

iB CARGO Supplier Guide

iB CARGO's reputation is based on trust and respect. Our employees and those who do business with us around the world know that we are committed to earning and maintaining their trust with a set of values of quality, integrity, excellence, compliance with the law and the communities in which we operate, and that we strive to always conduct business responsibly and ethically.

Through the activity carried out, we respect international human rights principles aimed at promoting and protecting human rights, including the United Nations Declaration of Human Rights and the International Labor Organization Declaration on Fundamental Principles and Rights at Work. These values are reflected in company policy and are consistent with our concern for ensuring healthy and safe workplaces, preserving the environment and strengthening the communities in which we operate.

Through its field of activity iB CARGO operates worldwide, coming into contact with differences in laws, customs and economic conditions that may affect business practice, but the existence of common values shared with its suppliers represents the foundation for the long-term relationship and the guarantee of quality service offered to its customers. The guiding principles that iB CARGO has in its relationship with its suppliers concern the respect of values and highlight the importance of responsible workplace policies and practices that comply, at a minimum, with applicable environmental legislation, local labor laws and regulations.

The principles listed below reflect the values we uphold in our own policies and we expect our direct suppliers to follow the spirit of these guiding principles:

1. **Freedom of association and collective bargaining** - Respecting the right of employees to join, form or not to join a trade union, without fear of reprisal, intimidation or harassment. If employees are represented by a legally recognized trade union, it is recommended to establish a constructive dialogue with their freely elected representatives and to negotiate in good faith with these representatives.
2. **Prohibition of Child Labor** - Compliance with the provisions regarding the minimum age for employment as provided in applicable laws and regulations.
3. **Prohibition of Forced Labor and Labor Abuse** - Prohibition of physical abuse of employees and the use of any form of forced labor.
3. **Elimination of Discrimination** - Maintaining workplaces free from physical or verbal discrimination or harassment. The recruitment, hiring, placement, training, compensation and promotion of employees must be based on the employee's qualifications, performance, skills and experience.
4. **Working Hours and Wages** - Compensation of employees shall be in accordance with industry and local labor market. The Company's business must be carried out in full compliance with applicable legislation on wages, working hours, overtime and benefits, providing employees with opportunities to develop their skills and capabilities as well as promotion where possible.

6. **Provide a safe and healthy workplace** - Ensure safe and healthy workplaces. Maintain a productive workplace by minimizing the risk of accidents, injuries and exposure to health hazards.
7. **Protect the Environment** - Conduct business in a manner that protects and preserves the environment in compliance with applicable environmental laws, rules and regulations.

Administrator / General Manager
Bucharest, January 8, 2024

