



SUPPLIER CODE OF CONDUCT AND SOCIAL RESPONSIBILITY POLICY

Purpose	<p>cargoGO Logistics is a company providing logistics, forwarding, and transport rental services. The Supplier Code of Conduct and Social Responsibility Policy (hereinafter referred to as the Policy) defines the main principles of the activities of cargoGO Logistics, UAB companies (hereinafter cargoGO Logistics, UAB companies) suppliers, the main requirements that cargoGO Logistics, UAB companies adhere to in providing services and ensuring the quality of their services throughout the supply chain. Through our example and this Policy, we want to encourage the Suppliers we work with to contribute to the principles of fair business ethics, promote sustainability in their activities, and create a common supply chain operation based on the highest quality and sustainability standards.</p>
Scope	<p>The Policy applies to all Suppliers who provide services to cargoGO Logistics, UAB companies. This Policy sets out the minimum business conduct standards that we expect all our Suppliers to adhere to and, where possible, exceed.</p>
Implementation	<ul style="list-style-type: none"> • cargoGO Logistics, UAB companies select their Suppliers by applying the requirements of this Policy. • When choosing a Supplier, cargoGO Logistics, UAB companies give preference to those Suppliers who conduct their activities based on sustainable business principles and base their strategy on CO2 reduction principles, following the company's internal "Preferred Supplier Selection and Evaluation Procedure". • cargoGO Logistics, UAB companies reserve the right to check whether the suppliers meet the requirements of this Policy, e.g., by conducting evaluations, reviews, and requesting information from the Supplier or initiating visits to the Supplier's premises and/or places of operation. The Supplier shall allow cargoGO Logistics, UAB companies' representatives to access the information necessary to verify compliance with this Policy. cargoGO Logistics, UAB companies may additionally evaluate Suppliers for sustainable cooperation. • cargoGO Logistics, UAB companies invite Suppliers and their subcontractors to actively participate in events, training, and other activities organized by the Company related to the application of sustainability requirements. • This Policy is reviewed and updated once a year or as needed, and cargoGO Logistics, UAB companies' Suppliers, who have a direct impact on the quality of the company's services, are informed about it.

- In the selection of suppliers, cargoGO Logistics, UAB companies must make every effort to choose suppliers with a good reputation who adhere to the ethical standards, sustainability principles, and business practices that meet the ethical standards of cargoGO Logistics, UAB companies.
- This Policy 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 and sustainability principles 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 Policy and good business practices.
- 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 Policy, cargoGO Logistics, UAB companies' suppliers must comply with this Policy to work with cargoGO Logistics, UAB companies.

Laws and Regulations

- cargoGO Logistics, UAB companies' suppliers must comply with all laws and regulations applicable to their activities in the countries where they operate and this Policy.



Child Labor

- cargoGO Logistics, UAB companies' 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 companies' suppliers must comply with all legal requirements and applicable laws defining the legal work of young employees, especially requirements regarding their working hours, wages, health and safety, working conditions, and work with certain materials.

Forced Labor

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

Penalties

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

Wages and Benefits

- cargoGO Logistics, UAB companies 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

- cargoGO Logistics, UAB companies' 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.

Employee Health and Safety

- cargoGO Logistics, UAB companies' 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. They must also prevent work-related injuries and illnesses and eliminate occupational health and safety risks by taking effective preventive and protective measures. This also applies to all accommodation facilities provided by cargoGO Logistics, UAB suppliers to their employees. cargoGO Logistics, UAB companies' suppliers commit to properly instruct and train their employees on health and safety issues.

Non-Discrimination

- cargoGO Logistics, UAB companies' 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.
- Direct and indirect discrimination of employees is not tolerated in cargoGO Logistics, UAB companies. cargoGO Logistics, UAB companies' suppliers commit to adhere to the principles of equal opportunities and not to discriminate against employees based on their gender, race, nationality, language, origin, social protection, religion, beliefs or views, age, sexual orientation, disability, ethnic affiliation, or religion.
- cargoGO Logistics, UAB companies' suppliers commit to raising employee awareness to prevent discrimination and harassment.

Labor, Human, and Equal Opportunity Rights

- cargoGO Logistics, UAB companies' suppliers must ensure that all employees are treated equally in all aspects of employment relationships, gender, and human rights.
- cargoGO Logistics, UAB companies' 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, wages, and tax payments.

Sustainability (Environmental Protection, Social Responsibility, Good Governance)

- cargoGO Logistics, UAB companies' suppliers must comply with all local environmental protection laws applicable to the workplace, produced goods, and production methods, and protect the environment by preventing or reducing negative environmental impacts.
- cargoGO Logistics, UAB suppliers are encouraged to conduct their activities based on sustainability principles and integrate ESG (environmental protection, social responsibility, good governance) criteria into their strategy. It is desirable for the supplier to care about:
 - Reducing environmental pollution and CO2 emissions;
 - Encouraging and managing waste sorting;
 - Following circular economy principles;
 - Involving their employees and business partners in promoting environmental protection and new initiatives;
 - Integrating sustainability criteria when selecting service or goods suppliers;
 - Making efforts to use environmentally friendly technologies and materials;
 - Contributing to the goal of zero plastic pellet loss, for example, by joining the international Operation Clean Sweep program aimed at preventing plastic pellet loss and their entry into the environment;
 - Saving water and electricity, using renewable energy sources in their activities to reduce energy consumption.
- cargoGO Logistics, UAB companies encourage suppliers to participate in initiatives and activities related to the United Nations Sustainable Development Goals and take active measures to reduce negative environmental impacts, climate change throughout the supply chain, and apply good distribution practice guidelines.

Business Continuity Planning

- cargoGO Logistics, UAB companies' suppliers must be prepared for any disruptions to their business (e.g., natural disasters, terrorism, cyber-attacks, infectious disease outbreaks). This preparedness includes business continuity plans that protect both employees and the environment from potential incidents that may arise in the area of operation.

Business Integrity: Corruption, Money Laundering, and Terrorism Financing Prevention

- cargoGO Logistics, UAB companies' suppliers adhere to the prevention of corruption, money laundering, and terrorism financing, i.e., maintaining transparent, sustainable, and cooperative business relationships.
- cargoGO Logistics, UAB companies' suppliers carry out corruption, money laundering, and terrorism financing prevention management actions, investigate incidents that have occurred, and take measures to eliminate their causes.

Fair Competition

- cargoGO Logistics, UAB companies' suppliers must adhere to fair competition prevention, i.e., illegal agreements with clients, suppliers, or state institutions are prohibited.
- Suppliers must not engage in any anti-competitive activities, such as price-fixing agreements, restrictions on the sale of goods, market sharing, etc.

Safe Driving

- cargoGO Logistics, UAB companies' suppliers (subcontractors) 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.
- cargoGO Logistics, UAB companies' suppliers (subcontractors) must ensure the prevention of alcohol and other psychoactive substance use in their company, take strict measures to ensure that their employees are sober and responsible for their actions during work.
- cargoGO Logistics, UAB companies' carriers (subcontractors) must ensure that they take preventive measures to promote the fight against prostitution, human trafficking, sexual exploitation, illegal transportation of people for remuneration, and consider such actions as criminal.

Personal Data Protection and Information Security

- cargoGO Logistics suppliers must apply all requirements and provisions of the EU personal data protection regulation and information security in their activities.
- cargoGO Logistics suppliers must have internal personal data protection rules in place, where the collection, recording, use, and storage of personal data comply with the legal requirements governing personal data protection.
- cargoGO Logistics suppliers must ensure a high level of information security and control in their companies and adhere to the basic principles of information protection.



- cargoGO Logistics suppliers commit not to disclose confidential cargoGO Logistics company information to third parties and to adhere to the "need to know" principle.

Information

- cargoGO Logistics, UAB suppliers must inform related parties about this Policy 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 Policy, if permitted by local laws.

Questions

If you encounter or have doubts about this document, are unsure how to act in a particular situation, or have complaints related to the implementation of this Policy, it is advisable to contact your contact person or email: trust@cargogo.eu.