

# CONTEX

## Code of Conduct

CONTEX GROUP has implemented the UN Global Compact's ten principles into the CONTEX GROUP's values. We are committed to set an example and demonstrate a high standard of corporate social responsibility worldwide and integrity to our customers, partners, employees and the organizations we work with.

CONTEX GROUP is committed to employ out its business in an economical & ecological sustainable approach, by leading business in compliance with the local laws and regulations and with integrity. We perpetrate to promote fair employment practices, to respect human rights, to oppose corruption and importantly approach in a sustainable manner.

CONTEX GROUP Code of Conduct is part of our company's values. It applies to all members and employees of CONTEX GROUP worldwide. We have adapted the above principles in our values and make sure that our values will be implemented to stakeholders, business partners and importantly our employees.

**10 UNIVERSAL PRINCIPLES**

**HUMAN RIGHTS**

**PRINCIPLE 1**  
*Businesses should support and respect the protection of internationally proclaimed human rights.*

**PRINCIPLE 2**  
*Make sure that they are not complicit in human rights abuses.*

**LABOUR**

**PRINCIPLE 3**  
*Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.*

**PRINCIPLE 4**  
*The elimination of all forms of forced and compulsory labour.*

**PRINCIPLE 5**  
*The effective abolition of child labour.*

**PRINCIPLE 6**  
*The elimination of discrimination in respect of employment and occupation.*

**ENVIRONMENT**

**PRINCIPLE 7**  
*Businesses should support a precautionary approach to environmental challenges.*

**PRINCIPLE 8**  
*Undertake initiatives to promote greater environmental responsibility.*

**PRINCIPLE 9**  
*Encourage the development and diffusion of environmentally friendly technologies.*

**ANTI-CORRUPTION**

**PRINCIPLE 10**  
*Businesses should work against corruption in all its forms, including extortion and bribery.*

CONTEX Shipping GmbH

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General Manager