

CODE OF CONDUCT

- **Legal compliance**
 - to comply with the laws of the applicable legal system(s).
 - pay salary for our employees as per German law
- **Prohibition of corruption and bribery**
 - to tolerate no form of and not to engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any government official for the purpose of influencing decision making in violation of law.
- **Respect for the basic human rights of employees**
 - to promote equal opportunities for and treatment of its employees irrespective of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age;
 - to respect the personal dignity, privacy and rights of each individual;
 - to refuse to employ or make anyone work against his will
 - to refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
 - to prohibit behavior including language and physical contact, that is sexual, coercive, threatening, abusive, or exploitative;
 - to provide fair remuneration and to guarantee the applicable national statutory minimum wage;
 - to comply with the maximum number of working hours laid down in the applicable laws;
 - to recognize, as far as legally possible, the right of free association of employees and to neither favor nor discriminate against members of employee organizations or trade unions
- **Prohibition of child labor**
 - to employ no workers under the age of 15 or, in those countries, subject to the developing country exception on the ILO Convention 138, to employ no worker under the age of 14.
- **Health and safety of employees**
 - to take responsibility for the health and safety of its employee;
 - to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases;
 - to provide training and ensure that employees are educated in health and safety issues;
 - to set up or use a reasonable occupational health & safety management system
- **Environmental protection**
 - to act in accordance with the applicable statutory and international standards regarding environmental protection;
 - to minimize environmental pollution and make continuous improvements in environmental protection;
 - to set up or use a reasonable environmental management system
- **Supply chain**
 - to reuse reasonable efforts to promote among its suppliers compliance with this Code of Conduct;
 - to comply with the principles of non discrimination with regard to supplier selection and treatment

Wir arbeiten ausschließlich auf Grundlage der Allgemeinen Deutschen Spediteurbedingungen (ADSp), jeweils neueste Fassung. Die beschränken in Ziffer 23 ADSp die gesetzliche Haftung für Güterschäden nach §431 HGB für Schäden in speditionellem Gewahrsam auf 5 €/kg; bei multimodalen Transporten unter Einschluss einer Seebeförderung auf 2 SZR/kg sowie darüber hinaus je Schadenfall bzw. -ereignis auf 1 Mio. bzw. 2 Mio. € oder 2 SZR/kg, je nachdem, welcher Betrag höher ist. Die komplette ADSp kann unter www.hbh-logistics.com eingesehen werden oder wird auf Verlangen in schriftlicher Form zur Verfügung gestellt. Wir haben die Speditionsversicherung gemäß Ziffern 21 / 29 ADSp bei Oskar Schunck AG & Co. KG, Bremen, eingedeckt.