



Supplier Code of Conduct

Effective Date: 01st September 2024

Introduction:

At EFFIMODAL, our mission is simple: **“Less Trucks, More Lanes.”** We are committed to reducing environmental impact by shifting freight from road to rail and sea through **Combined Transport**. We depend on partnerships with suppliers across various industries, including road carriers, ferry lines, rail operators and other providers. This Code of Conduct outlines basic standards for all our suppliers to ensure our collaboration reflects responsible, ethical, and sustainable practices. By working with EFFIMODAL, suppliers agree to follow these principles.

Our Core Values:

EFFIMODAL's operations are based on a few key values, and we look for suppliers who share the same approach:

- **Sustainability:** We want to work with suppliers who make efforts to reduce environmental impact.
- **Reliability:** Timely and dependable service is essential to maintaining a smooth logistics chain.
- **Collaboration:** We aim to work together, flexibly and openly, to provide solutions that meet customer needs and improve efficiency.

Supplier Expectations:

1. **Environmental Awareness:**
 - We expect suppliers to be mindful of their environmental impact. Whether through small efforts like reducing waste or adopting energy-efficient practices, every step helps.
 - Road carriers, for example, should consider ways to reduce fuel consumption and emissions. Ferry lines and rail operators are encouraged to make use of cleaner energy sources where possible.
2. **Compliance with Laws and Safety Standards:**
 - Suppliers must follow local laws, industry standards, and regulations related to their services. This includes safety protocols.
 - Ensuring the safety of employees, drivers, and anyone handling goods is critical.



3. Fair and Safe Working Conditions:

- We expect suppliers to treat their workers fairly, provide safe working environments, and comply with local labor laws.
- Discrimination, forced labor, and child labor have no place in your operations, no matter where you are based.

4. Open Communication and Transparency:

- If there are any issues, delays, or potential problems affecting deliveries or services, we appreciate early and honest communication. Keeping each other in the loop helps resolve problems faster and keeps operations running smoothly.

5. Responsible Practices:

- In line with our efforts to reduce environmental impact, we encourage suppliers to take practical steps toward more sustainable operations. This can include optimizing routes for road carriers to save fuel or using cleaner technologies in other sectors.

6. Honesty and Fair Business Practices:

- Suppliers should avoid any unethical behavior, such as bribery or unfair competition. We expect honest, straightforward dealings in all business matters.

7. Data and Information Security:

- If you're handling sensitive information (e.g., IT providers), ensure data is secure and follow basic best practices for protecting it.

8. Insurance and Certification (Where Relevant):

- Depending on the service provided, suppliers may need to carry certain types of insurance or certifications that are standard in their industry, such as liability insurance for road carriers.

Sustainability in Action:

We recognize that not all suppliers can immediately switch to fully sustainable practices, but we expect suppliers to make progress where possible. This can include practical, down-to-earth measures like:

- Reducing fuel consumption in transportation.
- Using energy-efficient equipment in operations.
- Being mindful of waste and recycling.

Problem-Solving and Dispute Resolution:

We understand that issues can arise. We encourage suppliers to approach any problems in a cooperative manner, working with us to find solutions that minimize impact on our operations.

Compliance with the Code of Conduct:



Suppliers are expected to follow this Code in spirit and practice. While we don't expect perfection, we do expect a commitment to doing the right thing and a willingness to make continuous improvements.

Conclusion:

EFFIMODAL values suppliers who help us achieve our mission to reduce the environmental footprint of logistics while ensuring a smooth, reliable supply chain. By adhering to this Code of Conduct, we can work together to bring positive change to the logistics industry, even through small, practical steps.