



CODE OF CONDUCT

I. GENERAL PROVISIONS

1. This Code (hereinafter referred to as “the Code”) establishes the general obligations and principles of D4Dxpress (hereinafter referred to as „the Company“), which are followed by the Company in the performance of its activities. The requirements of the Code apply to all employees of the Company and its partners.

II. PRINCIPLES OF PERFORMANCE OF THE COMPANY’S ACTIVITIES

2. The Company undertakes to comply with all laws and regulations, including but not limited to: requirements for the anti-corruption, social responsibility, human rights and freedoms, and the children’s rights protection.
3. The Company’s main operating principle is transparent and ethical business.
4. The Company’s business is based on the principles of fair competition. Corrupt agreements with customers, suppliers or officials representing state institutions are prohibited.
5. The Company does not tolerate forced labour, respects human rights, and labour relations are based on the principle of free self-determination. The Company does not tolerate the work of persons performing punishment in prison and does not apply physical or psychological punishment.
6. Child abuse at work is prohibited by the Company, and all the requirements of the United Nations Convention on the Rights of the Child (1989) are met. The Company strongly opposes any child labour. Child labour is not tolerated by suppliers, customers or partners also. If the fact that a supplier or partner has used child labour is confirmed, the relevant state authorities are always informed.
7. The Company supports legal employment of young employees. The Company shall ensure that young employees are recruited in accordance with applicable law and protected from any involvement or work that may, under the circumstances or the nature of the work, harm their health, safety and morality. The recruitment of young employees takes place only in accordance with the legislation of the country of the employment of persons under the age of 18 and their work conditions.
8. The Company respects the possibility of merger and co-operation and the right to represent and defend their collective interests. Employees are in no way restricted by the freedom and the right of association and collective bargaining.
9. Safe and harmless working conditions are guaranteed and assured to employees in the Company. The Company manages the risks affecting the health and safety of employees.
10. The Company cares for the environment and meets all environmental requirements. The Company saves natural resources, and waste is sorted and disposed of in accordance with the requirements of waste disposal according to the type of waste.
11. The Company is constantly striving to reduce the Company’s harmful effects on the environment, therefore the vehicles are constantly renewed and their technical features contribute to the reduction of environmental pollution.
12. Financial accounting in the Company is carried out in compliance with all requirements of accounting management.
13. The Company undertakes to act ethically, honestly and responsibly in communicating with various interested parties: employees, potential employees, shareholders, customers, partners, state institutions.
14. Business solutions and actions proposed by the Company to its customers are based on the principles of maximum benefit to customers and shareholders.
15. The Company continuously develops a quality culture, constantly improves cargo transportation services and their management solutions.
16. In order to ensure the highest quality of freight services, the Company offers only the solutions that best meet their needs.



Dedicated for Delivery

17. The Company imposes high professional and ethical requirements on its employees, appreciates their honesty, loyalty and initiative. A fair salary for the work or hours worked is guaranteed to the employees.
18. The Company promotes employee creativity and initiative, invests in the development of employees' professional competencies and personal development.
19. The Company's employees follow the highest professional and ethical standards adopted by the public.
20. Dignified and respectful behaviour is assured for everyone in the organization, the right to privacy is respected.
21. The Company does not tolerate direct and indirect discrimination of employees. Harassment, sexual harassment, discrimination based on sex, race, nationality, language, origin, social status, age, sexual orientation, disability, ethnicity, membership in a political party or association, religion, belief, beliefs or attitudes, except in cases of a person's religion, religion or beliefs working in religious communities, communities or centres, if the requirement for the employee due to the religion, faith or beliefs, taking into account the ethos of the religious community, community or centre, is normal, legitimate and justifiable on the basis of the intention of having a child (children), due to the circumstances not related to the business features of the employees, are prohibited.
22. The Company supports social, health, scientific and sporting projects for the benefit of society.
23. The Company strongly opposes the giving or offering of any gifts and payments, unless they are intended or may be understood differently than strengthening a Company's image.
24. The Company does not support any political parties, political organizations or politicians, and seeks to ensure that the support provided is not used to finance political parties or political campaigns and to cover debt obligations related to political campaigns or during political campaigns.
25. Representatives of the Company shall disclose all information that is required to be disclosed in accordance with legal requirements and other requirements applicable to the Company.
26. We are always on the way of cooperating on the addressing the rising problems and issues, but we strongly demand the proper fulfilment of commitments and obligations and the responsibility of the responsible persons, if this is not done.
27. In situations where this Code does not establish appropriate norms and principles of behaviour, the Company's decisions must comply with the highest standards of reliability, honesty and transparency acceptable to the public.

III. EXECUTION OF THE CODE

28. The Company's management is responsible for the implementation of this Code and performs regular checks on its content and compliance.
29. Every employee of the Company must rely on this Code in his (her) work and be encouraged to report any violations thereof.
30. In case of non-compliance with the provisions of the Code, the Company's management shall immediately withdraw the disciplinary measures, including dismissal, withdrawal from office and (or) termination of contract.
31. All interested parties are encouraged to report violations of the Code and apply directly to their direct manager or to one of the Company's managers or anonymously to the Company's lawyer. Regardless of the way in which such reports are presented, any benevolent reports of possible violations of the Code will be investigated promptly, fairly and thoroughly through appropriate internal help or external assistance.
32. The Company will take all measures to protect those, who report violations of the Code, from possible abuse and other negative consequences.