

nox Germany GmbH Statement of Principles on The Act on Corporate Due Diligence Obligations in Supply Chains (LkSG) 2024.

As a specialist in innight express delivery with a Europe-wide network, nox Germany GmbH is fully aware of its social, environmental, and human rights responsibilities and is committed to consistently fulfilling these responsibilities in accordance with the Supply Chain Due Diligence Act. Our commitment is aimed at acting sustainably and justly, exceeding our customers' expectations, and contributing to global welfare.

We commit to upholding all relevant human rights in accordance with international standards, including the conventions of the International Labour Organization (ILO) and the principles of the UN Global Compact. Our responsibility extends across the entire supply chain - from procurement to delivery. We are actively committed to preventing and remedying human rights violations and environmental harms.

Risk Management and Risk Analysis

nox Germany GmbH regularly conducts comprehensive risk analyses to identify areas at increased risk of human rights violations or environmental damage. A tailored risk management process, adapted to our specific business operations, allows for continuous monitoring and evaluation of both our internal processes and the practices of our direct and indirect suppliers.

- **Implementation of a SRM Tool (Supplier Relationship Management):** To better monitor and assess all suppliers, an SRM tool will be implemented where all suppliers are listed.
- **Establishment of a Risk Board at the EMB Level:** A Risk Board, consisting of members of the Executive Management Board including the CEO, has been established to ensure risk control at the highest level. Additionally, a Risk Management Policy has been introduced that covers both daily and strategic risk management.
- **Monitoring and Upholding the Code of Conduct (COC):** It is ensured that the Code of Conduct is consistently followed and reviewed across all business areas and by all suppliers.

Preventive Measures

Our prevention strategy includes integrating human rights and environmental criteria into our business decisions, contracts, and supplier evaluations. We regularly train our employees and business partners to raise awareness and ensure compliance with these standards.

- **Implementation of a Sustainability Procurement Policy:** A policy is implemented that sets strict sustainability criteria for the procurement and selection of suppliers.
- **Monitoring of Transport Partners:** All transport partners are monitored through a control according to ZertBau following Post-ModG and a check by the Federal Network Agency. The goal is 100% coverage according to PQ-KEP.
- **Establishment of an AGG Complaint Office and a Whistleblower Portal:** To promote a transparent and fair working environment, a complaint office according to the General Equal Treatment Act (AGG) and a whistleblower portal according to the Whistleblower Protection Act (HinSchG) have been established to facilitate the reporting of concerns by employees and external stakeholders.

Remedial Measures and Effectiveness Control

In the event of detected violations, nox Germany GmbH commits to promptly taking corrective and remedial actions. We regularly review the effectiveness of our due diligence processes and adjust our strategies accordingly to continuously fulfill our responsibilities.

Summary

nox Germany GmbH takes its role in the supply chain seriously and is committed to acting responsibly to positively influence society and the environment. This statement of principles reflects our commitment to the principles of the LkSG and reaffirms our endeavor to fully meet them.



Alexander Kohnen
CEO nox Group

