where we operate. This particularly pertains to:

- Traffic and transport regulations
- Environmental and safety guidelines
- Tax and customs regulations

3. Human Rights and Working Conditions

We as the Häupl spedition explicitly emphasize that the company requires all employees and business partners to respect all internationally proclaimed human rights by avoiding the causation of or participation in human rights violations. Special attention is given to the following points:

a. Prohibition of Forced Labor

Any form of forced or compulsory labor, exploitation, or human trafficking is strictly prohibited. We ensure that both employees and business partners do not promote or support these crimes, either directly or indirectly. We are committed to promptly investigating and halting any indications of such practices.

b. Freedom of Employment

All work must be voluntary and free from any threat of punishment. Our employees have the unrestricted right to terminate their employment at any time with reasonable notice.

c. Prohibition of Child Labor

We employ only individuals who have reached the legal minimum age for completion of compulsory schooling in their country, and in all cases, no one under the age of 15. We strictly adhere to the International Labour Organization (ILO) standards on the minimum age for employment, ensuring that children and adolescents are protected for their full physical and mental development.

d. Compliance with Working Hours and Minimum Wage

We provide fair working conditions, adhering to all legal regulations regarding working hours and minimum wage. This includes fair compensation for overtime as well as the provision of breaks and leave entitlements in accordance with legal requirements.

e. Freedom of Association

We promote open communication between employees and management regarding working conditions, free from fear of negative consequences. Every employee has the right to form or join trade unions or other worker associations.

4. Safety and Health

The safety of our employees, customers, and the public is of the highest priority and is a fundamental part of our social responsibility. We are committed to providing a safe and healthy working environment for our employees. We comply with all applicable requirements and international standards in the areas of occupational, fire, environmental, and health protection. Everyone — our management, employees, and business partners — shares the responsibility for practicing safe working methods and adhering to applicable safety standards. Of particular importance are:

- Use of safety equipment
- Adherence to traffic safety rules
- Avoidance of fatigued or distracted driving

5. Dealing with Customers and Business Partners

Our employees must always exhibit fair, professional, and respectful behavior towards customers, authorities, and business partners. Transparent communication and reliability are essential values to be upheld in every business relationship.

6. Confidentiality and Data Protection

The confidentiality of customer information and compliance with data protection regulations are of the utmost importance. It is prohibited to share confidential information with third parties without authorization or to use it for personal purposes.

7. Anti-Corruption and Bribery

Our company expressly tolerates no form of corruption or bribery. All employees and third parties commissioned by Häupl Speditionsges.m.b.H. must adhere to the following principles:

- No acceptance or giving of inappropriate gifts, payments, other benefits, or favors
- Reporting of any attempted bribery or unethical conduct

We promote fair competition and adhere to antitrust regulations. Agreements to such effect with

competitors are strictly prohibited.

8. Conflicts and Conflicts of Interest

Employees must avoid any actions that could lead to a conflict of interest. Personal interests should never take precedence over the well-being of the company. This is especially relevant for:

- Personal business relationships with customers or suppliers
- Financial involvement in competing companies

If a conflict of interest exists or arises, this must be reported immediately to the management in order to find an appropriate solution and ensure transparency.

9. Social Responsibility and Fairness

We are committed to a fair, respectful, and inclusive work environment. Discrimination, harassment, or bullying of any kind will not be tolerated. Our workplaces are free from discrimination based on age, gender, sexuality, health, national origin, and religious or cultural differences. The cultural diversity of our company is an asset that we actively promote. Every employee has the right to equal treatment, regardless of gender, age, origin, religion, or other personal characteristics.

10. Sustainability

With our environmental management system, we actively contribute to environmental protection and are committed to using our resources responsibly. Our goal is to minimize the environmental impact of our business activities.

Through various measures at our company location, such as the installation of a photovoltaic system and EV charging stations, optimizing our energy consumption, and implementing comprehensive energy monitoring, we ensure continuous improvement of our work processes in line with our ecological responsibilities.

Furthermore, we aim to increasingly shift our transportation to intermodal solutions and promote the use of biodiesel to further minimize our environmental impact.

11. Consequences of Violations - Whistleblower System

Violations of our Code of Conduct affect us all and are taken seriously. Therefore, as a logistics company, we have established a system that allows employees and business partners to anonymously report suspected misconduct. Our Compliance Officer reviews each of these reports and, if necessary, in cooperation with the department or management, establishes appropriate measures, which may include disciplinary and employment-related consequences. The button to report a violation can be found here: https://www.haeuplsped.at/Our-Values