

# Hapag-Lloyd Supplier Code of Conduct

Hapag-Lloyd AG (herein after called “Hapag-Lloyd”) has been one of the world’s leading liner shipping companies for more than 170 years. Our global focus requires a common set of values and principles that extend throughout the whole transport chain.

The Hapag-Lloyd Supplier Code of Conduct (“Supplier CoC”) sets mandatory standards for all suppliers (as defined below) and determines the minimum expectations Hapag-Lloyd requires its suppliers to comply with when doing business with Hapag-Lloyd. Hapag-Lloyd encourages all of its suppliers to go beyond these requirements and strive for continuous improvement across all the areas it encompasses.

Definition of a supplier: Any person or legal entity providing Hapag-Lloyd or its affiliates with services or products.

Relations between Hapag-Lloyd and its suppliers are based on the acceptance of contractually clearly defined and appropriate interests of each party in compliance with the Hapag-Lloyd Global Code of Ethics. This Supplier CoC reflects the requirements of the Hapag-Lloyd Global Code of Ethics and Hapag-Lloyd’s commitment to the following principles, which Hapag-Lloyd also expects from its suppliers.

## Minimum standards Hapag-Lloyd requires its suppliers to comply with:

### Human and labour rights

The Supplier confirms that the following principles are the basis of all business activities and interaction with employees and business partners:

- Protection of human rights
- Respect for the personality and dignity of the individual
- Respect for fair and cooperative collaboration
- Professionalism, truthfulness, loyalty, personal responsibility and integrity
- Respect towards fellow humans and the environment
- Prohibition of any discrimination based on ethnic background, religion, age, gender, disability, sexual identity, ideology, affiliation to a political, religious or trade-union organization
- Prohibition of unworthy working conditions and child-, forced or compulsory labour according to local laws
- Compliance with the maximum number of working hours laid down in the applicable local laws
- Provision of fair remuneration under consideration of the applicable national statutory minimum wage to all employees

### Compliance with Laws and Regulations

The Supplier confirms adherence to all relevant laws and regulations applicable for all its business activities. The Supplier complies with applicable national and international rules and regulations, including but not limited to those related to:

- Competition
- Embargos & Sanctions
- Corruption
- Bribery
- Money Laundering

### Prevention of Corruption

Hapag-Lloyd is determined to achieve the highest ethical standards in all of its business transactions and expects the same from its suppliers. Hapag-Lloyd does not tolerate any form of corruption, whether public or private, active or passive. The Supplier confirms that immoral or corrupt practices, extortion or bribery performed by employees or business partners are not accepted.

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## Prevention of Corruption

The Supplier must be aware of the following principles that constitute the basic standards of the Hapag-Lloyd Anti-Corruption policy and are applicable for all Hapag-Lloyd employees. Hapag-Lloyd representatives shall not be offered any gifts, hospitality or expenses that could be considered unreasonable or inappropriate with regard to possible business transactions.

- ❖ **Gifts:** Hapag-Lloyd employees are prohibited from asking for favours, accepting, receiving or giving any gifts, except for locally accepted small giveaways from individuals, that they come into contact with in the normal course of business. Gifts in cash or cash equivalent are strictly prohibited from accepting by Hapag-Lloyd employees.
- ❖ **Hospitality:** Hapag-Lloyd employees are not allowed to request invitations from business partners. As guests of business partners, Hapag-Lloyd employees are only permitted to accept invitations to events or business lunches if the invitation is voluntary, supports a legitimate business purpose and serves the normal course of business.
- ❖ **Travel Expenses:** It is not permitted for business partners to take over costs for accommodation for Hapag-Lloyd employees.
- ❖ **Financial Benefits:** Hapag-Lloyd employees are prohibited from asking for or accepting payments, loans or any other financial benefits from suppliers, traders or customers for personal benefit.

The Supplier confirms that there are similar guidelines in place applicable for the Supplier's employees.

## Conflicts of Interest

The Supplier confirms that it prevents situations where there is a conflict of interest between the Supplier and Hapag-Lloyd and which may lead to a damage for Hapag-Lloyd.

## Compliance Management System

The Supplier confirms to have procedures in place to ensure legal compliance and to have an appropriate compliance management system to enable adherence to this CoC or to the supplier's own equivalent CoC. Hapag-Lloyd's Global Code of Ethics can be found on the Hapag-Lloyd Website ([Hapag-Lloyd Global Code of Ethics](#)). Detailed contact information referring to the Hapag-Lloyd [Whistleblower Hotline](#) which offers the possibility for anonymous reporting of Compliance incidents is available as well.

There could be more stringent requirements of conduct by the contractual obligation. The Supplier shall always comply with the more stringent requirements. In the event of serious violations of the principles stated in this Supplier CoC, Hapag-Lloyd reserves the right but not limited to immediately terminate the business relationship with the Supplier. A severe breach of this Supplier CoC may be considered as a breach of the contract/agreement by the Supplier.

## Supplier Statement

Please sign one of the following options a) or b):

- a) I, the undersigned Supplier hereby confirm adherence to this Hapag-Lloyd Supplier Code of Conduct.

\_\_\_\_\_  
Location, Date

\_\_\_\_\_  
Company name and signature  
(to be signed by an authorized person)

or:

- b) I, the undersigned Supplier hereby confirm that the Supplier's own Code of Conduct is in line with this Hapag-Lloyd Supplier Code of Conduct.

\_\_\_\_\_  
Location, Date

\_\_\_\_\_  
Company name and signature  
(to be signed by an authorized person)