



SUSTAINABILITY POLICY

The Hegelmann Group is dedicated to fostering sustainability, a pivotal component of our overarching social responsibility strategy.

Our **mission** is to provide a wide range of logistics solutions where the customer can be on the pulse of the service.

Our **vision** is to strive for excellence. Our keystones: society, customers, suppliers and colleagues.

Guided by the Hegelmann Group's mission, vision, values and strategic objectives, we are purposefully implementing this sustainability policy across three key areas: economic, social and environmental.

We align ourselves with the principles of the European Charter of Human Rights, the International Labour Organisation's Declaration on the Rights of Workers, the environment and the fight against corruption:

1. Uphold and respect internationally recognised human rights;
2. Not to violate human rights;
3. Guarantee freedom of association, including trade unions, and actively engage in constructive dialogues with their freely chosen representatives.
4. Zero-tolerance for compulsory and forced labour.
5. Zero-tolerance for child labour.
6. Zero-tolerance for discrimination or harassment in any form;
7. Apply preventive measures to ensure environmental protection;
8. Take initiatives to increase environmental responsibility wherever our activities may have a potential negative impact;
9. Promote the rational and sustainable management and use of resources, coupled with responsible and efficient energy consumption;
10. Cultivate an anti-corruption environment and refuse to tolerate any forms of corruption, including bribery, kickbacks, and influence peddling;
11. Actively implement Hegelmann Group's strategic initiatives to directly contribute to the Sustainable Development Goals, combat climate change, and facilitate sustainable growth;
12. Contribute to the implementation of the European Green Deal and the Paris Agreement by aiming for a net reduction of CO2 emissions to zero by 2045.

IMPLEMENTATION AND CONTROL OF SUSTAINABILITY POLICY

1. Specific sustainability policies are formulated or revised as necessary across various sustainability areas within the Hegelmann Group.
2. The principles embodied in these policies, along with their implementation details, may be further elaborated in other internal documents of Hegelmann Group companies.



3. The Hegelmann Group develops comprehensive plans for the effective implementation of these sustainability principles. These principles are seamlessly integrated into the Hegelmann Group's overarching strategy and business plans.
4. The Group consistently conducts periodic reviews of its environmental, economic, and social impacts. This includes the prioritisation of sustainability activities, considering stakeholder expectations and the latest scientific information available.
5. The Hegelmann Group publishes a detailed account of its sustainability activities and their impacts at least once a year. These reports adhere to best disclosure practices and recognised international standards.
6. To reinforce its commitment to sustainability and to make a positive impact in the environments in which it can exert influence, the Hegelmann Group actively participates in initiatives and collaborates with organisations promoting sustainable practices.
7. The Hegelmann Group recognises the importance of full stakeholder involvement in shaping sustainability actions and promotes sustainability-based, ethical, transparent and integrity-based engagement with customers, employees, shareholders, suppliers, communities, media and other stakeholders.

FINAL PROVISIONS

1. Every employee within Hegelmann Group companies is well-familiar with the Sustainability Policy, is obligated to comply with its provisions and actively participate in its implementation.
2. The Sustainability Policy is accessible to the public on the Hegelmann Group's website.
3. The Policy is reviewed annually to ensure it remains relevant and up-to-date.
4. The Policy applies to all Hegelmann Group Companies.


Document title:	Sustainability Policy
Approving authority:	Hegelmann Group shareholder Anton Hegelmann and Siegfried Hegelmann
Approved on :	2023-11-16
Effective from:	2023-11-16
Policy owner:	Quality Department
Policy Author:	Quality Department
Policy publicity:	Publicly available

Anton Hegelmann

DocuSigned by:

 D227D543C2A745D...

Siegfried Hegelmann

DocuSigned by:

 9D394424C4A8468...