



Apex Logistics International Supplier Code of Conduct

At Apex we deal with a large network of suppliers and other third parties that contribute to our success. The way we purchase supplies and contract out operations affects our reputation as a responsible corporate citizen. Our suppliers play an important role as enablers of our sustainable growth and overall success. Apex has set forth principles that are key for economic, social and environmental sustainability in order to ensure long-time success of Apex and its stakeholders. Because of this, Apex requires its suppliers to adhere to the principles embodied in the Supplier Code of Conduct and to use reasonable efforts to ensure that their own suppliers will also comply with these principles.

Laws and Ethical Standards

Suppliers shall conduct their business in an ethical manner and act with integrity. This includes:

1. Suppliers shall comply with all laws of the applicable legal system.
2. Suppliers shall comply with international and local anti-corruption and bribery laws and standards. This includes that the supplier may not offer services, gifts or benefits to Apex employees in order to influence employee conduct in representing Apex.
3. All supplier workers should be encouraged to report concerns or illegal activities in the workplace.

Labor

Suppliers shall be committed to uphold internationally proclaimed human rights of workers. The labor elements include:

1. Child labor: Suppliers shall not employ children under the age of 15. If national laws or regulations allow children between the ages of 13 and 15 to perform light work, such work is not permitted in any case if it hinders a minor from the completion of compulsory schooling or training, or if the employment would be harmful to their health or development (ILO convention 138).
2. Freely chosen employment: Suppliers shall not use forced, indentured or involuntary prison labor.
3. Working Hours and compensation: Suppliers shall comply with local laws and regulations regarding working hours, wages and benefits.
4. Non-Discrimination: Suppliers shall provide a workplace free of harassment and discrimination. Discrimination for reasons such as race, color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership or marital status is not tolerated.



5. Freedom of Association: Suppliers shall recognize the right of free association of employees and to neither favor nor discriminate against members of employee organizations or trade unions.

Health and Safety

Suppliers shall comply with occupational health and safety regulations and provide a work environment that is safe and conducive to good health in order to preserve the health of employees and prevent accidents, injuries and work-related illness.

Environment

Suppliers shall comply with all applicable environmental laws, regulations and standards. Suppliers are encouraged to conserve natural resources, to avoid the use of hazardous materials where possible and to encourage the diffusion of environmentally friendly technologies implementing sound life-cycle practices.

Supply Chain

Suppliers shall use reasonable efforts to promote the principles stated in this Supplier Code of Conduct among its suppliers and to comply with the principles of non-discrimination with regard to supplier selection and treatment.

Declaration of the Supplier

1. We have received a copy of the Supplier Code of Conduct and hereby commit ourselves, in addition to our commitments set out in the supply agreements and/or purchase orders with Apex, to comply with its principles and requirements.
2. We agree that any breach of the principles stipulated in this Supplier Code of conduct is considered a material breach of contract by supplier.
3. We agree that this declaration is subject to the substantive laws, legal proceedings and venue which are set out in the supply agreements and/or purchase orders concluded between Apex and us.

Place and Date

Company stamp and signature