

# EFG Logistics - Code of Ethics and Conduct

## **Introduction**

EFG Logistics is committed to ethical behavior across all areas of its operations. Our Code of Ethics and Conduct serves as the foundation for our daily actions and reflects our values, principles, and dedication to integrity. This code applies to all employees, managers, and business partners, and is intended to guide responsible actions in line with legal and ethical standards.

## **1. Integrity and Fairness**

We act with honesty, respect, and fairness towards colleagues, customers, business partners, and the public. Discrimination, harassment, or bullying of any kind will not be tolerated.

## **2. Compliance with Laws**

We strictly adhere to all applicable laws, regulations, and internal policies. This includes, but is not limited to, safety requirements, environmental standards, competition and antitrust laws, and export controls.

## **3. Avoiding Conflicts of Interest**

Personal interests must not influence business decisions. Potential conflicts of interest must be disclosed and transparently addressed.

## **4. Confidentiality and Data Protection**

We respect and protect confidential information and personal data. Information is to be shared only with authorized persons and must be securely stored.

## **5. Anti-Corruption**

Corruption, bribery, or the improper granting of advantages have no place at EFG Logistics. Gifts or invitations must remain within legal and appropriate bounds.

## **6. Sustainability and Responsibility**

We are committed to the responsible use of resources and to environmental and climate protection. Sustainability is an integral part of our corporate strategy.

## **7. Health and Safety**

The health and safety of our employees is a top priority. We provide a safe working environment, minimize risks, and work to prevent accidents.

## **8. Use of Company Assets**

Company resources must be used responsibly and only for business purposes. Misuse or waste of company assets will not be tolerated.



## **9. Dealing with Business Partners**

We carefully select our business partners and expect them to also comply with legal and ethical standards.

## **10. Reporting and Whistleblower Protection**

Reports of violations of this Code can be made openly or anonymously. Whistleblowers are protected from retaliation. All reports will be treated confidentially and thoroughly investigated.

## **11. Inclusion and Diversity**

We value and promote a diverse and inclusive workplace. All employees should feel respected, valued, and empowered regardless of background, gender, ethnicity, religion, age, disability, or sexual orientation.

## **12. Social Responsibility**

EFG Logistics engages in activities that support the well-being of communities and societies. We encourage employees to contribute positively to the social environment around them.

## **Closing Statement**

This Code of Ethics and Conduct is a binding guide for responsible behavior at EFG Logistics. Each individual contributes to making our company a reliable, ethical, and sustainable partner.