

**Sustainability requirements for the
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.

Foreword

At Erb Transporte GmbH, we are committed to conducting our business activities in a sustainable manner at all times and in compliance with applicable laws. Our goal is to offer innovative service solutions that not only meet our customers' requirements, but also exceed existing industry standards.

Erb Transporte GmbH evaluates and appoints qualified suppliers, service providers and contractors on an objective and fair basis. When selecting our business partners, we take costs into account, but also the ability of each individual supplier to meet our needs and requirements. This also includes our standards with regard to sustainability and responsible business practices.

This Sustainability Code of Conduct contains important standards that reflect the corporate values of Erb Transporte GmbH and has been developed for business partners who wish to enter into business relationships with Erb Transporte GmbH. We expect you not only to comply with your contractual obligations and applicable laws and regulations, but also to align your conduct with the guiding principles described below. Please familiarise yourself with its content.

This Sustainability Code of Conduct is based on fundamental principles of social and environmental responsibility and 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 Climate Agreement, and others).

Occupational Health and Safety

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

Working Time

We expect our business partners to comply with applicable national laws (e.g. on driving and rest times) and collective bargaining agreements (where applicable) regarding working hours, or to adhere to the standards of the International Labour

Organization (ILO) on working time, where no corresponding national regulations exist.

Child Labour and Young Workers

The minimum age for employment in accordance with ILO Convention No. 138 concerning Minimum Age for Admission to Employment must be observed, and it must be ensured that prohibited child labour is not tolerated in any form.

We expect our business partners to comply with German or European labour law, 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 International Labour Organization conventions No. 138 (Minimum Age for Employment) and No. 182 (Worst Forms of Child Labour)

Data Protection, Information Security and Confidentiality

Our business partners are required to comply with applicable data protection laws when collecting, storing, using, disclosing, or otherwise processing personal data, and to respect privacy as well as civil rights within the company.

In addition, confidential data must be kept secret and protected against loss and unauthorized access by third parties. We classify all non-public information as confidential if its disclosure could be disadvantageous or if someone could gain an unfair business or personal advantage from it.

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 are of the opinion that all forms of bribery and other corrupt practices constitute an inappropriate form of business conduct, regardless of local customs. Business partners must not engage in or condone any form of corrupt practices (e.g. offering or accepting bribes, inappropriate gifts, hospitality, or facilitation payments to or from any party, whether private or government-related). Our business partners are required to comply with all applicable anti-corruption laws and to ensure adherence to all relevant United Nations (UN) and Organisation for Economic Co-operation and Development (OECD) conventions against corruption.

Money laundering must neither be enabled, tolerated, nor supported in any way. Business partners should remain alert to signs of money laundering and report any suspicious transactions.

Bribery (Passive Corruption / Accepting Bribes)

Our business partners must also ensure that their employees, subcontractors, and representatives do not offer, promise, or grant any advantages 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 activities. All managers and employees of business partners must be aware of the extraordinary risks that cases of bribery or extortion may pose to their company, as well as to themselves personally.

Wages and Social Benefits

We expect our business partners to pay their employees remuneration (including wages and additional benefits) that complies with applicable laws and existing industry standards, as well as locally prevailing wages, salaries, and social benefits. The remuneration 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 case of illness, and statutorily required benefits. It is not permitted to make wage deductions as a disciplinary measure.

Non-Discrimination and Combating Harassment

Our business partners must not tolerate any form of discrimination or harassment in the workplace or in professional life and must provide equal employment opportunities regardless of employee or applicant characteristics (such as age, gender, sexual orientation, gender identity, ethnic or national origin, disability, pregnancy, religion, political opinion, trade union membership, veteran status, genetic information, marital status, etc.).

Erb Transporte GmbH rejects business partners who support or tolerate practices of discrimination, harassment, or bullying.

Freedom of Association and Collective Bargaining

Our business partners should enable employees to communicate openly with management regarding working conditions and management practices without fear of retaliation, intimidation, or harassment.

Companies should respect employees' rights to freedom of association, the free choice to join or not join a trade union, collective bargaining, representation, and membership in works councils.

Modern Slavery (Servitude, Forced or Coerced Labour)

Our business partners must ensure that all work is carried out on a voluntary basis. They must prevent 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 of fair business conduct, 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 as well as the underlying business purpose.

They should conduct their business in a transparent manner and properly reflect it in their accounting and financial reporting.

Export Controls and Economic Sanctions

Our business partners must comply with applicable restrictions regarding the export or re-export of goods, software, services, and technologies, as well as applicable trade sanctions that restrict transactions with certain countries, regions, companies, entities, or individuals.

Implementation of Similar Standards with Own Business Partners

Our business partners are encouraged to apply the requirements of this Sustainability Code of Conduct in their own business relationships with their suppliers, service providers, and subcontractors.

A prerequisite for a business relationship with partners in critical regions is the possibility of conducting audits at our business partners by certified third-party organisations.

Closing Statement

Erb Transporte GmbH is entitled to terminate some or all contractual relationships with business partners if they demonstrably violate the requirements of this Sustainability Code of Conduct, or if they fail to initiate or implement appropriate corrective measures even after being granted a reasonable period of time.

Erb Transporte GmbH, Planckstraße 9, D-71665 Vaihingen / Enz
Vaihingen an der Enz, 14 April 2026
Wolfgang Erb (Managing Director)

Thank You

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