

CODE OF CONDUCT – DSB LOGISTICS SP Z O.O

Business policy

Our corporate policy is aimed at meeting the expectations of our customers and the requirements of the market, but its philosophy is the result of decades of experience in the industry. Our corporate policy is thus deeply rooted in the philosophy of DSB Logistics.

Client orientation

The customer is at the center of all our activities. The satisfaction of our customers determines our success and thus secures the existence of the company. Reliability, flexibility and experience are the foundations of our service. Through efficient logistics solutions and efficiency we want to contribute to the success of our customers.

Continual improvement

The management provides the necessary means for the permanent improvement of our services and processes. Continuous improvement is both an economic and a strategic advantage. The responsibility for this lies with the entire management level and should be the motivation of each and every one of us.

Health and Safety

The safety and health of our employees is our top priority. This is why we always ensure a high standard of occupational safety. Minimizing safety risks and preventing health hazards are part of our daily endeavors. Every employee has the duty and responsibility to take care of his own health and safety as well as of his colleagues.

Sustainability

We are aware of the economic, ecological and social responsibility of our actions. A responsible approach to our environment is an important key element of our company, both in terms of social and economic aspects. We are therefore obliged to do more for our environment than is required by law and try to save natural resources in the company.

Process reliability

The basis for our services is our high quality standards. Our task is to ensure optimal process reliability through efficient solutions and risk minimization. Qualified personnel, professional equipment and efficient IT solutions are prerequisites for securing and further developing our logistics processes.

Employee contentment

Qualified and satisfied employees are the foundation of our success as a family business. We want to create a strong bond with our company through a high level of employee satisfaction. We promote the know-how, commitment and entrepreneurial responsibility of each individual. The employees represent the company values in their daily actions.

Preserving human rights

The personal dignity, privacy and rights of the individual shall be respected. No one shall be forced to work against his will. Any unacceptable behavior towards employees must be rejected, such as psychological cruelty, sexual or personal assault or discrimination.

Anti-discrimination

All employees and business partners are expected to promote equal opportunity and equal treatment of employees regardless of skin colour, ethnic origin, nationality, social background, disability, sexual orientation, political or religious beliefs, gender, age, pregnancy, ancestry, medical condition, marital status, gender identity or genetic information.

Legal security

Suppliers are required to comply with the laws and regulations of each country in which they operate. Any form of corruption, including extortion and bribery, payments or favours that may result in the influence of government officials, other law enforcement officials or violations of the law shall be rejected.

No compulsory labour

Suppliers may not engage in human trafficking and may not engage in any form of slave or forced labour. All work must be voluntary and workers must be able to terminate their employment with reasonable notice. Conduct (including gestures, expressions or physical contact) that is sexually harassing, coercive, threatening, abusive or exploitative shall be prohibited.

No child labour

Business partners shall comply with this principle if they neither directly nor indirectly employ children below the legal minimum age for compulsory schooling, which may not be less than 15 years, unless the exceptions recognized by the ILO apply. Where young workers are employed, business partners should ensure that the nature of the activity does not adversely affect their health, safety or development.

Health and Safety

All employees and suppliers are expected to maintain the health and safety of colleagues and employees, control hazards and take precautions against accidents and occupational diseases. In order to avoid health hazards, occupational health and safety regulations must be strictly observed. Occupational health and safety is an obligatory task for every individual.

Availability and working hours

Business partners must pay all workers at least the minimum wage required by applicable laws and regulations and provide all statutory social benefits. Except in emergencies or unusual situations, the working week shall be limited to the maximum number of hours permitted by national laws and regulations, including overtime.

Freedom of association and collective bargaining

Suppliers must respect the right of workers to freely join the labour organizations of their choice, seek representation and engage in collective bargaining in accordance with applicable laws and regulations.

No corruption and blackmailing

Corruption, extortion and embezzlement of any kind are strictly prohibited. Employees or suppliers may not make offers or use bribes or other means to obtain an improper or inappropriate advantage.

Business Conduct and Relationships

Suppliers are expected to behave fairly in a competitive environment and to comply with applicable antitrust laws. Furthermore, it is expected that decisions relating to business activities will be made solely on the basis of objective criteria.

Sustainability and environmental protection

A responsible approach to our environment is an important key element of our company, in terms of social and also economic aspects. The concept of sustainability is considered not only against the background of ethical expectations, but also with a view to securing and increasing competitiveness. We are therefore obliged to do more for our

environment than is required by law and try to conserve natural resources. All employees and suppliers are expected to protect the environment and its resources. The environmental impact should be kept as low as possible at all time

DATE:

30.03.2021

SIGNATURE:



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