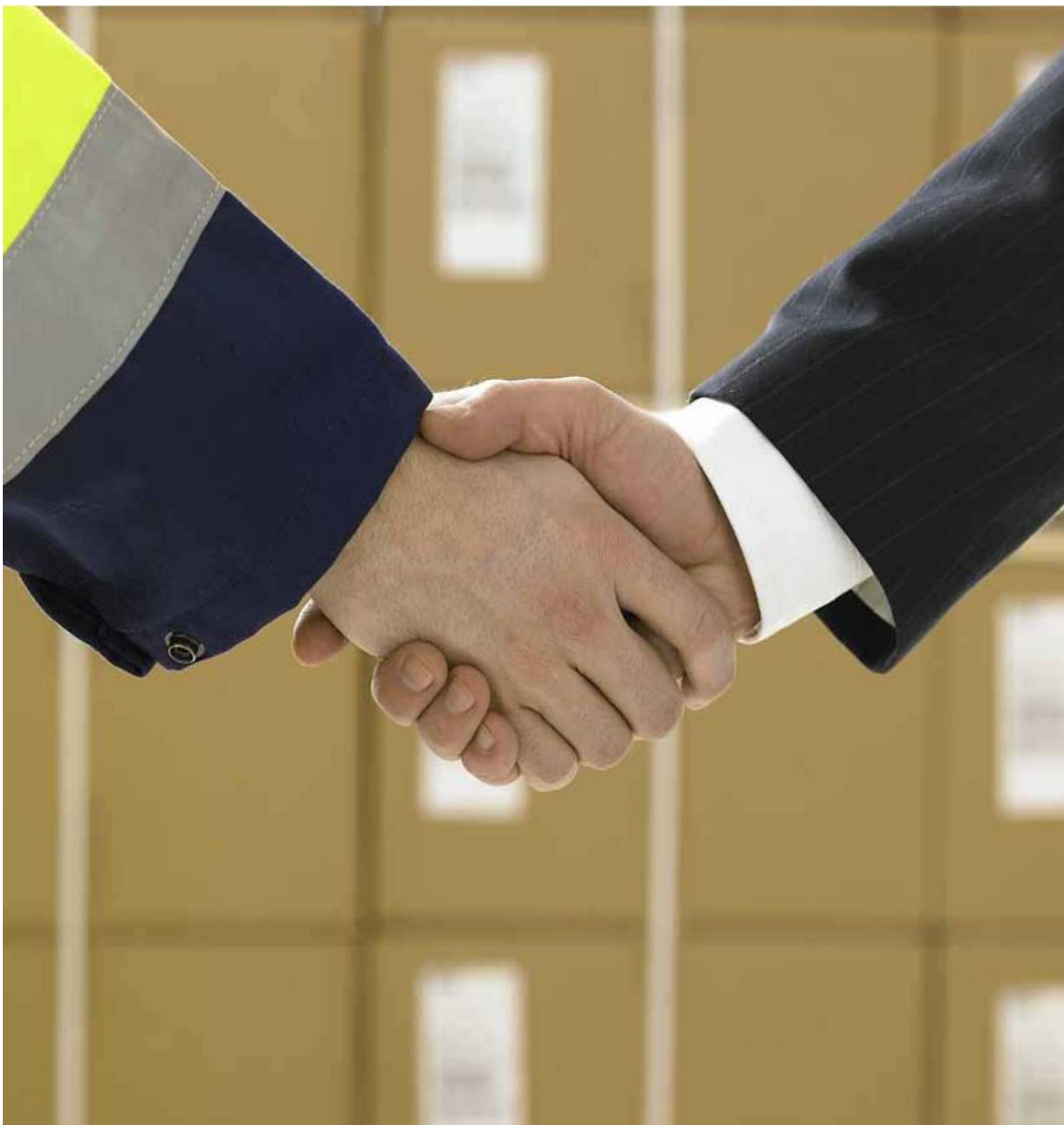




Globalny Transport i Logistyka

Supplier Code of Conduct of the DSV
Road Sp. z o.o.



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2. Code of Conduct for Suppliers of the DSV Road Sp. z o.o.

The DSV Group, in which DSV Road Sp. z o.o. is a member (hereinafter “DSV”) is an international transport provider and freight forwarder offering national and international transport and logistics services to both private and public customers.

As a global group of companies, DSV Group engages with suppliers of many different nationalities, cultures, religious beliefs and political views. Therefore, a common set of ethical practices and standards is important, and DSV Group believes that a global DSV Supplier Code of Conduct will create value for all parties as a step towards establishing long-term sustainable relationships between DSV and its suppliers.

The Supplier Code of Conduct DSV Road Sp. z o.o. (hereinafter “The Supplier Code of Conduct of DSV”) describes what DSV and all members of DSV Group considers to be appropriate business conduct of its Suppliers and hence the conduct and behavior that DSV expects from its Suppliers when they provide services or supply products to DSV or to any other company from DSV Group.

The Supplier Code of Conduct of DSV applies to all business partners of the DSV Group. These include, but are not limited to, suppliers, agents, representatives and joint venture partners ('Suppliers').

Suppliers must ensure, to the greatest extent possible, that the Suppliers' agents and sub-contractors also comply with the requirements of the Supplier Code of Conduct.

In addition to this Code of Conduct, all DSV Suppliers are expected to comply with and observe all applicable laws and regulations.

3. Business integrity

DSV expects its Suppliers to conduct business in an ethical and lawful manner and sets forth the following specific rules to address anti-corruption regulations, competition rules and conflicts of interests.

3.1 Bribery

DSV has a zero-tolerance towards bribery, and hence Suppliers are expected not to accept or offer bribes of any kind.

Bribery means any offer or acceptance of a gift, loan, fee, remuneration or anything of value to or from another person or entity, private or public, as an incentive to influence or promote a certain act or omission which would not have been appropriate under normal conditions and in the absence of bribery.

Example 1: It would be bribery to offer the relative of a DSV employee a job, provided that the DSV employee ensures that DSV will continue to do business with you.

In this sense bribery covers any transfer of assets and is not limited to monetary transfers. The prohibition of bribery applies to all countries in which DSV's Suppliers conduct business with DSV. The prohibition of bribery applies without exception, including in relation to activities where the competitors of DSV or its Suppliers resort to bribery and to countries where bribery as such is not illegal or where bribery is used as a normal part of business life.

Example 2: You need a permit but do not fulfil all criteria. You offer the employee handling the permits a sum of money to issue the permit. By this you make the employee handling the permits change his mind and issue the permit even though you do not fulfil all necessary criteria. This is a bribe.

3.2. Gifts, etc.

It is customary and acceptable in many countries to give and receive promotional gifts, provided that the value does not exceed a reasonable level and the gifts are not intended to improperly influence the recipient. It is the policy of DSV to accept such gifts, although it is not acceptable to receive or offer any monetary gifts.

3.3. Competition

In line with national and regional legislation, DSV's internal Code of Conduct and internal rules prohibit any illegal price-fixing agreements and other collusive agreements on essential terms, rates, fees, charges and conditions between competitors (cartel agreements). Accordingly, Suppliers must observe the same degree of diligence and are encouraged to implement a compliance programme, ensuring that their employees do not receive or disclose any information on price-fixing or other terms and conditions regarding an unrelated third party, whether orally or in writing, to or from competitors, business partners, customers or suppliers.

3.4. General conduct, education etc.

DSV expects its Suppliers to demonstrate diligent behaviour and judgment in terms of the use of adequately skilled and trained personnel.

In performing its core freight forwarding activities, DSV relies almost exclusively on subcontractors when it comes to the physical transportation of goods. Therefore, DSV Suppliers are expected to ensure that they have implemented appropriate measures to detect and prevent the use and abuse of alcohol, drugs etc. by its personnel.

DSV expects that its Suppliers are able to communicate properly with DSV and its customers. Suppliers must furthermore comply with specific requests, rules and regulations laid down by DSV or its customers in respect of the handling, stowing, loading, unloading and transport of goods at the customers' locations. However, the Supplier is not obliged to comply with specific requests that may be contrary to traffic safety regulations or similar regulations in the jurisdictions through which the transport is to take place.

Finally, DSV expects its Suppliers to ensure that any equipment used when providing services to DSV is of good and sound quality, meets the general and legally required standard of maintenance and satisfies any safety regulations or measures at all times.

4. Human and labour rights

DSV strongly believes that human rights are rights and freedoms to which all human beings are entitled.

DSV also believes that the acceptance of and compliance with internationally acknowledged human rights are fundamental to all its business relations.

DSV Suppliers are also expected to provide equal opportunities for their employees and may not discriminate on the basis of race or gender, religious belief, marital status or sexual orientation, or use forced labour.

Finally, DSV Suppliers are expected to comply with applicable laws, regulations and industry standards concerning working hours and minimum wages.

DSV does not employ children and recognises international standards of minimum age for children and that youths should work in different types of employment than adults.

DSV Suppliers must provide a safe and healthy working environment for their employees which meets or exceeds all legal requirements applicable from time to time.

DSV encourages its Suppliers to respect the rights of their employees to associate freely, join trade unions and/or workers councils and engage in collective bargaining in accordance with national law and international conventions.

5. Environmental behaviour

Transport is necessary for the industrialised society and today's living standards and simply a condition for growth and prosperity throughout the world. However, this development affects the environment and represents an important challenge to the transport industry.

As stated above, in performing its core freight forwarding activities DSV relies almost exclusively on subcontractors when it comes to the physical transportation of goods. As one of the largest and leading providers of transport and logistics services, DSV feels committed to take on its share of the responsibility to reduce the environmental impact of the transport industry.

Consequently, Suppliers on a broad scale are expected to comply with all applicable laws and regulations on the protection of the environment and are furthermore encouraged to constantly pursue and apply methods and technologies that minimise the environmental impact.

6. Implementation

DSV Suppliers are expected to comply with the Supplier Code of Conduct of DSV in force from time to time and to comply with these principles in their choice of business partners and when conducting their business.

The Supplier Code of Conduct of DSV in force from time to time will be provided in copy to all DSV Suppliers upon concluding a contract and is also available for download at www.dsv.com/pl. The obligations under this Supplier Code of Conduct are additional to the Suppliers' obligations pursuant to any contracts concluded between DSV and the Supplier.

The Supplier is required to familiarise itself with the contents of the Supplier Code of Conduct of DSV, even if the Supplier may not have received a copy hereof upon concluding the contract. DSV reserves the right to verify that its Suppliers meet the standards of this The Supplier Code of Conduct of DSV.

Any non-compliance with the Supplier Code of Conduct of DSV is taken very seriously, and the Supplier undertakes to initiate corrective actions to remedy such breach as well as taking expedient measures to prevent any future reoccurrence.

In case of serious or repeated breaches, DSV reserves the right without liability to terminate the business relationship with immediate effect.

7. Final Provisions

This Supplier Code of Conduct sets standards for what DSV expects from its Suppliers. This does not mean that situations not covered by this policy should exempt the Suppliers from responsibility for their conduct.

DSV Suppliers should always use common sense.

If a Supplier faces a dilemma or has any doubts regarding this Code of Conduct, the Supplier is advised to contact with DSV Compliance Group at e-mail address: roadcsr@pl.dsv.com

Prezes Zarządu

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