



skyline express

w o r l d w i d e l o g i s t i c s

Code of Conduct for Business Partners

01 | Human Rights

The company upholds the human rights of all employees, including temporary and project workers, working students, and agency workers, and treats them with dignity and respect.

1.1 | Humane Treatment

The company strictly prohibits any actions or threats of human rights violations against employees. This includes sexual harassment, sexual abuse, physical punishment, mental or physical coercion, as well as verbal abuse and bullying.

1.2 | Non-Discrimination

The company offers equal opportunities and prevents any form of discrimination against employees. In particular, no one is discriminated against, excluded, or given preferential treatment based on ethnic origin or affiliation, religion, skin colour, age, gender, disability, nationality, sexual orientation, union membership, political views or marital status. This applies in particular to employee hiring, training, promotions and remuneration

1.3 | Freedom of Employment

The company must not engage in any form of slavery, forced labor, bonded labor, human trafficking, or involuntary work of any kind, whether physical, mental, or financial.

1.4 | Prohibition of Child Labor and protection of minors

The company does not employ anyone below the legal minimum age and is committed to adhering to national laws on youth employment and international standards. Business partners must also adhere to this principle by neither directly nor indirectly employing children under

the legal minimum age, which must not be less than 15 years, unless exceptions recognized by the ILO apply.

1.5 | Working Hours

The company commits to complying with legal regulations on working hours, including rules on overtime, breaks, rest periods, vacation, paid sick leave, and parental leave. Overtime is worked voluntarily by employees and is regulated by employment contracts or collective agreements.

1.6 | Appropriate Compensation

The company ensures that employees receive appropriate compensation in line with local laws. This includes compliance with minimum wage laws, overtime compensation, and legally required benefits

1.7 | Health & Safety

The company provides a healthy and safe work environment by assessing risks and taking all necessary measures to eliminate or reduce these risks, thereby preventing potential accidents, injuries, and illnesses among employees.

1.8 | Freedom of Association

The company respects employees' rights to freely and democratically form unions or other worker associations and to engage in collective bargaining.

02 | Environment & Climate Protection

The company is conscious of its responsibility toward the environment and is committed to protect it for future generations.

2.1 | Environmental and Climate Protection

The company complies with local and international environmental laws and standards. It actively participates in sustainable climate protection and is committed to continuously improving environmental practices. The company encourages initiatives that promote environmental awareness.

2.2 | Resource Management

The company aims to minimize or avoid the environmental impact of its business activities. Companies should apply the precautionary principle when dealing with environmental issues.



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03 | Fair Market Conduct

The company is aware to the following ethical standards and aligns its business practices accordingly.

3.1 | Ethical Business Practices

The company complies with national and international laws and acts ethically in all business dealings. Ethical conduct is based on general principles of fairness and integrity. The company does not tolerate any form of corruption, extortion, embezzlement, bribery, or money laundering.

3.2 | Fair Competition

The company is committed to fair competition and complies with applicable antitrust and competition laws.

3.3 | Data Protection and Security

The company ensures the right to data privacy, protection of personal data, and security of all business information, in compliance with legal requirements and applicable data protection and information security laws across all business processes.

3.4 | Conflicts of Interest

The company acts impartially and objectively. It carefully ensures a strict separation of personal interests from business interests.

3.5 | Complaint Mechanism

The company is committed to providing a complaint mechanism to prevent, investigate, mitigate, and remedy harm to employees. If any violation of the Code of Conduct is identified, appropriate corrective actions must be taken.

04 | Acknowledgment

The signing company confirms that it has read and understood the content of this Code of Conduct. Furthermore, the company agrees to accept and fully comply with the requirements outlined in the Code of Conduct.

Company

Name, first name

Position

location, date

Signature