

Declaration of principle Supply Chain Due Diligence Act (LKSG)

December 2023

As an internationally networked logistics company, Gebrüder Weiss sees itself as having a special responsibility to work towards improving the global human rights situation along its supply chains and to shape business relationships in a socially responsible manner in line with the OECD Guidelines for Sustainable Development.

The increasing integration of Gebrüder Weiss into the global transport chains of the procurement and sales markets offers opportunities, but also poses challenges. Risks arising from a lack of transparency and insufficient enforcement of internationally recognized human rights in global supply chains cannot be completely ruled out.

As a company, Gebrüder Weiss is therefore expressly committed to respecting and protecting human rights and to complying with the relevant guidelines. A risk management system has been set up to identify and analyze human rights violations in the supply chain at an early stage. Based on this, measures can be taken to ensure compliance with human rights along the supply chain.

This includes paying fair wages, working towards appropriate working conditions on site and preventing the exploitation of children. For Gebrüder Weiss, equal rights are a matter of course and we do not discriminate against anyone because of their gender, origin, race, language, homeland and origin, faith, religious or political beliefs or disability. We reject corruption as well as forced labor and human trafficking.

Gebrüder Weiss is committed to these guidelines and trains its employees to live by them in their day-to-day work. This includes the conscious perception and handling of violations in accordance with the processes defined for this purpose and the subsequent derivation of suitable measures for the company. This practice also applies to information from third parties.

To identify risks, Gebrüder Weiss is a member of various organizations and initiatives (UNGC, Sedex, Eco Vadis, Integrity Next, etc.) in which uniform standards are defined, support and training programs are provided for suppliers and joint audits are organized. Identified risks are minimized through prioritized preventive measures, whereby immediate risks to people in the supply chain are eliminated through immediate measures. In the event of acute and serious risks, we work with direct suppliers to develop an action plan to reduce or eliminate the risk.

If developed action plans are not implemented or do not lead to the agreed goal, we reserve the right to terminate the business relationship with the direct supplier.

Our suppliers are also selected on the basis of whether they respect human rights and take preventive measures to protect them and the environment.

We describe the detailed expectations of our employees and suppliers in the Gebrüder Weiss Code of Conduct and ensure compliance through internal and external assessments and training.

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Complaints about human rights violations can be directed to the independent human rights officers at any time. The complaints procedure is accessible to all suppliers and business partners via the Gebrüder Weiss website.

If we receive indications of violations, these are examined, evaluated and countermeasures are initiated.

In an annual report to the management, risks, measures and their effectiveness are recorded and an effectiveness assessment is presented. The information is published on the Gebrüder Weiss website as part of a sustainability report and submitted to the responsible authority by April 30 of the following year. In addition, all of the measures described are reviewed annually and on an ad hoc basis to ensure that they are fit for purpose and are further developed.

Lauterach, 1.12.2023

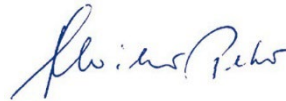
The management:



Wolfram Senger-Weiss
(CEO)



Jürgen Bauer



Peter Kloiber



Lothar Thoma

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