Code of Conduct BetterMove GmbH

FOR TRANSPORT PARTNERS

1. Purpose and Scope

BetterMove GmbH stands for responsible, fair and sustainable conduct, both internally and externally. This Code of Conduct outlines the binding minimum standards that all transport and business partners of BetterMove GmbH must adhere to. The aim is to ensure a reliable, legally compliant and cooperative partnership based on mutual respect. Acceptance of this Code is a prerequisite for any business relationship and forms an integral part of all contracts.

2. Compliance with Legal Regulations

Our partners commit to full compliance with all applicable international, national, and regional laws, standards and regulatory requirements. This includes, in particular, labor, tax and social security laws, environmental and transportation regulations, as well as product safety standards. All required permits, licenses, and insurance policies must be valid, complete, and up to date at all times. Statutory obligations such as taxes and social contributions must be paid in full.

3. Integrity and Anti-Corruption

Any form of corruption, bribery, extortion, or embezzlement will not be tolerated. Our partners must neither accept nor offer gifts, benefits, or other advantages in business relationships that could result in improper influence. Business decisions must be based on objective criteria. BetterMove GmbH expects the highest level of integrity, legal compliance and a clear commitment to fair competition from all its partners.

4. Transparent Business Practices

Our partners commit to transparent accounting, truthful reporting and openness to legitimate audits. BetterMove GmbH reserves the right to conduct audits or request evidence of compliance with this Code where there is justified cause. Disputes should, wherever possible, be resolved amicably and out of court in the spirit of a constructive and objective resolution.

5. Human Rights, Equal Treatment, and Working Conditions

Our partners commit to respecting human rights in accordance with UN Resolution 217 A (III) and ensure that no form of forced or child labor takes place. Discrimination based on origin, gender, religion, age, disability, or sexual orientation is strictly prohibited. All applicable regulations concerning working hours, rest periods, and compensation in the respective countries must be observed—particularly the provisions of the German Minimum Wage Act (MiLoG) and the Austrian Wage and Social Dumping Prevention Act (LSD-BG). Employees must be treated fairly and overtime as well as social benefits must be properly compensated.

6. Health and Safety

BetterMove GmbH's partners are required to comply with all applicable occupational health and safety regulations and to take proactive measures to prevent accidents and promote employee well-being. This includes:

- Providing and using personal protective equipment,
- Conducting regular training on workplace safety and accident prevention,
- Ensuring trucks and equipment are in proper technical condition,
- Fully documenting accidents and near-miss incidents.

7. Environmental Protection and Sustainability

BetterMove GmbH expects its partners to act consciously and sustainably. This includes:

- Using low-emission trucks that meet EURO 6 standards or higher,
- Driving in a fuel-efficient manner and planning routes effectively,
- Avoiding empty kilometers
- Performing regular truck maintenance,
- Using resources responsibly and managing waste properly.

8. Supply Chain Security

Our partners must take appropriate measures to secure the entire supply chain. This includes, among other things:

- Using secured parking areas,
- Proper load securing,
- Protecting goods from unauthorized access,
- Training driving personnel in accordance with EU Directive 2003/59/EC,
- Verifying that subcontractors comply with this Code of Conduct.

9. Data Protection and Confidentiality

All applicable data protection regulations, particularly the GDPR, must be strictly observed. Confidential information disclosed during the collaboration may only be used for its intended purpose and shared only with explicit consent. Our partners are required to implement appropriate technical and organizational measures to protect such data.

10. Prohibition of Alcohol and Drugs

Our partners must ensure that no employees perform work under the influence of alcohol or drugs. Appropriate internal policies and controls must be in place to prevent substance abuse. In the event of a violation, suitable measures must be taken to safeguard operational integrity.

11. Risk Management and Insurance

Our partners must identify operational risks and take appropriate measures to mitigate them. This includes:

- Use of mandatory safety equipment,
- Compliance with speed limits and driving regulations,
- Obtaining appropriate insurance coverage,
- Conducting regular risk assessments in operational areas (including driver environment, warehouses, and parking areas).

12. Final Provisions

By accepting an assignment, partners of BetterMove GmbH acknowledge this Code of Conduct as binding. In cases of serious or repeated violations, we reserve the right to take appropriate contractual measures, up to and including termination of the business relationship. BetterMove GmbH reserves the right to amend this Code as needed. The current version in force shall be binding at all times.

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