# Sustainability Requirements for Business Partners of Erb Transporte GmbH

# Sustainability Requirements for Business Partners

These sustainability requirements apply to all suppliers, service providers, and external contractors (business partners) of Erb Transporte GmbH.

## Guiding Principle

The establishment of a sustainable partnership is based on mutual commitment to the principle of sustainability and the willingness to work together on forward-looking solutions. This approach is essential to ensuring a successful and long-term cooperation in which not only short-term economic interests, but above all long-term environmental and social values, are at the forefront.

These requirements are based on fundamental principles of social and environmental responsibility and responsible corporate governance in accordance with applicable laws and international standards, including the UN Guiding Principles on Business and Human Rights, the UN Global Compact, the conventions of the International Labour Organization (ILO), the Rio Declaration on Environment and Development, the Paris Agreement and others.

## Foreword

At Erb Transporte GmbH, we are committed to conducting our business activities sustainably and in compliance with all applicable laws. Our goal is to provide innovative service solutions that not only meet our customers' requirements but also go beyond existing industry standards.

Erb Transporte GmbH evaluates and commissions qualified suppliers, service providers and contractors on an objective and fair basis. When selecting our business partners, we consider costs as well as each company's ability to meet our requirements. This also includes our standards with regard to sustainability and responsible business practices.

These Sustainability Requirements contain important standards that reflect the corporate values of Erb Transporte GmbH. They have been developed for business partners who wish to enter into a business relationship with Erb Transporte GmbH. We expect you not only to comply with applicable laws and regulations and your contractual obligations, but also to conduct your business in accordance with the guiding principles described below. Please familiarize yourself with the contents.

## Sustainability

Our business partners are expected to establish sustainable processes, promote innovative solutions, and continuously work to improve their environmental performance in order to remain competitive in the long term and contribute to the protection of the environment.

## Climate Neutrality and Greenhouse Gas Emissions

Our business partners are committed to working towards climate neutrality and reducing their greenhouse gas emissions as far as possible. They are expected to take measures to reduce their emissions and support initiatives that contribute to climate protection and sustainable development.

## Water Management

We expect our business partners to use water resources responsibly and efficiently. This includes minimizing water consumption, preventing water pollution, and ensuring the proper treatment and disposal of wastewater. We also encourage the use of water-saving technologies and promote sustainable practices in water management. Our goal is to work together to protect water resources and ensure their sustainable use.

## Waste Prevention, Recycling and Waste Disposal

Our business partners are expected to avoid waste wherever possible and to reduce waste generation through appropriate measures. Resources should be used responsibly and efficiently.

Our business partners should promote recycling measures, give preference to reusable raw materials and materials, and contribute to reducing environmental impacts and the consumption of natural resources through continuous improvement.

Unavoidable waste must be properly separated, collected, and sent for appropriate recycling or professional disposal. All applicable legal regulations and environmental requirements must be complied with.

## Biodiversity

Our business partners are expected to consider the protection of biodiversity in their business processes and to implement appropriate measures to prevent negative impacts on

ecosystems and natural resources.

Protecting biodiversity can also create opportunities for innovation, new business opportunities, and the long-term strengthening of competitiveness.

## Resource Scarcity

We expect our business partners to use natural resources responsibly and efficiently. They should take appropriate measures to reduce the consumption of raw materials, water, and energy, as well as promote the use of sustainable materials and alternative energy sources.

## Occupational Health and Safety

Our business partners must provide their employees with a safe and healthy working environment that complies with applicable local laws and industry standards regarding occupational health and safety.

## Working Hours

We expect our business partners to comply with applicable national laws (e.g., regulations on driving and rest periods) and collective bargaining agreements, where applicable, or, at a minimum, comply with the working time standards of the International Labour Organization (ILO) where no corresponding national regulations apply.

## Child Labour and Young Workers

We expect our business partners to comply with German and European labour laws or, in the case of non-European supply chains, to commit to the following guiding principles:

- the UN Convention on the Rights of the Child;
- the conventions adopted by the International Labour Organization (ILO), in particular Convention No. 138 (Minimum Age for Admission to Employment) and Convention No. 182 (Elimination of the Worst Forms of Child Labour).

It must be ensured that prohibited child labour is not tolerated in any form.

## Data Protection, Information Security and Confidentiality

Our business partners are expected to comply with applicable data protection laws when collecting, storing, using, distributing, or otherwise processing personal data, and to respect privacy and civil rights within the company.
Furthermore, confidential data must be kept confidential and protected against loss and unauthorized access by third parties.
We expect our business partners to protect the confidentiality, availability, and integrity of their IT systems, data, and communication channels against potential attacks.

## Anti-Corruption and Anti-Money Laundering

At Erb Transporte GmbH, we believe that all forms of bribery and other corrupt practices constitute inappropriate business practices, regardless of local customs. Business partners must not engage in or condone corrupt practices of any kind (e.g., offering or accepting bribes, disproportionate gifts, hospitality, or facilitation payments to or from any private or government-related party). Our business partners are required to comply with all applicable anti-corruption laws.
Money laundering must neither be facilitated, tolerated, nor supported in any way. Business partners should be alert to signs of money laundering and report any suspicious transactions.

## Bribery / corruptibility

Our business partners should also ensure that their employees, subcontractors, and representatives do not offer, promise, or grant any benefits to employees of Erb Transporte GmbH or persons closely associated with them with the aim of securing a contract or any other form of preferential treatment in their business dealings.
All managers and employees of our business partners must be aware of the significant risks that a case of bribery or extortion can pose to their company as well as to themselves personally.

## Wages and Social Benefits

We expect our business partners to pay their employees compensation (including wages and additional benefits) that complies with applicable laws and established industry standards, as well as customary local wages and salaries and social benefits. Compensation should be sufficient to cover basic needs and enable employees and their families to maintain an adequate standard of living.

This includes compliance with regulations on minimum wages, overtime pay, continued payment of wages in the event of illness, and legally mandated benefits. Deductions from wages as a disciplinary measure are prohibited.

## Non-Discrimination and Prevention of Harassment

Our business partners must not tolerate any form of discrimination or harassment in the workplace or in the professional environment and must provide equal employment opportunities regardless of the characteristics of employees or applicants (such as age, gender, sexual orientation, gender identity, ethnic background or national origin, disability, pregnancy, religion, political views, etc.).
Erb Transporte does not accept business partners who support or tolerate practices of discrimination, harassment, or bullying.

## Rights of Women and Girls

Women and girls are particularly affected by the negative impacts of global economic activities. We expect our business partners to focus their actions on women and girls throughout the supply chain, especially where they are significantly represented. Please pay particular attention to the following aspects:

- Economic practices (e.g., unequal pay compared to male employees)
- The application of misogynistic socio-economic practices in management, including patriarchal social and cultural norms.

## Diversity, Equality and Inclusion

Our business partners should develop and promote an inclusive culture in which diversity is valued and celebrated, and in which everyone can make their full contribution and realize their full potential. Diversity should be promoted at all levels of the workforce and management, including at board level.

## Conflicts of Interest

We expect our business partners to make decisions based on objective considerations and not to be unduly influenced by personal interests. As soon as a business partner becomes aware of a potential conflict of interest, they are expected to take appropriate measures to resolve it.

## Intellectual Property and Counterfeiting

Our business partners must respect the intellectual property rights of third parties.
In the course of our cooperation, business partners may gain access to sensitive or proprietary information that is confidential. Such information must be protected and kept confidential. Counterfeit products or pirated copies must not be used.

## Reporting Suspected Violations

Every business partner is encouraged to report potential suspected cases and violations of these sustainability requirements. The aim is to limit the consequences of such violations and prevent similar misconduct in the future.
Reports can be submitted by email to our central whistleblower office at complaint@erbtransporte.com. In accordance with applicable law, individuals who make a report in good faith are protected and must not be subject to any disadvantage as a result of their report.

## Freedom of Association and Collective Bargaining

Our business partners should enable their employees to communicate openly with management about working conditions and management practices without fear of retaliation, intimidation, or harassment.
Companies should respect employees' rights to freedom of assembly, to freely decide whether to join a trade union, to collective bargaining, to representation, and to membership in works councils.

## Modern Slavery (Servitude, Forced or Compulsory Labour)

Our business partners must ensure that all work is performed on a voluntary basis. They must prohibit and not tolerate any form of forced labour, debt bondage, prison labour, or compulsory labour (including human trafficking).
They must not restrict the freedom of movement of employees, withhold wage payments, create abusive working conditions, or engage in or tolerate debt bondage, violence, or any other form of exploitation, intimidation, harassment, or abuse of workers.

## Fair Competition and Antitrust Law

The standards for fair business practices, fair advertising, and fair competition must be observed. Our business partners must not enter into agreements or engage in activities that unlawfully or improperly restrict trade or competition.

## Financial Responsibility (Accurate Records)

We expect our business partners to implement internal controls to ensure that all books and records relating to Erb Transporte GmbH fully and accurately reflect our business and financial transactions and the underlying business purpose of such transactions.

## Requirement to Cascade Standards Throughout the Supply Chain

Our business partners are expected to implement the requirements of this Sustainability Code in their business relationships with their own suppliers, service providers, and sub-contractors.Geschäftspartner sind angehalten, die Anforderungen dieses Nachhaltigkeitskodex auch in ihren Geschäftsbeziehungen mit ihren eigenen Lieferanten, Dienstleistern und Sub-Unternehmern umzusetzen.

## Afterword

Erb Transporte GmbH reserves the right to terminate some or all contractual relationships with business partners if they are proven to violate the requirements of this Sustainability Code or fail to initiate or implement improvement measures within a reasonable period after being given an appropriate deadline.
As a prerequisite for establishing a business relationship with partners in high-risk regions, it must be possible to have audits conducted at our business partners' premises by certified third-party companies.
Transporte GmbH ist berechtigt, einige oder sämtliche vertragliche Beziehungen zu Geschäftspartnern zu kündigen, falls diese gegen die Vorgaben dieses Nachhaltigkeitskodex nachweislich verstoßen bzw. auch nach Setzen einer angemessenen Frist keine Verbesserungsmaßnahmen einleiten oder umsetzen.

Voraussetzung für eine Geschäftsbeziehung mit Partnern in kritischen Regionen ist die Möglichkeit, Audits bei unseren Geschäftspartnern durch zertifizierte Drittunternehmen durchführen zu lassen.

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## Thank You

Thank you for taking the time to carefully read these sustainability requirements. This document is controlled within our management system as documented information, meaning that it is regularly reviewed and, where necessary, adapted to relevant requirements of interested parties.

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