

## **CORPORATE SOCIAL RESPONSIBILITY (CSR) CODE OF CONDUCT FOR SUPPLIERS OF ALIANZA LOGISTICS**

Our **mission** is to concentrate logistics needs in a single point with a flexible service, generating confidence.

Our **vision** is our commitment to improve the logistics sector, becoming a benchmark brand. Dedicating our efforts to creativity and innovation, value and respect for our people.

Our **values** are: respect, honesty, teamwork and commitment.

We believe that the development of the transport activity of **ALIANZA LOGISTICS** must be **compatible with Sustainable Development and Social Responsibility towards our environment and the planet in general**, ensuring proper management of resources and environmental protection, and responding to the demands of society. In ALIANZA LOGISTICS we are committed to lead the change towards a more sustainable future. However, we cannot achieve this on our own. All the efforts we make in this direction require the help and support of our suppliers.

Considering that proper CSR behaviour is a value chain in which every link is important, we believe that **our suppliers** should also exercise a **conscious attitude of sustainable procurement** with CSR criteria among their own suppliers and therefore we encourage you to include them in your CSR strategy.

This CSR Code must be accepted and adhered to by all service providers working with our company. Failure to comply with this Code may result in the suspension of the business relationship.

Suppliers and subcontractors are committed to:

### **1.- COMPLIANCE WITH CURRENT LEGISLATION AND ETHICAL STANDARDS:**

- Comply with all applicable local, national and international laws and regulations applicable to its operations.
- Support the UN Global Compact Principles on human rights, labour, environment and anti-corruption.
- Support the principles of the United Nations Universal Declaration of Human Rights and the International Bill of Human Rights.

### **2.- RESPECT FOR HUMAN RIGHTS:**

- Respect internationally recognised human rights: these are rights inherent to all human beings, without distinction of nationality, place of residence, sex, national or ethnic origin, colour, religion, language, or any other status. They are interrelated, interdependent and indivisible.
- Within the supply chain, avoid any attitude that could make them complicit in human rights violations committed by other companies or entities.
- Contract with customers and suppliers with ethical principles that prevent them from violating basic HR principles. Fight against direct complicity, for indirect benefit or for silenced complicity.
- Promote the talent and professional careers of their employees, treat them with dignity and compensate them in a fair and equitable manner.
- Ensure that the activity carried out in its centres is carried out in accordance with the criteria of Safety and Prevention of Occupational Risks, in order to avoid or reduce the risks derived from work.
- To act in accordance with the principle of transparency of information, reporting all the Company's actions, operations and transactions in a truthful, clear and verifiable manner.

### **3.- COMPLIANCE WITH LABOUR STANDARDS:**

- Freedom of association and the effective recognition of the right to collective bargaining: employees shall be free to join associations within the law, without discrimination on the basis of association.
- Elimination of all forms of forced or compulsory labour: no use of forced, bonded, indentured or involuntary labour. Working conditions shall be determined in compliance with all applicable laws of the country.
- Eradication of child labour: no hiring of children under the age of completion of compulsory schooling, and in any case, never under 16 years of age.
- Abolish discriminatory employment practices: ensure that all employees with the same skills are treated equally by offering them the same opportunities and pay conditions. Not practising or permitting discrimination based on race, social or national origin, caste, birth, religion, disability, gender, sexual orientation, family responsibility, marital status, trade union membership, political opinions, age or any other status that may give rise to discrimination.
- Responsible employment: The employment relationship must be specified in a written employment contract. The worker must receive at least a copy of it and shall be free to leave the employment after giving reasonable notice.
- Legal and fair working hours: Working hours, wages, overtime pay and holiday entitlement shall be determined in compliance with all applicable laws in the country. The duration of working hours shall be as agreed in collective bargaining agreements or employment contracts.
- Legal and fair remuneration: Employees shall be paid at least the legal minimum wage or, in the absence thereof, remuneration in accordance with local standards in force. Wages shall be paid on time and records shall be kept of payments to employees.
- Safety, occupational health and proper working conditions: A safe and hygienic workplace must be provided, so that the workplace must not adversely affect the health and safety of workers. Internationally recognised health and safety standards must be observed. Employees must be provided with the necessary training and education to prevent occupational accidents and diseases.

### **4.- CARE FOR THE ENVIRONMENT:**

- Adopt practices that minimise the environmental impact of its operations (energy efficiency, rationalisation of water consumption, recycling, pollution reduction, respect for biodiversity).
- Comply with environmental regulations and continuously seek opportunities to improve energy efficiency and reduce greenhouse gas emissions.
- Make a clear commitment and strive to prevent or reduce waste generation, environmental pollution and depletion of natural resources through concrete measures and systems that demonstrate this commitment.
- Procedures for the management of waste and chemicals as well as other hazardous substances, emissions and effluent treatment must be carried out in accordance with legal requirements.
- Encourage the contracting of suppliers that guarantee cleaner technologies and greater commitment to environmental policies.

### **5.- IMPLEMENTATION OF GOOD GOVERNANCE AND ANTI-CORRUPTION MEASURES:**

- Promote ethical business practices, rejecting bribery, extortion and any form of corruption as defined in applicable international conventions.
- Avoid at all costs the giving/receiving of gifts or presents, regardless of their value, to our employees.
- Promote transparency in all commercial transactions.
- Respect ALIANZA LOGISTICS' Anti-Corruption Policy, as well as its Conflict of Interest Policy.

**6.- PROACTIVITY IN CORPORATE SOCIAL RESPONSIBILITY:**

- Contribute to the sustainable development of local communities.
- Participate in corporate social responsibility initiatives that promote social welfare and equity.

**7.- REPORTING OF UNETHICAL OR UNLAWFUL CONDUCT:**

- ALIANZA LOGISTICS offers its suppliers and subcontractors the Ethical Channel: [canaletico@alianza-gt.com](mailto:canaletico@alianza-gt.com).
- It is a communication channel established to send queries and clarify doubts about this Code of Conduct, as well as to report in a direct and safe way any alleged breach of the principles that comprise it.
- These communications will be received by the Ethics Committee of ALIANZA LOGISTICS who will evaluate the nature of the facts reported and will process the complaint.  
ALIANZA LOGISTICS guarantees the confidentiality of the whole process.

Approval date: 26/06/2023

*This Code of Conduct must be returned signed and stamped. Failure to do so will be considered acceptance of its contents by the supplier. If you do not accept this Code of Conduct, please send an email to [homologaciones@alianza-gt.com](mailto:homologaciones@alianza-gt.com). ALIANZA LOGISTICS may at any time conduct an audit to verify whether the provisions of this Code of Conduct are being followed and request documents evidencing compliance.*

Date:

Supplier's signature and stamp: