



Code of Conduct

1. General

At Floyd & Fletcher Logistics we believe that ethical behaviour is the cornerstone of our existence. Our goal is to operate with integrity and in compliance with the law. We consider bribery and corruption in any form not acceptable in our business.

We care about the habitat and will always try to reduce our environmental footprint; we adhere to legal minimum age regulations; we protect personal data and do not discriminate or tolerate this in any form.

2. Shareholders and Financers

We endeavour to provide continuity, adequate information and return on investment and advance for our shareholders and financers.

3. Employees

Our employees are the driving force of our organisation and therefore we promise

- fair and balanced labour conditions
- possibilities for personal development
- a keen eye on health and safety
- an environment without any form of discrimination
- compliance to all rules and regulations pertaining to labour and employees
- to protect all personal data

We expect from our employees

- to give our customers the attention that distinguishes Floyd & Fletcher Logistics from other logistics service providers
- to treat our customers, suppliers and authorities efficiently and with respect
- to be collegial
- not to accept any gifts from business partners without reporting to management, not to enter into any bribery actions with customers, suppliers or authorities
- to handle all FFL's properties with diligence and care

4. Customers

We will do our best to provide high quality service to our customers for a reasonable price.

We expect from our customers to provide all information we require to provide our services and to operate in compliance with all rules and regulations applicable.

5. Suppliers

It is our wish to cooperate with our suppliers in a manner where we agree reasonable prices and receive sufficient quality. We cannot do business with suppliers which do not adhere to our values. Suppliers are not allowed to offer personal bonuses, premiums or substantial gifts to our employees.

6. Reporting of non-compliance, non-retaliation

Employees of Floyd & Fletcher Logistics and other stakeholders are encouraged to report observed or suspected non-compliance towards this Code of Conduct. Notifications will be examined confidentially. FFL will not retaliate against any person who reported a non-compliance in good faith. Non-compliance will lead to disciplinary measures.