



# THE CODE OF CONDUCT AND SOCIAL RESPONSIBILITY OF SUPPLIERS

**cargoGO Logistics, UAB** – a company providing logistics, forwarding, and transport rental services. This document describes what cargoGO Logistics, UAB considers the main requirements for its suppliers in the road transport of goods and which the company itself adheres to in its daily operations.

**All cargoGO Logistics, UAB companies comply with all laws and regulations applicable to their activities in different countries and this code.**

The cargoGO Logistics, UAB Code of Conduct and Social Responsibility of Suppliers (hereinafter referred to as the Code) defines the main principles of the activities of cargoGO Logistics, UAB suppliers.

- In the selection of suppliers, cargoGO Logistics, UAB companies must make every effort to choose partners with a good reputation who adhere to the ethical standards of cargoGO Logistics, UAB companies and business practices that meet ethical standards.
- This Code defines the practices of cargoGO Logistics, UAB companies and clearly establishes that, recognizing cultural and regulatory differences, we expect our suppliers to produce goods and provide services in accordance with high standards that match the excellent reputation of cargoGO Logistics, UAB companies, regardless of where the suppliers are established, produce goods for us, components used for our goods, and provide services to us. Suppliers must comply with this Code and good business practices.
- The Code applies to all suppliers of cargoGO Logistics, UAB companies (hereinafter referred to as cargoGO Logistics, UAB suppliers).
- cargoGO Logistics, UAB companies strongly encourage their suppliers to adhere to high standards, apply best practices in their activities, and promote continuous improvement. If local laws do not provide for such a requirement or if the local legal requirement is not as strict as provided in this Code, cargoGO Logistics, UAB suppliers must comply with this Code to work with cargoGO Logistics, UAB companies.

## **Laws and Regulations**

- cargoGO Logistics, UAB suppliers must comply with all laws and regulations applicable to their activities in their countries and this Code.

## **Child Labor**

- cargoGO Logistics, UAB suppliers must comply with local laws establishing the minimum age of employees. Child labor is not tolerated in cargoGO Logistics, UAB companies.
- cargoGO Logistics, UAB suppliers must comply with all legal requirements defining the work of young employees, especially requirements regarding their working hours, wages, safety, working conditions, and work with certain materials.

## **Forced Labor**

- cargoGO Logistics, UAB suppliers cannot use involuntary or forced labor, including indentured labor, forced labor for debts, prison labor, slave labor, or labor of victims of human trafficking.

## **\*Harassment**

- cargoGO Logistics, UAB suppliers must treat all their employees with respect and dignity. Physical punishment, physical, psychological, sexual, or verbal harassment, persecution, or violence are prohibited.

## **Penalties**

- cargoGO Logistics, UAB suppliers do not impose monetary fines as disciplinary penalties, except when allowed by local laws.

## **Wages and Benefits**

- cargoGO Logistics, UAB suppliers must pay employees no less than the minimum wage established by local laws and provide all legally required benefits. In addition to wages for regular working hours, employees must be paid for overtime at legally established rates, or if there are no such laws in the countries, at no less than the rate for regular working hours of such employees.

## **Working hours**



## THE CODE OF CONDUCT AND SOCIAL RESPONSIBILITY OF SUPPLIERS

- cargoGO Logistics, UAB suppliers must ensure that their employees work according to the provisions of local laws regarding regular working hours and overtime. Supplier drivers work according to the general provisions of European laws regarding drivers' driving and rest times.

### **Health and Safety**

- cargoGO Logistics, UAB suppliers must ensure a clean, safe, and healthy working environment for employees that meets all legally required standards for a healthy and safe workplace in the countries of operation. This also applies to all accommodation facilities provided by cargoGO Logistics, UAB suppliers to their employees.

### **Non-Discrimination**

- cargoGO Logistics, UAB suppliers must ensure that employment relationships, including hiring, wages, benefits, promotion, termination, and retirement, are based on skills and not beliefs or other personal characteristics.

### **Labor, Human, and Equal Opportunity Rights**

- cargoGO Logistics, UAB suppliers must ensure that all employees are treated equally in all aspects of employment relationships.
- cargoGO Logistics, UAB suppliers' employees must have the right to free, professional unions, workers' councils, or other joint associations that ensure employers respect legal requirements for the working environment, minimum working hours, and wages

### **Environmental Attention**

- cargoGO Logistics, UAB suppliers must comply with all local environmental protection laws applicable to the workplace, produced goods, and production methods. Additionally, cargoGO Logistics, UAB suppliers cannot use environmentally harmful materials and should promote the use of environmentally friendly processes and materials and reduce their generation. It is desirable for the supplier to care about:
  - ✓ Reducing environmental pollution and CO2 emissions;
  - ✓ Encouraging and practicing waste sorting;
  - ✓ Involving their employees and business partners in promoting environmental protection and new initiatives;
  - ✓ Integrating environmental protection criteria when selecting service or goods suppliers;
  - ✓ Saving water and electricity to reduce energy consumption

### **Business Integrity (Bribery)**

- cargoGO Logistics, UAB suppliers must adhere to bribery prevention, i.e., not give or accept bribes under any circumstances.

### **Fair Competition**

- cargoGO Logistics, UAB suppliers must adhere to fair competition prevention, i.e., avoid competition law violations by all means.

### **Safe driving**

- cargoGO Logistics carriers must take care of their drivers' safe driving education and training. Pay great attention to the continuous improvement of drivers' driving skills, organize safe and eco-driving training.

### **Personal Data Protection**

- cargoGO Logistics suppliers must apply all personal data protection regulation requirements and provisions in their activities.

### **Information**

- cargoGO Logistics, UAB suppliers must inform related parties about this Code and its provisions as needed.
- cargoGO Logistics, UAB suppliers should take all necessary corrective actions and promptly correct any identified non-compliance. cargoGO Logistics, UAB companies reserve the right to terminate business relationships with a cargoGO Logistics, UAB supplier who is unwilling or unable to comply with this Code, if permitted by local laws.

### **Code Implementation**

- cargoGO Logistics companies reserve the right to check whether suppliers meet the requirements of this "Supplier Code of Conduct and Social Responsibility." The document should be used as a guideline.



# THE CODE OF CONDUCT AND SOCIAL RESPONSIBILITY OF SUPPLIERS

## Questions

If you encounter or have doubts about this document or are unsure how to act in a particular situation, it is advisable to contact your contact person or email: [trust@cargogo.eu](mailto:trust@cargogo.eu).

Document version No. 1

Date 2025-01-06

---

\*Harassment – Unwanted behavior aimed at offending or offending a person's dignity due to their gender, with the intention or effect of creating an intimidating, hostile, degrading, or offensive environment.

2 Sexual or Verbal Harassment – Unwanted offensive behavior of a sexual nature expressed verbally, in writing, or physically towards a person, with the intention or effect of harming the person's dignity, especially by creating an intimidating, hostile, degrading, or offensive environment.

3 **Persecution** – Treating a person less favorably compared to others due to reporting or filing a complaint, testifying in cases of harassment or sexual harassment, or participating in the investigation process of harassment or sexual harassment.