
Code of Ethics, Environmental and Social Standards

The relationship between Shiptec AG and its suppliers is based on the principle of mutual respect for the interests of both parties, based on fair contractual agreements. Shiptec AG adheres to applicable laws, complies the rules of free competition, and upholds the principles of human rights.

Business dealings are only conducted with reputable partners whose resources originate from legitimate sources. If doubts arise regarding a partner's credibility, the management will decide on the continuation of the partnership. Every employee of Shiptec AG is required to comply with anti-money laundering laws.

Suppliers must comply with all applicable laws and regulations in the countries where they operate, as well as all laws and regulations relevant to the provision of products and/or services for Shiptec AG. All suppliers guarantee that their goods and/or services comply with applicable laws, regulations, and industry standards, especially in the following areas: the right to freedom of assembly and a work environment free from reprisal, intimidation, or harassment; anti-discrimination rights; fair wages and working hours; health and safety in the workplace; adherence to environmental and safety requirements; prohibition of child labour, forced labour, and illegal employment.

The supplier ensures that goods and/or services are as environmentally and socially responsible as possible. This means striving for continuous process improvements, particularly in reducing CO₂ emissions and other harmful pollutants, promoting resource efficiency, reducing resource consumption, using certified raw materials (where applicable), and reducing waste.

The supplier also ensures that these obligations are passed on to and monitored by subcontractors and other individuals or entities involved in the provision of goods and/or services to Shiptec AG.

Suppliers must not make payments, offer gifts, make promises, or provide incentives or anything of value in exchange for an improper business advantage for which no adequate market consideration is given. Suppliers must fully comply with applicable anti-corruption and anti-bribery laws. They must maintain a zero-tolerance stance on issues relating to embezzlement, extortion, bribery, and corruption (including the payment of facilitation fees).

Employees of Shiptec AG may not accept gifts from suppliers and/or business partners, except for items that are insignificant and of minimal value.

Business partners/suppliers must remain free from actual or potential conflicts of interest when conducting business with Shiptec AG. They must disclose any business relationship in which they are involved (or plan to be involved) that could result in an actual or potential conflict of interest or give the appearance of such. Business partners/suppliers must disclose any business or ownership relationships with employees of Shiptec AG.

Business partners/suppliers must not directly or indirectly engage in illegal cooperation with competitors, discuss competitively sensitive information with them, or agree to restrict trade or reduce competition. Suppliers must comply with all applicable competition or antitrust laws and regulations.

Shiptec AG reserves the right to audit and/or request written confirmation of compliance with environmental and social standards.

In case of any discrepancies, the German version (DokNr. 1804) shall prevail.