

POLICY ON SLAVERY AND HUMAN TRAFFICKING



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AG TRANSPORT
Transport and Logistics

Introduction

During the past financial year AG TRANSPORT has continuously monitored their organizational structures and supply chains in order to ensure that the highest standards and appropriate mechanisms are applied in order to identify and prevent any possible symptoms of slavery, servitude, forced or compulsory labor, child labor or human trafficking.

As before, AG TRANSPORT has approached the problem of modern slavery with great care, interest and continued commitment to

create and maintain safe and employee-friendly environment, both within the Group itself and within the supply chains that are used by any of the Group's company.

Therefore, as in the previous financial years, herein is presented the Slavery and Human Trafficking Statement containing the overview of actions taken by AG TRANSPORT to ensure that slavery and human trafficking was not taking place in any of company's supply chains, nor in any part of the company's business.

Business Structure and Supply Chain

Business structure of AG TRANSPORT, as well as the company's supply chain, has not varied during the past financial year compared to previous reported years. Policies of the company taken in regard to the prevention and elimination of modern slavery and human trafficking are uniform and consistent.

AG TRANSPORT has access to variety of raw materials suppliers around the globe, but in

order to maintain the highest ethic and business standards in commercial relations, supply materials necessary for the conduction of company's activity are sourced only from reputable and verified suppliers, who can guarantee observance of AG TRANSPORT's standards and policies, as well as binding regulations of European Union and international conventions.

Policies Regarding Slavery and Human Trafficking

In order to ensure the highest ethical and legal standards of their suppliers, AG TRANSPORT has implemented uniform policy of AG TRANSPORT's Suppliers Code of Conduct. As in previously, this policy was abided by, and best endeavors were used in

order to make sure that the company's suppliers adhered to its provisions.

AG TRANSPORT's Suppliers Code of Conduct requires the suppliers to comply with all relevant applicable laws and regulations in

countries of their operations, including any legislation concerning prevention of slavery, compulsory labor or human trafficking. Furthermore, every supplier is required to respect the rights and dignity of each individual involved in their business, including any employee or contractor of the suppliers. Any kinds of forced labor and employment of minors is strictly unacceptable. Each supplier is obliged to respect the UN Universal Declaration of Human Rights and the Eight Fundamental Conventions of the International Labor Organization. In particular, each and every supplier must ensure that in their respective supply chain:

1. the minimum employment age limit defined by national law, applicable regulation and the relevant fundamental Convention of the International Labor Organization is adhered to,
2. forced, slave or unpaid labor is prohibited,
3. wages and working hours meet or exceed the national legal standards,
4. discrimination and harassment of any kind is not tolerated,
5. the freedom of association is observed.

Moreover, in order to secure and maintain the best standards within AG TRANSPORT itself, the company has implemented the Code of Conduct.

Due Diligence Processes

Compliance with the applicable codes and policies is constantly verified by the company's purchasing departments, which ensure that each supplier accepts and signs the Supplier Code of Conduct and that they

AG TRANSPORT's Code of Conduct sets the highest level of professionalism and ethical behavior in relation to both labor law and human rights. This Code requires AG TRANSPORT to ensure that any of the company's activities fulfil the rights and needs of its employees, and are in compliance with laws governing labor relations, working hours, working conditions and remuneration. AG TRANSPORT must not use and cannot accept the use of forced labor, slave labor, unpaid labor, or human trafficking at any point along the supply chain. It is obligatory to avoid any cooperation with suppliers that are known for making use of forced labor in their operations.

In addition, the Code addresses the issue of freedom of assembly, whereas the management of AG TRANSPORT is required to strive for transparency and consultation with employees in issues which concern them. Each and every employee has the right to represent their own interests with regards to the employer to the full extent guaranteed by law, including the ability to form or join trade unions. The executive management is furthermore required to strive for transparency and to provide information to employees about the activities of AG TRANSPORT.

are required to take prompt and adequate action in the event of any breach of the rules of the Supplier Code of Conduct. With regard to the internal affairs of the company, the organizational structure and information flow

allows any company employee to easily report any concerns anonymously and fearlessly, either to any of the company's managers or to persons designated for ethical

or work problems. Compliance with the above-mentioned codes and principles within AG TRANSPORT is subject to verification of internal and external audits.

Risks

As in the previously reported years, AG TRANSPORT maintains cooperation with reputable and well-verified suppliers, where the risk of any abuse or infringement of the good standards is rather minimal, but nevertheless taken into consideration and carefully evaluated at each time. As of today,

AG TRANSPORT has not identified any considerable risk related to occurrence of slavery, servitude, forced or compulsory labor, child labor or human trafficking within their organizations or within their supply chains.

Effectiveness and Further Training and Improvement

As of today, no slavery, servitude, forced or compulsory labor, child labor or human trafficking has been discovered within the AG TRANSPORT structure, or within any of the company's chain of supply. Nevertheless, AG TRANSPORT will strive to maintain the highest

applicable ethical, legal and business standards in their commercial and social activity, and will aim to educate and train its personnel in the area of prevention of modern slavery and human trafficking.

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