

# General Business Principles

 RHEINTRANS



MAR. 2025

# Our Principles

The **General Business Principles of Rheintrans** hereinafter referred to as “the Principles”, are the commitment that the company has undertaken with its stakeholders about how to conduct its business at all times, based on its values and corporate culture.





The Principles, the Code of Conduct and the Anti-Corruption Policy are the basis of **the Compliance Programme** of Rheintrans. All the company's stakeholders, be they employees, customers, suppliers, the community or the competition are encouraged to report any infringements to the Principles or breach of a Code of Conduct's rule, in the activities undertaken by our organisation, through the Whistleblowing Channel that is on the company's website.

The Company commits to safeguarding the confidentiality of the information that is reported as such and to protect from reprisals the people who blow the whistle on any infringement of this Code.

# 1.

## Economic sustainability and free competition

**Long-term profitability is essential to achieve our business goals and continued growth. It provides the necessary resources for the continuous investment required to renew and develop our fleet and services, in order to meet or exceed our customers' expectations. Without a strong financial base, it would not be possible to fulfil our commitments with our stakeholders.**

The company supports free competition. We seek to compete fairly and ethically within the current regulatory framework.



# 2.

## Business integrity

**The Company is adamant about honesty, integrity and fairness in all aspects of our business and we expect the same in our relationships with all those with whom we do business.**

At the company we comply with all current laws and regulations in the countries in which we operate.

We are especially committed worldwide to strict compliance with pertinent laws that prohibit bribery, defined as “any conduct to influence the decision-making of public officials, government authorities or an employee, agent, partner or other person in the private sector, be it directly or through agents or other intermediaries, with the purpose of securing a wrongful action or advantage.” No company’s employee at any level may offer, promise, authorise

or give anything of value to any public official in any country, or to any third party in the private sector, in order to gain any improper business advantage of any kind. Nor may any employee solicit or accept any form of bribe from any person.



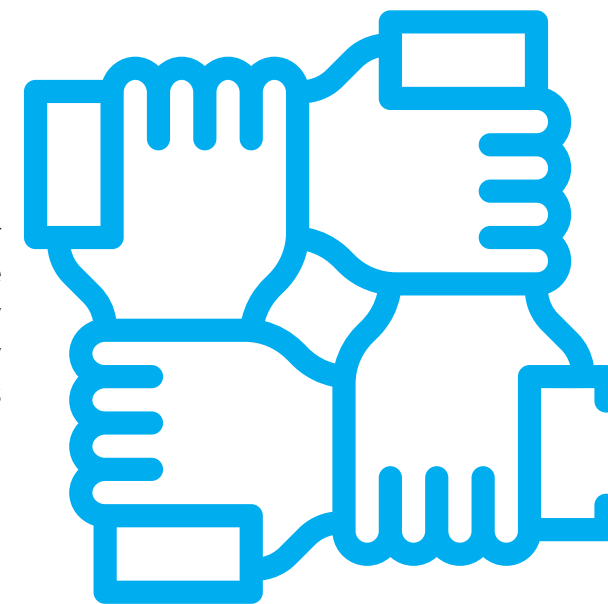
# 3.

## Pleasant and safe workplace

**The company promotes a safe, clean and open workplace and adheres to internationally recognised labour and human rights standards. All people shall be treated with dignity and respect.**

Harassment or any behaviour that may be perceived as threatening or disrespectful is unacceptable. The company prohibits discrimination against employees, shareholders, directors, customers and suppliers on account of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social origin. Workplace diversity at all levels is encouraged.

At the company safety is in first place for everything we do every single day and around the clock. Safety is part of our mindset. The company has a systematic approach to health and safety management in order to achieve continuous improvement.



# 4. Environmental protection

**Rheintrans promotes the Sustainable Development Goals, is committed to the protection of the environment and supports the precautionary principle, avoiding the use of materials and methods posing environmental and health risks, as far as reasonably practicable.**

We run our business operations in accordance with renowned international environmental management standards and aim for continuous improvement of our environmental awareness.



 **RHEINTRANS**

