

Code of Ethics of Spedition Briem GmbH

Lawful conduct, mutual respect, integrity and reliability are our shared values in both cooperation and competition. They form an essential part of our corporate culture and are the basis for sustained success. As observance of this code of conduct is a personal concern of BRIEM Spedition-GmbH, we always abide by the law and regulations, acting in conformity with our company's guidelines. With this principle as our rationale and aware of the fact that illegal conduct can cause severe damage to our company, all staff members are expected to give consideration to and comply with applicable law and current company policy including these criteria:

- respect
- dignity
- anti-discrimination
- free competition
- fair competition
- law-abiding conduct
- prohibition of corruption
- anti-bullying
- conflicts of interest

Our conduct is characterised by respect, objectivity and reliability. Differing approaches to life as well as national and cultural specifics are taken into consideration; we respect individuals' personal dignity and their personality rights. Discriminations or harassment of any kind are not tolerated. We expect our members of staff to interact fairly, considerately and reliably with all colleagues and business partners alike. Briem Spedition-GmbH wins customer orders on the basis of company performance, observing the principles of fair and free competition. We do not make agreements with competitors nor do we exchange information concerning economically sensitive issues such as prices, business terms or markets.

In addition, we respect rules of competition that apply to dealing with suppliers, clients or service providers. As any practices aimed at restricting competition are considered non-sustainable and undermining our own competitive strength they may also lead to serious sanctions that could pose a threat to the success of our company. We therefore comply with applicable antitrust and competition laws and interact with business partners, governmental bodies and other stakeholders on the basis of ethics, performance and trust. Such quality relationships cannot be built on illegal payments and unlawful preferential treatment.