

Compliance Mission Statement

of

Paar Logistik GmbH

- Compliance Commitment -

Paar Logistik GmbH herewith declares its unconditional commitment to Compliance, in particular Compliance with laws and regulations. Reliability, integrity and Compliance form the basis of the business conduct of Paar Logistik GmbH.

With this basis Paar Logistik GmbH wants to be a reliable and integer business partner. Thus, Paar Logistik GmbH sets the following focuses:

- **Fair Competition**
This entails the commitment to competition with fair means and Compliance with antitrust regulations
- **Integer Business Conduct**
This entails in particular the commitment to fight against corruption.
- **Foreign Trade Law**
This entails the commitment to Compliance with all applicable national and international foreign trade law regulations
- **Cooperation with Public Authorities**
Paar Logistik GmbH particularly strives to cooperative relationships with public authorities; this includes an open and transparent contact with public authorities
- **Respect of Intellectual Property Rights**
Intellectual Property Rights of third parties will be respected
- **No Conflict of Interests**
Employees of Paar Logistik GmbH separate private interests from company interests; in particular in relation to business contacts to third parties only objective criteria are decisive
- **Respectful and Fair Treatment**
Paar Logistik GmbH emphasizes a friendly, respectful and fair treatment; this entails in particular the commitment to fight discrimination

Paar Logistik GmbH ensures an effective and sustainable implementation of its Compliance Prevention Structures by way of a Compliance Action Plan and ensures to reach its Compliance Goals. This entails in particular Compliance Trainings for Paar Logistik GmbH employees as well as the definition and establishment of processes and procedures to ensure and maintain its high Compliance Standards.

We are convinced that Paar Logistik GmbH can only carry out a beneficial, sustainable and successful business by following the aforementioned principles. These principles form the basis for professional performance on highest level by Paar Logistik GmbH.



Axel Beisenwenger
Managing Director
Paar Logistik GmbH



Herbert Franke
Managing Director
Paar Logistik GmbH

Aichach, the 1st July 2021