

Statement of principles

Policy of the Duvenbeck Group

We move what matters most.

Our responsibility goes beyond transport and logistics – we move what truly matters. Quality, safety, sustainability and reliability are the cornerstones of our actions. As an internationally operating company, we set the highest standards across all our processes and take responsibility for the people, the environment and the value chains in which we operate.

We see ourselves as a partners to our customers and design logistics solutions that are not only efficient and reliable, but also meet the highest standards of product safety, product quality, environmental sustainability and social responsibility. Our success is based on innovation, continuous improvement and the conviction that long-term responsibility drives sustainable growth.

Quality & product safety

Excellence is our standard. Our customers expect the highest quality, transparent processes and smooth implementation – and that is exactly what we deliver. For us, quality means identifying risks early, setting clear standards and continuously working to improve our processes.

Product safety is an integral part of our work. Through preventive measures, systematic risk analyses and consistent controls, we ensure that products are transported and stored safely. A strong safety culture shaped by clear communication, targeted training, open feedback, active engagement, and learning from experience- help us ensure that products are transported and stored safely . We analyze potential hazards along the logistics chain, define critical control points, monitor performance and initiate immediate corrective measures in the event of deviations. Our employees receive regular training and actively contribute to meeting quality and safety requirements.

Sustainability, human rights and social responsibility

As an international company, we bear responsibility for the people and the environment throughout our entire value chain.

Sustainability is our way forward. We take responsibility for the responsible use of natural resources and focus on energy-efficient, environmentally friendly transport and logistics solutions. Our actions are based on the principle of continuous improvement: we analyze our ecological footprint – including energy use – with the aim of reducing emissions and improving energy efficiency.

Our goal is not only to meet sustainable standards, but to actively advance and strengthen them. To this end, we work closely with our partners to promote climate-friendly solutions and deploy innovative technologies.

Safety is the foundation of our success. We create safe and health-promoting working conditions because our employees are our most valuable asset. The prevention of injuries and work-related illnesses is at the heart of everything we do.

Occupational health and safety. Our employees are actively involved in designing safe work processes. We promote a culture in which feedback is valued, hazards are identified at an early stage and improvements are developed collaboratively. Through regular consultations, open dialogue and structured feedback processes, we ensure that all perspectives are taken into account.

A strong awareness of safety and a robust safety culture help to minimize risks. Clear code of conduct, training and dialogue with our employees and stakeholders ensure that safety standards are continuously improved and consistently adhered to.

Employee engagement is our present and our future. We promote a corporate culture based on teamwork, responsibility and continuous professional development. Our employees are the foundation of our success, and their expertise is crucial to the quality of our services. We invest in regular training and encourage open communication to achieve the best results for our customers.

Our principles

We are committed to respecting human rights and complying with environmental and human rights due diligence obligations in accordance with international standards and the German Supply Chain Due Diligence Act (LkSG).

- **Child labour:** We reject all forms of child labour and do not employ children under the minimum legal working age in the respective country or jurisdiction. We expect our business partners to ensure this as well.
- **Forced labour:** Work must always be performed voluntarily. We do not tolerate any form of forced labour, including debt bondage, compulsory labour, military labour, modern forms of slavery or any form of human trafficking.
- **Diversity and inclusion:** We are committed to equal opportunities and reject any form of discrimination or harassment based on gender, ethnic origin, nationality, social background, religion, age, disability, sexual orientation and identity, or other characteristics protected by law.
- **Freedom of association:** Our employees are free to join a trade union or employee representative body of their choice and to stand for representative office without threat or intimidation.
- **Working conditions:** We ensure our employees that the locally applicable laws, guidelines or collective bargaining agreements regarding their working hours, occupational health and safety, and pay are complied with.

- **Data protection:** We respect the privacy of all individuals and the confidentiality of personal data and ensure adequate protection in line with our data protection framework.
- **Environment:** We are committed to protecting the environment and have introduced specific measures aimed at reducing and minimizing our impact on the environment.

We work closely with our business partners to identify and minimize human rights and environmental risks. In our business relationships, we foster transparency and attach great importance to ethical business conduct in fair partnerships. We expect the same from our business partners, both within their own operations and across their supply chain.

Trust through protection and integrity

Trust is built through responsibility. Protection sensitive information, ensuring the security of our processes and maintaining transparency throughout the supply chain are essential to us. We ensure the confidentiality, integrity and availability of data and operate under clearly defined security standards to protect our systems and processes.

Our security measures are regularly reviewed and continuously improved. Through strong risk management and the responsible use of digital and physical resources, we create a reliable foundation for long-term business relationships.

Effective risk management for stability

We systematically identify, assess and manage risks to ensure long-term stability and growth. Our current priority risks arise from our international operations-in particular our global supply chains, which entails a high degree of complexity and diversity. In addition, the technologies used in our business activities may carry inherent risks. Our activities and technologies give rise to systemic risks, some of which are beyond our control. We prioritize risks that are most material in terms of severity, reversibility and likelihood and where we have influence or direct contribution to the cause.

We have implemented a management system comprising governance policies for the Duvenbeck Group and its organizational units, a policy management framework , a risk management system, an internal control system and a compliance management system. In addition, we have issued relevant instructions to our employees and business partners.

The requirements of the German Supply Chain Due Diligence Act are reflected in our organizational set-up , processes and documentation. Annual and event-driven risk analyses are conducted within each business area and across the supply chain in line with our internal instructions and the underlying LkSG requirements. The results are appropriately assessed, weighted and prioritized. Based on the risk analysis, preventive and remedial measures are assigned to the identified risks in accordance with the Act, depending on their materiality and priority. The effectiveness of these measures is reviewed annually and as needed on an ad hoc basis, and they are updated where necessary. We also include indirect suppliers in these analyses and measures, particularly where we have sustained indications suggests a possible breach of a human rights or environmental obligation by an indirect supplier.

By providing a legally compliant complaints mechanism (duvenbeck.hintbox.eu), we enable the anonymous reporting of human rights and environmental risks. This makes it easier for our employees and the employees of our business partners to report concerns and helps us to identify risks at an early stage and address them effectively. We will document and report on the fulfilment of our due diligence obligations in accordance with legal requirements.

Shaping the future together

Our corporate policy is more than a mission statement – it is a lived practice. It is communicated to all employees, regularly reviewed and translated into concrete, measurable goals.

We see change as an opportunity and are committed to a culture of continuous improvement. Through collaboration, innovation and the courage to break new ground, we are shaping the future of logistics – sustainably, safely and high-performing.

We move what matters most. With commitment, expertise and responsibility, we play a leading role in the industry and shape the logistics of tomorrow.