

# POLICY STATEMENT



## OUR VALUES

Loyalty, Honesty, Integrity, Respect, Competence, Effectiveness

## OUR EMPLOYEES

As part of a family-owned group of companies we care about our employees by respecting the individual, offering equal opportunities and diversity. We invest in the development of our employees and wish to keep them long-term.

**OUR MISSION** as agents of DAL to serve and meet the requirements of DAL for the transportation of containerised and break-bulk cargoes between Europe, Africa and the Indian Ocean, with the aim of achieving long term profitability by providing all customers at all times a qualitative superior service.

**OUR VISION** as agents of DAL to be recognized as the first choice qualitative specialist for liner shipping services in Germany for the African and Indian Ocean liner trade.

## OUR POLICIES

We are committed to:

### SAFETY & HEALTH

- Encouraging, promoting and improving a strong Safety Culture;
- Providing a safe and healthy working environment for all our employees;
- Aiming for accident free operation;
- Ensuring safe transport management and handling our customers' shipments with the highest possible care.

### QUALITY

- Meeting and exceeding customer requirements by providing excellent, tailor-made and innovative services which are cost-effective, safe and reliable;
- Developing and upgrading our resources;
- Continuously improving our processes to ensure the best possible quality of our services now and in the future;
- Adapting our services to the changing requirements of our customers;
- Using a systematic quality management system to monitor our standards and to ensure a consistent level of quality.

### ETHICS

- Promoting honesty, integrity and fairness in business;
- Protecting all employees and the Company from illegal or damaging actions by individuals, either knowingly or unknowingly;
- Striving for long-term relationships with suppliers and business partners.

### ENVIRONMENT

- Preserving and protecting natural resources;
- Aiming to reduce the impact resulting from our activities on the environment;
- Encouraging respect and responsibility from our employees towards the protection of the environment;
- Complying with all applicable environmental & energy legislation and regulatory controls.

### COMPLIANCE

- Complying with all applicable conventions, laws and regulations – on international and national level;
- Working in close partnership with the Customs authorities as certified Authorized Economic Operator (AEO).

### DATA SECURITY

- Protecting all data obtained from clients and maintaining confidentiality;
- Securing the company-wide IT network and complying with all data protection laws.

### ANTI CORRUPTION

- Preventing, detecting and reporting bribery;
- Maintaining 'zero-tolerance' with respect to any form of bribery or corruption;
- Employees who do not abide by the Anti-Corruption Policy will be held accountable.

A blue ink signature of Sylvia Bräkling-Stümer.

Sylvia Bräkling-Stümer  
Managing Director

A blue ink signature of Michael Davies.

Michael Davies  
Managing Director