

## **Code of Conduct for Contractors of Toll Collect GmbH**

Toll Collect GmbH is committed to adhering to the highest ethical standards, such as respect for human dignity, avoidance of discrimination, promotion of fairness and justice, transparency in actions and decisions, responsibility towards society and the environment. Toll Collect is also committed to maintaining integrity in all aspects of its business activities, such as the avoidance of corruption, fraud and conflicts of interest as well as compliance with legal regulations. The aim of Toll Collect is the joint implementation of the following principles and values with the contractor.

This code of conduct is based, among other things, on the recognised standards for sustainable economic activity. These include the United Nations Global Compact, the UN Guiding Principles and the labour standards of the ILO (International Labour Organization).

With this Code of Conduct, Toll Collect communicates the following expectations to the contractor and would like to further develop sustainability in the supply chain together with the contractor.

### **Fair behaviour in competition**

The Contractor shall comply with the relevant legal provisions relating to antitrust law and competition and shall orientate its behaviour accordingly. In particular, it behaves fairly in competition and does not enter into any agreements that violate competition or antitrust law.

### **Anti-discrimination**

The contractor does not tolerate any discrimination in the working environment within its workforce and with its business partners, such as suppliers, as well as with its partner companies, whether on the basis of age, disability, origin, gender, political stance, trade union activity, skin colour, nationality, religion, sexual identity or other characteristics.

### **No corruption**

The Contractor does not tolerate any form of corruption. It has defined rules of conduct to prevent corruption and appointed a compliance officer. An appropriate compliance management system supports compliance.

The Contractor shall apply the highest ethical standards in its work, in particular with public bodies, public officials and international authorities, as described in the introduction. The contractor also agrees these standards with its business partners and suppliers.



### **Environmental responsibility**

The contractor shall treat the environment responsibly. To this end, it uses its resources efficiently and promotes safe and environmentally friendly production, transport and disposal of its products.

It also ensures that its employees go beyond complying with environmental laws to conserve natural resources.

Environmental protection is firmly integrated into the contractor's processes.

### **Social responsibility**

The Contractor shall support and protect universally recognised human rights as set out in the United Nations Universal Declaration of Human Rights.

The contractor endeavours to provide its employees with a healthy and safe working environment and to create the necessary precautions and guidelines to be observed in daily activities.

The contractor supports freedom of association and the right to collective bargaining, insofar as this is permitted by local regulations.

### **No child and forced labour**

The contractor rejects all forms of child labour and forced labour.

### **Fair remuneration**

The wage paid should be sufficient to cover a living wage for employees in full employment and correspond to the national statutory minimum wage or the minimum standards customary in the industry. Regional maximum working hours are observed.

### **Data protection**

The Contractor shall consistently comply with the data protection provisions of the GDPR and the relevant guidelines on information security in Europe when handling all data and information collected and provided.

### **Information in the event of misconduct**

Information on and reports of misconduct can be submitted in particular via our electronic whistleblower system:

<https://toll-collect.integrityline.app/>

The Contractor shall pass on this reporting option to its employees in an appropriate manner. The whistleblower system must be accessible to employees while maintaining confidentiality of identity and effective protection against discrimination.

