

Kuehne+Nagel Human Rights Policy

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1 General / Purpose

Kuehne+Nagel has issued several human rights statements, including e.g. child labour prohibition. This policy supplements the Kuehne+Nagel Code of Conduct, KN's Supplier Code of Conduct, and a large set of internal corporate guidelines. These procedures are essential parts of our daily routines and activities.

The purpose of this **Human Rights Policy** is to unite the below respective statements and principles of the Kuehne+Nagel Group in consideration of applicable law and regulation – including but not limited to the Swiss Code of Obligations transparency and duty of care requirements (Art 964a - 964c OR) – without replacing any of them, each of which will remain in full force and effect:

- «**Kuehne+Nagel Code of Conduct**», Section 2, which addresses «Human Rights and Dignity»
- «**KN Supplier Code of Conduct**» that sets forth principles to which KN suppliers have to adhere and confirm via the Supplier Management Tool e.g.:
«*Child Labour – Supplier shall not employ children under the age of 15*» as defined in the UN «International Labour Organization» Convention No. 138
- «**UN Global Compact**», to which KN is committed to since 2019
- Yearly's KN Sustainability Report, which describes these principles as well as the commitment to «**Global Human Rights Principles**» of the United Nations
- «**Human Rights at Kuehne+Nagel**» statement
<https://home.kuehne-nagel.com/-/company/sustainability/social-governance/human-rights>

This Policy further includes and is amended by the:

- Universal Declaration of Human Rights
- International Covenant Civil and Political Rights
- The International Covenant on Economic, Social and Cultural Rights
- The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at work

2 Governance / Responsibility

The Board of Directors as well as the Management Board (KNI GL) of Kuehne+Nagel is committed to **respect and promote internationally recognized Human Rights standards across our global supply chain networks.**

Implementation and adherence to this Policy is supervised by KNI GL and the responsible managers of each Group Function, Business Unit and legal entity worldwide.

KN Members are bound to these principles in their daily work, not only by this Policy but also e.g. their individual Code of Conduct commitment or additional QSHE Safety and Health Policies.

3 Abbreviations & Definitions

Term	Definition
Child Labour	The term “child labour” is often defined as per ILO as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that: <ul style="list-style-type: none"> ▪ is mentally, physically, socially or morally dangerous and harmful to children; and/or ▪ interferes with their schooling by: depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work.
Human Rights	Human rights are moral principles or norms that describe standards of human behavior, and are protected as natural and applicable law and regulation. They are commonly understood as inalienable fundamental rights “to which a person is inherently entitled simply because she or he is a human being“, and which are “inherent in all human beings” regardless of their nationality, location, language, religion, ethnic origin or any other status. Business activities must be operated according to the commonly accepted principles of Human Rights and Dignity.
ILO	International Labour Organization (www.ilo.org), https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/normativeinstrument/wcms_716594.pdf
KN	Kuehne+Nagel
Etc	

4 Incident Reporting

Kuehne+Nagel has implemented a respective procedure for reporting potential violations of Human Rights or potential environment risks that is accessible over the Kuehne+Nagel Website, which is the well-known and established Confidential Reporting Line.

If any KN Member believes that a person is violating this Human Rights Policy or the law, they are asked to report it immediately to their manager, KN Human Resources or the Confidential Reporting Line. The pursue of reports is conducted according to an established internal, independent allegation management process.

5 Principles

Kuehne+Nagel encourages KN Members to go beyond regulatory requirements and enter a process of continuous improvement.

It also seeks to establish relationships with business partners that share the same principles and values as Kuehne+Nagel and share our commitment to respect human rights with their business partners, to conduct their business in an ethical manner and act with integrity.

Kuehne+Nagel opposes violations or limitations of Human Rights and Dignity of any kind which includes, but is not limited to, any form of discrimination, slavery and torture, human trafficking, or forced and child labour.

The following principles apply:

5.1 Prohibition of child labour

KN Members disapprove all forms of child labour. We do not employ children below the legal minimum age of employment in any country or local jurisdiction. We define a minimum age for employees of not less than the age for completion of compulsory schooling, and in any case, not less than 16 years, even where local legislation permits younger children to be employed. Employees under the age of 18 only perform work in accordance with local applicable working time law, and subject to any requirement regarding education or training. The minimum age for hazardous work at Kuehne+Nagel is 18 years.

5.2 Diversity and inclusion

KN Members are committed to creating a work environment where everyone feels they belong, where opportunity is equitable, and where the potential of each employee is realized without exception as well as where work/life balance through flexible work schedules to accommodate employees' varying needs is recognized and respected. Kuehne+Nagel values the uniqueness of all colleagues, candidates and business partners, and the contributions and talents that each of us have to make Kuehne+Nagel a stronger, more competitive, and better company.

KN Members support a culture of diversity and inclusion, free from harassment and discrimination. They foster open and honest team cooperation.

Kuehne+Nagel is an equal opportunity employer and does not tolerate harassment and discrimination of any type and affords equal employment opportunities to employees and applicants without regard to race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, marital status, family responsibility, social origin, age, disability, religion, belief, culture or any other characteristic protected by law. Employment must never be illegal or unfair. Where applicable, KN Members are required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

5.3 Employee rights and fair labour practices

Kuehne+Nagel believes all our employees deserve to be treated with integrity and respect and they have the right not to be subjected to unfair labour practices.

Therefore, KN Members promote a work environment of transparency and trust. KN Employees shall be compensated competitively and in compliance with applicable wage, work hours, overtime and benefits laws and international labour standards. KN Employment conditions, as well as remuneration, aim to stimulate high performance and to consistently reward excellent results. This also includes giving a fair and equitable chance of promotion to all employees.

International labour standards have grown into a comprehensive system of instruments on work and social policy. Compliance with the ILO core labour standards, as amended from time to time, is mandatory for KN Members worldwide.

This includes the prevention of child and forced labour, adherence to the principle of non-discrimination in the workplace, the right of legal freedom of association and assembly, and the right to collective bargaining, where applicable and stated in this Policy.

KN Members are required to respect the privacy and data protection rights of individuals.

5.4 Freedom of association

Kuehne+Nagel respects KN Employees' rights to establish and join, or elect not to join, organizations of their own choice, to bargain collectively and to raise concerns to the local management or to the boards. KN Employees have the opportunity to elect their representatives according to applicable local and international practices and laws, without fear for reprisal or hectoring.

As provided by applicable laws, Kuehne+Nagel provides the duly elected employee representatives with access to authorized managers, to workplaces and to the employees they represent. As provided by applicable laws, it shall also give access to facilities necessary to perform their role.

KN Employees must be aware that laws, such as antitrust laws, will apply to their individual conduct alien to their position as Kuehne+Nagel employees in the context of their potential participation in certain associations, in particular where competitors might be present. To further familiarize with associated risks, please refer to the Antitrust Guideline.

5.5 Safe and healthy workplace

Kuehne+Nagel is a health and safety conscious company. KN Members are requested to comply with all relevant laws, regulations, industry standards and contractual obligations, applicable for KN's Business, that require to create and maintain a safe and healthy work environment for KN Members, business partners, customers, suppliers, and communities in which it operates, as further defined in KN's QSHE regulatory framework.

KN Members proactively promote health and safety awareness for all employees. Kuehne+Nagel provides dedicated health and safety trainings to its employees through computer-based and live training. KN Members are expected to be familiar with health and safety requirements and actively identify and report areas of improvement, unsafe situations and conditions, and near-miss incidents to ensure that preventative measures are taken to deter any potential harm. Kuehne+Nagel ensures that its employees and suppliers are committed to obeying relevant laws and regulations, working instructions and safety measures at all times. Employees take care of each other, work to prevent harm, and intervene or stop activities deemed unsafe.

Substance abuse and illegal drugs in the workplace are prohibited.

5.6 Environment

Business activities can have a major impact on the environment. As such, Kuehne+Nagel continuously identifies and measures its environmental footprint to improve its performance and reduce its impact on the environment.

Kuehne+Nagel establishes effective controls to monitor the usage of resources to avoid or reduce waste (prevention). Kuehne+Nagel conducts recovery operations to re-use products or their components from waste (re-use). Kuehne+Nagel recycles raw materials according to globally accepted standards and quality protocols (recycle). Kuehne+Nagel supports the production of energy such as fuel, heat and power as well as materials from waste (recover). Ultimately, Kuehne+Nagel carefully manages its waste deposits at registered landfills and incinerators (disposal).