



## **Statement on the Norwegian Transparency Act for Schenker AS - 2023**

Schenker AS (Schenker) is subject to the Norwegian Transparency Act. The purpose of this statement is to describe our compliance with the Transparency Act in accordance with its § 5.

Schenker is deeply committed to operating in compliance with applicable regulations and best practices to ensure fundamental human rights and decent working conditions. Our work in this regard began long before the Transparency Act, and we have an extensive compliance program that includes an internal control system with detailed procedures and rigorous monitoring.

The foundational document in our operations is our Code of Conduct, which applies to all employees within the Schenker group. We also have a separate Code of Conduct for our business partners, global procedures to ensure social minimum standards, and an open whistleblowing channel on our website where anyone can report misconduct within our business. These rules apply similarly to all companies within the Schenker group globally. Our compliance work is described in more detail on our website.

Schenker is also subject to the German Supply Chain Act (Lieferkettensorgfaltspflichtengesetz), which came into effect on January 1, 2023, and shares many parallels with the Transparency Act.

In our work with the Transparency Act, we have conducted a due diligence assessment to identify the most critical risk areas related to labor conditions and human rights. Based on this assessment, we have identified areas for further prioritization.

Our assessment indicates that transport procurement and working conditions among our subcontractors are areas where there is a general risk of human rights violations and inadequate working conditions. This is a risk that we actively manage and address through audits of subcontractors and compliance with collectively agreed-upon tariff agreements.

Schenker has not identified specific adverse consequences for human rights and decent working conditions in our due diligence work under the Transparency Act. We have a clear practice of terminating any collaboration where we discover breaches of decent working conditions or other negative human rights impacts.

Schenker is committed to continuing our efforts to respect human rights and promote decent working conditions. We will maintain our collaboration with relevant authorities and organizations to address pertinent risks and ensure that our suppliers and partners meet the appropriate standards for human rights and decent working conditions.

Updated as of September 22, 2023.

Schenker AS



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