

LGI Declaration of Principles

Social, Ethical, and Environmental Responsibility



LGI Logistics Group International
MEMBER OF ELANDERS GROUP

As a leading logistics sector company with over 5,000 employees spread across more than 45 locations worldwide, and an annual turnover of around 500 million euros, LGI has a responsibility to ensure that the path it follows is financially and environmentally sound, socially responsible, and ethical – and that it maintains this approach over the long term for the benefit of future generations.

We believe that the success of a company should be measured by more than just figures. While we are conscious of the important role profit plays in staying successful on the market, we are nonetheless committed to striking the right balance between building up a prosperous business and demonstrating our responsibility toward social, ethical, and environmental issues.

Here at LGI, we are convinced that the best way to achieve our goals is to work on the basis of clearly formulated social, ethical, and environmental principles that we embody as a company, with those responsible for our management performing regular checks to ensure we are adhering to them.

An indispensable part of living up to these requirements, we believe, is treating our employees, business partners, and shareholders alike with honesty, fairness and respect, as well as ensuring that LGI's reputation and image remain beyond reproach, particularly when it comes to the standing it has earned as a responsible employer and reliable service provider.

What this means for...

Treatment of employees

- LGI refrains from all forms of discrimination and is an equal-opportunities employer.
- Workplace bullying and sexual harassment are not tolerated.
- We consistently look out for the health and safety of employees at all places of work.
- Employees are encouraged to treat one another with respect.
- Communication at LGI is open, honest, and trust-building.
- Employees receive support and encouragement based on their skills and abilities.
- LGI invests in training and development for its employees.
- Personal data and privacy are protected at all times.

Treatment of business partners (customers and suppliers)

- Contracts are only concluded and orders only placed if we can be sure that their terms can be adhered to and payments can be made. Invoices for services that have been performed accurately and in full are settled within the agreed payment term. We do not practice arbitrary reductions in charges.
- LGI keeps its promises and delivers at the level of quality that has been agreed. We do not engage in unfounded renegotiations of contractual agreements.
- Reciprocal rights and duties are clearly stated in all contracts.
- LGI does not take advantage of any areas in which its partners may not be aware of certain things.

Treatment of shareholders/partners

- LGI maintains open, honest lines of communication with its partners and considers it exceptionally important to demonstrate responsible behavior toward them. It neither withholds information nor manipulates it to improve its appearance. It owns up to any mistakes.
- Entrepreneurial decisions are geared toward profitable growth and sustained increases in the company's value, while taking into account the principles outlined here.

Treatment of the public

- LGI provides the public with information about entrepreneurial decisions that will result in closures, relocations, or discontinuation of business activities, and have a significant impact on employee figures or the region affected by the measure in question. Through this practice, LGI is ensuring that its reputation as a responsible employer and quality-conscious service provider will be upheld into the future too.

Treatment of the environment

- LGI aims to strike a healthy balance between commercial interests and the environment and avoids harmful working and environmental practices.
- LGI consistently pursues its goal of achieving a lasting reduction in energy consumption. It does this by:
 - Using modern vehicles with low carbon dioxide emissions
 - Optimizing the drive, battery, and charging technology in the industrial trucks it uses
 - Adapting lighting in line with hours of operation and seasons of the year, and switching it off during breaks in operation
 - Using nighttime reduction and holiday programs for heating systems

Practicing these principles of social, ethical, and environmental responsibility is vital to LGI's corporate identity, the image we cultivate among our business partners and employees, and our commercial success. These principles are the cornerstones of the group wide Code of Conduct, which is based on sources such as the Responsible Business Alliance Code of Conduct (<http://www.responsiblebusiness.org/>).

Your LGI Management



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Bernd Schwenger (CEO)



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Eckhard Busch (COO)



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Holger Funk (CFO)