

Ethical Code for SMART LOGISTICS, s.r.o.

1. Article General Provisions

SMART LOGISTICS, s.r.o. is committed to always act in accordance with applicable legislation and in accordance with ethical values and principles in order to apply the highest standards of ethics, professionalism and commercial activity.

The aim of SMART LOGISTICS, s.r.o. is, by introducing and applying a company ethical code, to uphold the values and principles of ethical conduct, to create favourable working conditions and interpersonal relations and to build the internal company culture.

The most important value for each employee is to maintain the company's reputation, the trust of all stakeholders, provide services of a very high standard with a professional approach.

Following the ethical code affects the reputation of the company, which is associated with prosperity, viability and benefit to employees and other cooperating entities.

All employees of the company SMART LOGISTICS, s.r.o. are obliged to act in accordance with this Ethical Code, maintain high moral standards in business and working conduct, to create a work environment of trust and respect for colleagues, suppliers and customers.

2. Article Scope of validity

This Code applies to every employee and supplier of SMART LOGISTICS, s.r.o and shall take effect upon its approval.

3. Article Values of the company

The focus of the company is primarily on providing complete forwarding services in the area of land, sea, air and railway transport. The company's different services have developed over the years and today the company provides all types of value added shipping. The company is able to respond flexibly to any request from the client and always adapts to the individual requirements of its clients.

S M A R T :

- **S - SPECIFIC** – SMART LOGISTICS, s.r.o. offers a specific approach to each customer, which ensures a high quality of services provided.
- **M - MEASURABLE** – quality of services is measurable by the number of customers with whom we have been working over the long term at a very high working level.
- **A - ACTIONABLE** – the progress which SMART LOGISTICS, s.r.o. has experienced during its long existence still moves the company forward and encourages it to even better performance.
- **R - REALISTIC** – the expressions of the company are realistic. It never promises something it can't fulfil. If an error occurs, we try to find a solution that is suitable for all sides.
- **T - TIME BOUND** – keeping deadlines is the priority of the company. The company does everything in order to satisfy the requirements of the customer.

4. Article Responsibility and cooperation

SMART LOGISTICS, s.r.o. places great importance on relations between individual employees but especially on relations between employees, suppliers and customers. Providing quality services, which is a priority objective, requires communication at a high level. All employees of SMART LOGISTICS, s.r.o. are regularly trained and convince the customer with their competence and focus on solutions. The company continually tries to improve and actively form them.

5. Article Terms, abbreviations and their definitions

OHS- occupational health and safety
ECSC- ethical code for supplier conduct
ENV- environment

6. Article Working ethics and human rights

The company is obliged to respect human rights of all employees and this applies equally to suppliers. During recruitment, the procedures prohibiting discrimination based on race, culture, political or other opinion, membership of a nationality, religion, poor health condition or disability, ethnic origin, sex, marital or family status, age, or, gender, sexual orientation, or based on other characteristics except where determined by law. Principles also apply to decisions on employment, including promotion, benefits, compensation and termination of employment.

Neither SMART LOGISTICS, s.r.o. nor a supplier may not tolerate any form of harassment in the workplace, whether physical or mental coercion, verbal abuse, sexual abuse or leaving the premises of the company. People of the legally established minimum age may be employed.

SMART LOGISTICS, s.r.o. and each of its suppliers are committed to acting in accordance with the Labour Code, the relevant regulatory provisions governing employment relationships. It also undertakes to create proper working conditions for their employees. It complies with all applicable laws, regulations, contracts regarding wages, working hours and working conditions.

7. Article OHS

SMART LOGISTICS, s.r.o. undertakes to provide a safe and healthy workplace and to treat employees in accordance with local laws to prevent accidents and injuries. Health, safety and other standards regulating conditions in the workplace must comply with local laws and safety regulations, relevant established standards for the system of employment, health, safety and environment in the workplace.

The company guarantees a safe and healthy environment, to apply the principles of prohibiting the illegal use or possession of alcohol, drugs and other controlled substances in the workplace.

Care of OHS at work and improving working conditions is part of the fulfilment of work tasks.

8. Article Protecting the environment

SMART LOGISTICS, s.r.o. takes care to maintain and protect the environment. Suppliers, as well as SMART LOGISTICS, s.r.o., must comply with all applicable laws and regulations relating to the environment.

- It optimizes its consumption of natural resources, including energy and water.
- It introduces and documents reliable and thorough measures to prevent pollution and minimize the production of solid waste, wastewater and emissions into the air.
- Before drainage or disposal it appropriately determines and treats waste water and solid waste in accordance with applicable laws and regulations.
- Ensures that employees are familiar in terms of the procedures relating to safety.

9. Article Ethics of communication

SMART LOGISTICS, s.r.o. must avoid all transactions or relationships, or founding or arising as conflicts of interest.

Employees of SMART LOGISTICS, s.r.o. are required to report any breach of the Ethical Code about which they have become aware. Employees report breaches of the ethical code to their immediate superior or next higher supervisor as per the organizational structure.

10. Article Compliance with legislation

SMART LOGISTICS, s.r.o., like its suppliers, complies with valid laws and legal regulations.

Suppliers are also obliged to comply with legislation and procedures in full compliance with all applicable laws, rules and regulations. Suppliers are also required to fulfil their obligations in full in respect of all its existing contracts, agreements or other obligations.

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