



## POLICY

Nagel-Group is one of the leading food logistics companies in Europe. We contribute to providing 500 million Europeans with foodstuffs daily.

We are aware of our responsibility towards our employees, customers and business partners. For this purpose, we are committed to the principles of responsible corporate management.

Our aim is to fulfil the requirements and expectations of our customers day by day with the highest level of quality and reliability. In this context, honesty and sincerity are indispensable values that lead us when dealing with our customers and employees. Adherence to ethical, social and ecological standards allows us to gain unrestricted confidence of our customers and employees.

We commit ourselves to business integrity in compliance with the applicable laws. For this purpose, we have also drawn up a Code of Conduct for our employees and suppliers. This Code of Conduct sets binding standards for quality, business ethics and integrity and in turn is binding for the entire Nagel-Group.

The following principles shall apply to all Nagel-Group employees and service providers.

### LABOUR STANDARDS

We observe the principles of the "Global Compact" of the United Nations as well as the "ETI Base Code".

Additionally, we respect the principles set out in the ILO's "Declaration on Fundamental Principles and Rights at Work", adopted in 1998, in accordance with national law and practice.

We provide for safe and healthy working conditions, and agreeable working hours. In addition, we respect the right of co-determination, value representation of interests and ensure fair remuneration.

### HEALTH & SAFETY

Occupational health and safety is an integral part of all operational processes. Our working environment must always be safe and clean. The applicable occupational health and safety and hygiene regulations must be strictly implemented and complied with. To ensure this, measures are taken and processes are developed which minimise risks, accidents and negative health effects.

Managers and executives have the responsibility to set an example in this area. Occupational health and safety constitute the basis of our corporate success.

### BUSINESS ETHICS

Compliance with laws and regulations is just as self-evident for us as legally secure and trustworthy conduct in all areas. We strictly reject all forms of corruption and are committed to fair competition and a free market economy.

We select our business partners solely on the basis of objective and unbiased criteria. We attach great importance to a working atmosphere characterised by openness, transparency, appreciation and confidence. The same applies in all dealings with employees, customers, business partners and other organisations and institutions.

The protection of personal data and data entrusted to us by customers is a high priority and therefore an integral part of our business activities.

### SUSTAINABILITY

We have internalised sustainable action and we are committed to treating humans and nature as indispensable partners. Therefore, we strive to balance business and environmental interests.

Resource-conserving and sustainable action is inseparably linked to our DNA as a family-owned business.

In this spirit, we intend to continue to develop our high standards in order to achieve continuous improvement for humans and the environment. Green Logistics and social responsibility are part of our everyday practice.



## CONTINUOUS IMPROVEMENT

We work constantly to improve our services, structures and processes in order to satisfy the high quality standards we have set for the long term.

The expertise and skills of each employee are the basis for this continuous improvement process. To ensure this, we maintain an open, communicative approach characterised by mutual respect in all areas of the company and at all levels.

Every employee is called upon to report violations of laws and/or violations of ethical and moral principles to the Compliance Officer or the ombudsman of Nagel-Group. The anonymity of the whistleblower is protected. By doing this, Nagel-Group wants to prevent that the whistleblowers do not suffer any disadvantages when they report actual or suspected violations.

## FOOD SAFETY CULTURE

For Nagel-Group as a food logistics company, Food Safety Culture is a matter of course as a uniform way of thinking and basis in the operational processes. Our aim is to avoid process deviations that can affect safety and quality of foodstuffs.

We, Nagel-Group, implement these topics through regular staff training and information events on relevant food safety topics. Through the promotion of the Food Safety Culture by managers, it is anchored in the consciousness of the employees which elements are necessary to meet the quality requirements of food logistics.

## Nagel-Group Board of Directors

Carsten Taucke (CEO)

Tobias Nagel (Owner / Managing Director)

## ENVIRONMENTAL PROTECTION

We set ourselves the goal of continuously improving environmental protection and ensure compliance with the applicable environmental laws by integrating an environmental management system.

For us, thinking and acting in an environmentally conscious manner is an obligation towards our fellow human beings and, moreover, an important factor for the positive development of Nagel-Group. The principles of our environmental policy are the careful use of natural resources, as well as the avoidance and reduction of harmful influences on the environment and the associated continuous improvement of ecological and economic efficiency.

## MORE INFORMATION

Please directly contact Legal or the ombudsman of Nagel-Group if you need more information or have any questions.

You can find contact details under the following link:

<https://www.nagel-group.com/compliance/>



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