

Code of Conduct

As an organisation, we abide by laws and general codes of conduct and wish to set an example for others in terms of ethical conduct. This is why Base Logistics Group has produced an internal Code of Conduct.

This document provides a concise overview of our internal Code of Conduct to help external stakeholders understand our commitment to adhering to legal standards and general codes of conduct. Should you have any questions after reading this document or be interested in the full internal code of conduct, please do not hesitate to get in touch with your contact person.

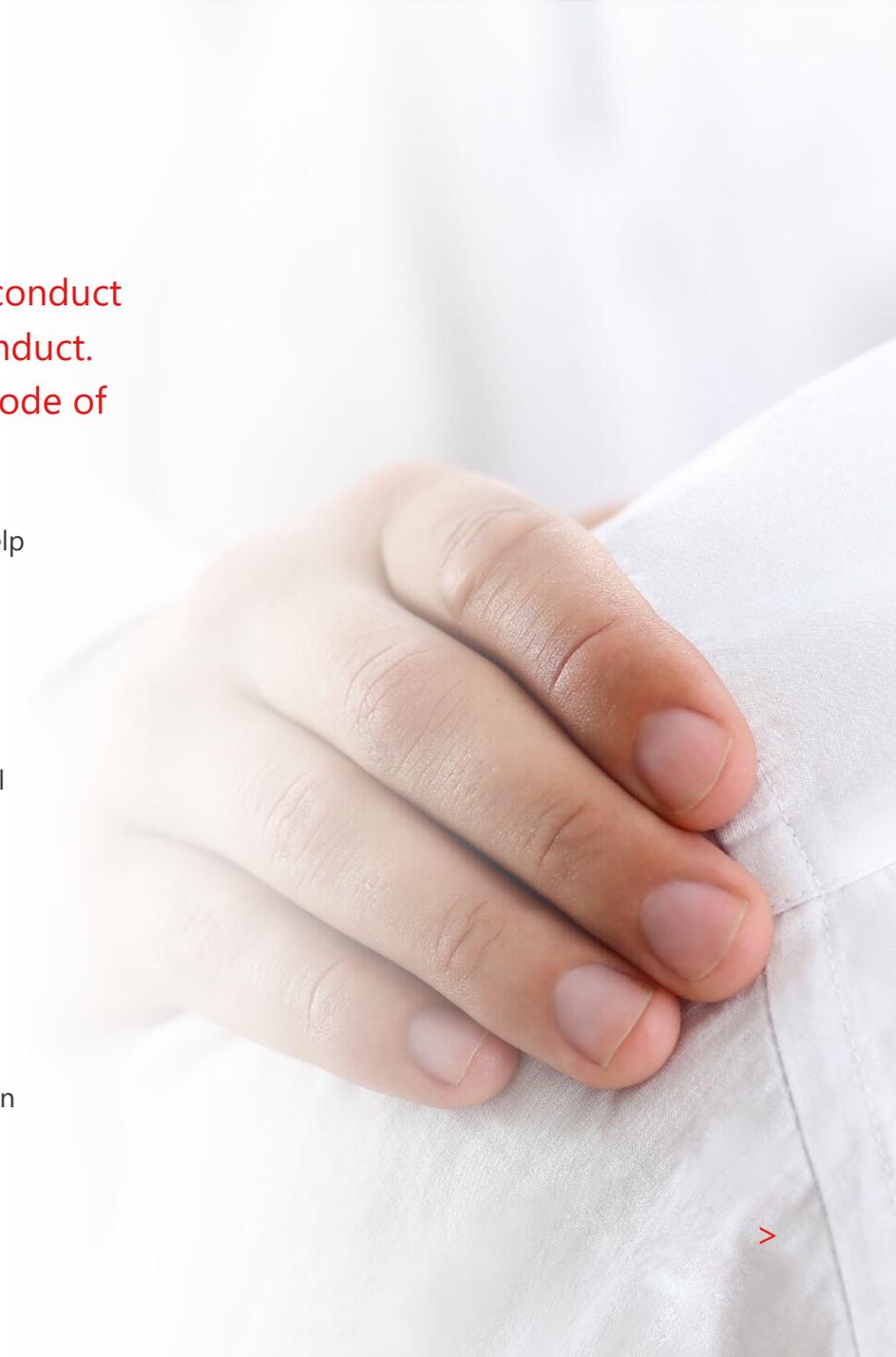
Our Code of Conduct is based, among other things, on the following fundamental principles:

- The Universal Declaration of Human Rights
- The United Nations Global Compact (UNGC)
- The UN Guiding Principles on Business and Human Rights
- The Organisation for Economic Cooperation and Development (OECD)

The Code of Conduct applies to all Base Logistics Group employees in every region of the world in which our organisation operates. By this we mean our own employees, subcontractors, consultants working under our responsibility and our managers.

November 2023

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Themes of the Code of Conduct

Our commitment to people

Base Logistics Group is committed to promoting the application of the United Nations' Universal Declaration of Human Rights. This Declaration recognises the right to respect and dignity, a ban on all forms of discrimination, freedom of assembly and association, and freedom of expression, in addition to the right to work and to equal pay for equal work.

Regarding our commitment to people, the Code of Conduct includes the following themes:

- Promotion of fundamental labour rights
- Development of labour relations
- Combating undesirable behaviour
- Relationships with our customers, suppliers and subcontractors
- Health and safety at work
- Transparent and non-discriminatory recruitment practices
- Promoting and respecting diversity and inclusion
- Training and coaching

Integrity in our organisation

Our organisation's reputation depends on the way our employees present themselves and behave. If employees fail to abide by the law or behave inappropriately, this could result in considerable damage to Base Logistics Group.

Regarding integrity, the Code of Conduct includes the following themes:

- Communication
- Protection of personal data
- Protection and use of company assets
- Intellectual property
- Procurement policy and selection of suppliers, subcontractors and service providers
- Anti-corruption
- Anti-competitive practices
- Conflict of interest
- Gifts and invitations
- Sponsorship
- Compliance with financial control procedures
- Confidentiality of data

Compliance with the Code of Conduct

We expect our employees and managers to familiarise themselves with, understand and act in accordance with the Code of Conduct.

In the Code of Conduct, a reporting procedure and the consequences of non-compliance with the Code of Conduct are described in further detail.

- Procedure for reporting cases
- Sanctions for non-compliance