

SUPPLIER CODE OF CONDUCT

The Bremer Lloyd Group is a fast-growing logistic company and wants to continue its success by providing its services on the highest quality standards, which includes fairness on all levels: Fairness towards business partners, employees, and the next generations.

The internal Bremer Lloyd Code of Conduct states the basic standards of ethical and business conduct that are a central part of day-to-day business that must be followed by all directors and employees – in dealing with each other and in cooperation with customers and suppliers.

The BL Supplier Code of Conduct harmonizes with the BL Code of Conduct binding to the Bremer Lloyd Group. Bremer Lloyd also expects its suppliers to support and work actively to comply with stated principles.

GENERAL COMPLIANCE

Bremer Lloyd requires all Suppliers to comply with the requirements set out in this Code and make sure that their sub-suppliers are aware of and comply with no less strict standards.

The Supplier shall fully comply with applicable laws and adhere to internationally recognized environmental, social and corporate governance standards. Bremer Lloyd expects all Suppliers to support, embrace and enact the values as mentioned below, which are based on the Ten Principles of the United Nations Global Compact initiative, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization, Declaration on Fundamental Principles and Rights at Work.

The Supplier shall have adequate management systems and controls in place to secure and monitor its and its sub-suppliers' compliance with this Code (or equivalent standards) and applicable laws and regulations. The system shall be in proportion to the size, complexity, and risk environment of the Supplier's operations.

BUSINESS INTEGRITY:

Anti-corruption: The Supplier shall not engage in, nor tolerate, any form of corruption, blackmail, embezzlement, or bribery. The Supplier shall not offer, nor accept, any benefits or other means to obtain any improper or unfair advantage. The Supplier shall never allow a third party to engage in corrupt practices on the Supplier's behalf.

Fair competition: Bremer Lloyd expects its Suppliers to practice fairness in competition and comply with applicable anti-trust legislation. Suppliers are neither to enter into agreements with competitors, which would constitute violations of anti-cartel laws nor to abuse any position of market domination that they may have.

Money laundering, terrorist finance, and financial crime: Bremer Lloyd expects its Suppliers to comply with the applicable statutory obligations to prevent money-laundering and terrorist financing and to refrain from becoming directly or indirectly involved in any money-laundering activities or terrorist financing.

Export control: The Supplier shall comply with applicable international sanction programs issued by the European Union and the United Nations and other applicable export control laws.

Data protection: Bremer Lloyd expects its Suppliers to respect the privacy and confidential information of all its employees and business partners and protect data and intellectual property from misuse.

HUMAN RIGHTS AND LABOUR RIGHTS

Fundamental human rights: The Supplier shall support, and respect internationally proclaimed human rights, and make sure that it is not complicit in human rights violations.

Forced labour: Bremer Lloyd expects its Suppliers to prohibit and disallow the use of forced labour in its enterprises.

Young labour: The Supplier shall not employ persons younger than 15 (or younger than the legal age for employment, if higher than 15). The Supplier shall recognize the rights of young labour to be protected from economic exploitation and hazardous work that impairs with the individual's education or moral, social, spiritual, mental, or physical development.

Discrimination: No employees shall be discriminated against on the grounds of sex, race, colour, age, pregnancy, sexual orientation, religion, political opinion, nationality, ethnic origin, disease, disability or similar.

Freedom of association: All employees shall be entitled to a written employment contract stipulating the employment terms and conditions. Bremer Lloyd expects its Suppliers to observe the right of its employees to form labour unions to represent employees and conduct collective bargaining according to respective national legislation.

Wages: Suppliers are expected to comply with minimum wages in accordance with local laws or the wage negotiated in an applicable collective agreement. The Supplier shall pay the wage regularly and on time. All types of legally mandated benefits and compensations shall be paid, e.g., for overtime. No unlawful deductions shall be made.

Working hours: Bremer Lloyd expects its Suppliers to comply with the respective national laws pertaining to working time. If no national laws exist, the international standards published by the ILO shall apply.

OCCUPATIONAL HEALTH AND SAFETY

Information & equipment: Bremer Lloyd expects Suppliers to comply with applicable national legislation governing workplace health and safety. In addition, it is expected that Suppliers set up and make use of an appropriate workplace- safety management program. To encompass the containment of actual and potential health and safety risks, on the one hand, and the training of employees to prevent accidents and workplace-related illnesses as effectively as possible, on the other. The employees shall also receive appropriate health and safety training and necessary protective equipment free of charge.

Drugs: The Supplier shall ensure that employees do not work influenced by alcohol or other drugs.

ENVIRONMENTAL PROTECTION

Bremer Lloyd expects its Suppliers to conform with the relevant environmental laws, regulations, and standards. The Supplier shall obtain, maintain, and comply with all required permits and licenses for its operations. Suppliers are also expected to consume resources, e.g., energy, water, and raw materials, efficiently and responsibly and strive to prevent and reduce environmentally harmful emissions, such as methane or CO² as well as reduction and prevention of waste, and wastewater contaminations.

COMPLIANCE WITH THE BREMER LLOYD SUPPLIER CODE OF CONDUCT [WHISTLEBLOWING PROCEDURE]

The Supplier shall promptly inform Bremer Lloyd of any non-compliance of this Code, either caused by the Supplier or its sub-suppliers. Failure to notify Bremer Lloyd of such non-compliance shall constitute a breach of this Code. In situations where it is not possible to be open with the identity, there is the possibility of anonymous reporting of serious wrongdoings:

compliance@bremer-lloyd.com

In addition, Bremer Lloyd has appointed an attorney to serve as an external Ombudsperson for the company at Dr. Schackow & Partner Rechtsanwälte (Domshof 17, 28195 Bremen):

meldestelle.bremer-lloyd@schackow.de

Bremer Lloyd reserves the right to conduct audits or assessments to ensure your compliance. In case of a breach of this Code, Bremer Lloyd is entitled to demand that the Supplier takes corrective measures. In addition, Bremer Lloyd reserves the right to discontinue any relationship for non-adherence to international principles, failure to correct violations, or displaying patterns of non-compliance with these standards.

CONFIRMATION OF APPROVAL

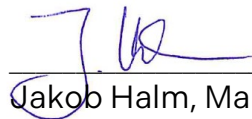
Dear Sir or Madam,

after receiving the enclosed **Bremer Lloyd Supplier Code of Conduct** Version 03/2025, we kindly ask you to confirm your acceptance by signing this document.

By doing so you confirm that this document will form part of your contract with us.

Should you have any questions or need further information, do not hesitate to contact us.

Kind regards,



Jakob Halm, Managing Director

Place, Date

With our signature below, we confirm that the Bremer Lloyd Supplier Code of Conduct 03/2025 forms part of our contract with the Bremer Lloyd Group.

Signature

Company

Name, Title [in Block Letters]