

COMPANY POLICY

EMS Log GmbH offers logistic and consultancy services in the maritime, airfreight and forwarding sector. EMS Log was founded in 2013.

Our company policy (comprising quality, environment and occupational health and safety (OH&S) management) aims providing long-term safe and health friendly working environment, long-standing customer and suppliers relationship and satisfaction, ongoing improvement and development, optimal dealing with the natural resources, as well as growth of the Company.

Many years of experience, dedicated, duly trained and skilled employees, safe and health friendly working environment, examined and proven suppliers, conscious handling of the natural resources and internal and external parties defined within the context are the basis for business achievements and the related optimal provision of services to our customers.

Furthermore, the following principles have been established to be successful on the market and withstand the competition:

➤ **Consultation and Participation**

The processes and measures defined for the development, planning, identification and achievement of objectives, identification, and assessment of a threat, for the implementation and evaluation of the performance, as well as the required improvement measures (especially relative to the occupational health and safety protection at the workplace) impose the obligation on us to consult with and involve the employees (their representatives, where appropriate) at all levels of our Company.

➤ **Compliance with Legal Regulations and Other Requirements**

We obligate ourselves to comply with all applicable legal obligations (laws and regulations) and other requirements to the best of our knowledge and belief.

➤ **Creation of Safe and Healthy Work Environment and conformance with OH&S standards**

We commit ourselves to comply with health and safety standards to prevent and minimize work-related injuries, accidents and/or illnesses. Our target is to minimize the defined risks and to increase the opportunities in respect of occupational health and safety in connection with the context and objectives of our organization. In addition, we supply our employees with appropriate personal protective equipment (PPE) free of charge.

➤ **Environmental Protection**

We undertake to comply with the compliance obligations based on our services provided, as well as our defined context. Objectives are the protection of the environment, reduce the environmental load and affect it, to strengthen or form the awareness of our staff (including employees/workers), to use wisely the resources, to facilitate the sustainability and continuously review and improve the environment protection measures, as well as our environmental aspects.

➤ **Development, maintain and preservation of Knowledge**

Selective training and education of our employees by internal and external means shall ensure to stabilize existing acquaintance gain new knowledge and to preserve the knowledge in the company.

➤ **Provision of necessary Resources**

The management is responsible for assessing and providing necessary resources for fulfilling our services and compliance with occupational health and safety aspects as well as our environmental aspects.

➤ **Avoidance of Mistakes / The Use of Lessons Learned from Mistakes**

To avoid mistakes is fundamentally more important than to eliminate mistakes. Mistakes admitted in the past working operation are the essential experience and help us to optimize our working operations in the future as well as the occupational health and safety and the environmental awareness.

➤ **Risk and Opportunity Management**

The Company' management (with the employees involved) continuously defines, identifies, makes analysis, and values the risks and opportunities, as well as the resulting minimization or elimination of risks and the measures to enhance our opportunities.

➤ **Continuous improvement**

Our sequence of operations, processes, methods as also the integrated management system is under permanent assessment and is optimized continuously to minimize the risks of business disruption, dangerous and hazardous occurrences, and accidents within the service process.

➤ **Compliance with our ethical principles ("Code of ethics and conduct")**

We and our employees are committed to complying with our ethical principles, in particular respect for persons of any origin, respect for human rights, anti-corruption (anti-bribery) and data protection guidelines. We do not tolerate discrimination of any kind (including age, religion, origin, gender, colour, race, nationality), child labour in any form, harassment, and abuse in the workplace. Our business partners are also obliged to comply with our ethical principles accordingly. Possible violations (internal or external) must be reported to us immediately.

The above mentioned principals (guidelines) provide the frame of our company's operational and strategic objectives defined, realized and assessed by management in order to provide a customer-oriented and high quality service provision under consideration of our defined occupational health and safety as well as environmental aspects.

The Company' management is responsible for the introduction, implementation, maintenance, further development (ongoing improvement) and the efficiency of the integrated management system (IMS) and is furthermore taking accountability for the system.

This IMS is binding upon all employees of our Company and is applicable to all our employees / workers, because only if it is used by each employee / worker without limit, it is possible to provide a high-quality customer-oriented service, adhering to the required environmental aspects and OH&S requirements.

This company policy is made known and available to all employees without limit, and where necessary, is transferred at the disposal of the relevant stakeholders. The company policy will come into effect at the date when signed by the Company' management.

The company policy applies to the entire company of EMS Log GmbH (all locations).

Bremen, 03/2022

Dominic Sleur
Managing Director