

# Code of Conduct

## Preamble

Bundesvereinigung Logistik (BVL) is a neutral platform for logistics managers in the top echelons of industry, trade, services and the world of science. It generates ideas and stimuli for cross-sector and future-oriented logistics concepts for the purchasing and logistics functions (supply chain management) to secure the competitiveness of companies in Germany and abroad.

BVL acts as a forum for the national and international exchange of ideas and experience between management executives by maintaining contacts with organisations with similar objectives.

BVL is committed to lawful, socially responsible and ethical business practices. BVL expects the same standard of conduct from its members, from all persons working for BVL on a full-time or honorary basis and from all persons with whom BVL maintains business relations or who attend events staged by BVL.

This Code of Conduct stipulates the central requirements for the conduct BVL expects of members, employees, business associates and event participants with regard to compliance with laws and regulations. Our aim is to ensure that these expectations are met in trust-based cooperation with all aforementioned partners.

This Code of Conduct applies to BVL and all its subsidiaries.

## Art. 1 Executive Board and Management

1. The Executive Board and the management work together closely to promote the interests of BVL. This cooperation is based on mutual trust, underpinned in particular by the transparency, disclosure and confidentiality obligations outlined in this code. Fulfilment of these obligations is in turn a central obligation vis-à-vis BVL and its executive bodies.
2. The management ensures compliance with the legal regulations and the internal association rules and promotes the same compliance on the part of members.
3. The management and the Executive Board are jointly responsible for ensuring the adequate supply of information to the Executive Board. The management informs the Executive Board fully, regularly and in a timely manner about all issues that are of relevance for BVL in the area of planning, business development, risk exposure, risk management and compliance as well as about changes in the business environment that are of significance for BVL. The management also outlines deviations from the proposed plans and objectives and states reasons for these deviations.
4. The management ensures the existence of adequate risk management and risk controlling systems at BVL. It must be assured that legal issues are handled by suitably qualified internal employees or external consultants.

## Art. 2 Gratifications, Conflicts of Interest, Secondary Employment

1. Persons who work full-time or on an honorary basis for BVL
  - a. may not in connection with these activities demand or accept gratifications or other benefits from third parties for themselves or for others or create unjustified advantages for third parties
  - b. may not pursue personal interests in their decisions or exploit for themselves business opportunities that belong to BVL
  - c. must disclose conflicts of interest without delay and inform the Executive Board and/or the management accordingly.
2. All business dealings between BVL on the one side and the members of the Executive Board and the management or enterprises or persons with whom they are closely associated on the other must comply with the standards that are customary in the sector. Significant dealings with the aforementioned persons require the approval of the Executive Board, insofar as the Executive Board is not itself responsible for representing the association in such dealings.

3. Members of the management should only take on secondary employment, in particular mandates in supervisory bodies, with the consent of the Executive Board.

## Art. 3 Antitrust Guidelines

1. BVL explicitly opposes all agreements or agreed forms of conduct between companies which are designed to or have the effect of restricting, falsifying or preventing competition. BVL also rejects all efforts to attain and abuse market power as well as all attempts to coordinate and restrict the competitive conduct of independent market participants.
2. BVL expects its members, its full-time and honorary employees and all participants at BVL events to always avoid all forms of conduct and all preparatory actions that are in violation of the antitrust regulations.

## Art. 4 Data Protection

BVL sees data protection as the comprehensive protection of all data relating to individuals and the association from all forms of misuse.

BVL respects the constitutionally protected right to informational self-determination and in particular complies with the provisions of the national and regional data protection legislation.

## Art. 5 Anti-Discrimination

BVL rejects all forms of discrimination. BVL makes an active contribution towards preserving the constitutionally guaranteed right to equal treatment and towards the avoidance of all forms of discrimination.

## Art. 6 Protecting the Reputation of BVL

In the performance of its duties, BVL relies on its outstanding reputation. The members of the association and all full-time and honorary employees of BVL must therefore refrain from all acts and all forms of conduct that could have an adverse effect on the reputation of BVL.

## Art. 7 Work Safety

BVL is convinced that work safety is a necessary precondition for the performance of work of all kinds. BVL creates the technical, organisational and personnel preconditions to ensure safe working practices and the avoidance of health risks during the performance of work duties.

BVL recognises all legal principles relating to safety at the workplace, in particular the German Health and Safety at Work Act and the German Workplace Safety Act and painstakingly implements the corresponding legal regulations.

## Art. 8 Compliance

BVL sees compliance as the totality of all reasonable measures designed to underpin the rule-consistent behaviour of BVL, the Executive Board, the management, all full-time and honorary employees of BVL and all BVL members with regard to all legal dictates and prohibitions. Moreover, compliance of the actions of BVL with all societal guidelines and values as well as with moral and ethical standards should also be assured.

## Art. 9 Concluding Provision

BVL will regularly review this code and amend it as and when necessary. The current version of the code can always be found on the homepage of BVL at [www.bvl.de](http://www.bvl.de).

All questions relating to the code can be directed to the Executive Board and the management.