

RÖHLIG LOGISTICS

ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement formalizes the commitment of Röhlig Logistics GmbH & Co. KG and its subsidiaries (“Röhlig Group”) to preventing slavery and human trafficking throughout its operations and activities worldwide, as well as to ensuring that procurement activities are performed in compliance with this commitment for the year ending 31 December 2022.

Röhlig Group is subject to several anti-slavery laws that consider Slavery and Human Trafficking as a criminal offence and a violation of fundamental human rights, such as the UK Modern Slavery Act 2015 and the Commonwealth Modern Slavery Act 2018.

Slavery is an umbrella term for activities involved when one person obtains or holds another person in compelled service.

Someone is in slavery if they are:

- Forced to work through mental or physical threat
- Owned controlled by an ‘employer,’ usually through mental or physical abuse or threat of abuse
- Dehumanized, treated as a commodity, or bought and sold as ‘property’
- Physically constrained or have restrictions placed on his/her freedom

Slavery includes servitude, forced, compulsory labor, and human trafficking, all of which have in common the deprivation of a person’s liberty by another in order to exploit them for personal or commercial gain.

Within the Röhlig Group, suppliers are subject to a comprehensive vetting process – in order to verify the adherence to Röhlig Group’s policies, including the Supplier and Business Partner Code of Conduct, which articulates on our human rights and fair labor practices. As part of the vetting process, an internal risk mapping is conducted for Röhlig Group supply chain operations in high-risk countries.

At this stage, we have identified one area that presents a risk of modern slavery in our direct suppliers of haulage and transport services.

Combatting this risk is enabled by our effective Supplier Vetting and Onboarding system that enforces that no slavery or Human trafficking is taking place anywhere within our internal or external supply chain. The same high Röhlig standards are expected from all Röhlig contractors, suppliers and other business partners.

Röhlig Group has a zero-tolerance policy towards slavery and human trafficking and is committed to acting ethically and with integrity in all its business dealings and relationships. Business partners are to comply with our Supplier and Business Partner Code of Conduct and to agree to uphold human rights internationally.

This statement applies to all persons working for the Röhlig Group or on its behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, external consultants, third-party representatives and business partners.

Employees are expected to notify their manager or make use of the whistleblowing hotline if they believe or suspect that a conflict with this statement has occurred or may occur in the future. Röhlig may terminate relationships with any individuals and/or organizations working on its behalf if they breach this statement.

Bremen, January 2023

Röhlig Global Executive Board



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Managing Partner



Hylton Gray
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Contract Logistics & Projects



Ulrike Baum
Chief Human Resource Officer



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