

Code of Conduct

The [Core Values](#) of TGN | Fritom are the cornerstone of who we are and what we stand for as a company. Our purpose as an organisation is to be a top ranked Logistic Service Provider creating sustainable logistic solutions including a better, safer, healthier life for people everywhere. The Core Values of Safety and Health, Environmental Stewardship, Highest Ethical Behavior and Respect for People reflect our expectations for our employees, while providing us with a framework of our expectations for Suppliers to TGN | Fritom.

Safety and Health

As TGN | Fritom is committed to the safety and health of our employees, we have a similar expectation for our Suppliers. It is our belief that all injuries and occupational illnesses are preventable. We have a commitment to zero injuries in the workplace. Suppliers, similarly, need to provide a safe workplace for their employees in compliance with all regulations and applicable laws. Appropriate communication and training on hazards, procedures and use of proper protective equipment is essential for the safety and health of all Supplier employees. Worker housing, where provided, must meet internationally recognized standards for hygiene, health and safety.

Suppliers will provide TGN | Fritom with high-quality products and services that meet all applicable quality and safety standards. Suppliers will need to demonstrate that they have quality management systems.

Suppliers will immediately report to TGN | Fritom any concerns about product safety.

Environmental Stewardship

TGN | Fritom has been involved with the principles of [Responsible Care](#)® since its inception in 1988. These principles focus on improving the environmental, health, safety and security performance of facilities, processes and products throughout their life cycles. Suppliers are expected to embrace Responsible Care® or develop similar programs to support their own operations.



Suppliers should enact procedures to establish and track progress toward sustainability goals that address a) reduction of greenhouse gas emissions, b) management of water use

- quantity and quality, c) improved energy and resource efficiency and d) waste reduction. Where possible, Suppliers should consider the use of renewable resources in their supply chains.

Highest Ethical Behavior

TGN | Fritom is committed to conducting our business affairs to the highest ethical standards and in compliance with all applicable laws. We work diligently to be a respected corporate citizen worldwide.

Suppliers will comply with all laws and regulations. Suppliers will act in accordance with all laws related to bribery including the Foreign Corrupt Practices Act, UK Bribery Act and any other applicable local laws and will not engage in any form of bribery to secure business on behalf of TGN | Fritom or any other company.

TGN | Fritom does not encourage receiving gifts. Suppliers should be aware that when gifts or entertainment are provided, they need to be consistent with customary regional business practices, have a clear business purpose, cannot be perceived as a bribe or improper payment, are not offered to improperly influence a business relationship, do not violate applicable laws or ethical standards and would not embarrass the Supplier or TGN | Fritom if publicly disclosed.

Protection of TGN | Fritom Trade Secrets is critical to the future of our company. Suppliers will implement measures to protect any Trade Secrets provided during the course of our business transactions. Information should be provided to Supplier's employees on a "Need to Know" basis only. Documents containing confidential information no longer needed by the Supplier to conduct business on behalf of TGN | Fritom should be either returned to TGN | Fritom or destroyed, as appropriate.

Any potential conflicts of interest between TGN | Fritom employees and the Supplier should be reported to TGN | Fritom.

Respect for People

Respect for people is a key core value for our company. We describe this core value by stating: We treat our employees and all our partners with professionalism, dignity and respect, fostering an environment where people can contribute, innovate and excel. TGN | Fritom is committed to the protection and advancement of Human Rights wherever we operate and have similar expectations of our Suppliers.



As part of our policy, TGN | Fritom will not tolerate the use of child or forced labor, slavery or human trafficking in any of our global operations and facilities, including those operated by Suppliers. Suppliers shall not inflict or threaten to inflict corporal punishment or any other forms of physical, sexual, psychological or verbal abuse or

harassment on any employees. We will not tolerate the exploitation of children, their engagement in unacceptably hazardous work, or the trafficking, physical punishment, harassment, abuse, or involuntary servitude of any worker. We expect our suppliers and contractors with whom we do business to uphold the same standards. Should violations of these Principles become known to TGN | Fritom and not be corrected, we shall discontinue the business relationship.

As a European company, we recognize the value of a diverse supplier base providing TGN | Fritom with the goods and services for our operations. An effective Supplier Diversity program allows qualified vendors an opportunity to meet the needs of TGN | Fritom as a Supplier; while, at the same time, supporting the businesses and communities where we live and operate in. We strongly encourage our Suppliers to expand their efforts in this area by engaging with small business, minority-owned and woman- owned businesses and other diverse categories.

Suppliers are expected to allow freedom of association of their employees and recognize the right to collective bargaining as a means to resolve issues. Compensation will be in compliance with all laws; employees are expected to be paid a fair wage for work performed, have reasonable work hours and receive proper remuneration for all overtime hours worked. Suppliers will comply with all applicable employment non-discrimination laws.

At TGN | Fritom, we view our Suppliers as partners in our success as a company. This Code of Conduct was developed to clearly outline our expectations of suppliers. TGN | Fritom reserves the right to audit our Suppliers with regard to their adherence to this code. Please do not hesitate to contact our Sourcing and Logistics organization if you have any questions.

