



# Corporate Ethical & Social Responsibility Charter

Jost Group abides by this charter and undertakes to follow and foster a corporate ethical and social responsibility (CESR) approach. In addition to abiding by the law, this undertaking involves all activities and areas that can add value to society as a whole. We commit in the public interest and act accordingly.

The transport and logistics sector in Europe is subject to laws which are not yet fully harmonized from country to country. We therefore make sure to respect them both at national and European level. Transparency, honesty, integrity and fair play are important for JOST GROUP.

In order to meet the needs and expectations of stakeholders (legislators, employees, customers, suppliers, etc.), Jost Group has incorporated the following four aspects of CESR into its management practices:

## The economic aspect:

Jost Group will conduct its economic activities with the aim of creating value for all of its stakeholders. By ensuring that its economic activity is sustainable, providing quality goods and services, and observing the rules of ethics and good governance, it contributes to sustainable development in society.

Jost Group undertakes to:

- Abide by business law and combat any abusive practices and all forms of corruption and bribery
  - We apply a zero-tolerance policy to corruption and bribery.
  - JOST GROUP's anti-corruption policy applies to all employees, company representatives, members of executive and management committees of the Group and its subsidiaries worldwide.
  - We prohibit "facilitation payments", small sums disbursed to public officials to speed up the performance of a routine action to which we are entitled.
  - We prohibit any form of contribution to political parties or personalities.
  - We ensure that charitable works and other donations are not acts of corruption "in disguise".
  - We prohibit the offer and acceptance of gifts or invitations which might influence or seem to influence a business relationship.
  - We carry out a detailed examination of possible risks of corruption before going ahead with any acquisition or joint-venture.
  - We take the steps necessary to ensure that the joint ventures that we participate in comply with our principles on the prevention of corruption.
  - We inform our partners of our commitment to fight corruption and prioritise those who share it.
  - We require all intermediaries or agents representing us, particularly in countries where the risk of corruption is high, to respect our commitments to prevent corruption.
- Offer goods and services that add high value to society (support for the local economy, development of local services, etc.)
- Manage its business with the objective of creating, sustaining and developing its jobs and human capital in the long term
- Foster customer satisfaction, remain attentive to the expectations of all stakeholders and comments with a view to continuous improvement



- Establish and maintain mutually beneficial and equitable relationships with its suppliers
- Absolutely avoid conflict of interest, fraud, money laundering and anti-competitive practice
- Take care of leading responsible marketing
- Strive for information security
- Take care of the Quality, Hygiene, Safety in all its premises and services

### **The social aspect:**

---

Jost Group endeavours to respect the individual and those around him or her. JG ensures that the labour code is observed and takes care to ensure that its employees, service providers, suppliers or subcontractors comply with national and international standards (human rights, human trafficking, child labour, diversity, discrimination, harassment etc.).

Jost Group undertakes to:

- Respect and monitor the rules of the labour code relating to hygiene, health, safety and working conditions
- All our employees are at least 16 year old
- No forced or bonder labour of any type
- Safe working and living conditions (if applicable) are provided to our employees
- Employee's freedom of association is respected
- All forms of discrimination are avoided in hiring, remuneration, access to training, promotion, termination or retirement based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age.
- Foster the career development of its employees throughout their career and enhance their skills
- Fight against all forms of discrimination in the recruitment, remuneration and career development of its employees
- Promote safety, working conditions and well-being at work
- Raise awareness among employees about safeguarding their health (nutrition, sports, etc.)
- Foster and facilitate work/life balance
- Select its partners, suppliers and subcontractors based on criteria that include social aspects
- Lead social dialog, good communication and collaboration with employee representatives and trade-unions

### **Environmental dimension**

---

Jost Group strives to respect and protect the environment.

Jost Group agrees to:



- Minimize the impact of its activities on the environment by monitoring its CO2 emissions and consumption of fuel, water, energy and its raw materials, by reducing waste production and fostering re-use and recycling
- Make sure to reduce noise and all kind of pollution by reducing waste production and fostering its adequate recycling
- Select its partners, suppliers and subcontractors on the basis of criteria that include ecological aspects and sustainable procurement (good environmental practices and/or provision of environmentally friendly goods and services)
- Encourage and train employees to work in a green way and to travel by environmentally friendly means (car-pooling, etc.)
- Master the hazardous goods in order to protect humans and environment

### The civil society aspect - local life

---

Jost Group will play a civic role by supporting civil society and fostering social cohesion.

Jost Group undertakes to:

- Conduct its business in a manner that is respectful of the culture of the countries and the various stakeholders in the regions in which it operates
- Contribute to local development, particularly by engaging in solidarity action programmes, etc.
- Encourage staff to participate in humanitarian programmes and programmes that support civil society

We are also expecting to ensure that our own suppliers respect these standards.

Weiswampach, 27/08/2015

Renewed on 04/01/2016, 02/01/2017, 02/01/2018, 02/01/2019, 02/01/2020, 04/01/2021, 03/01/2022

The Direction