

**Scope of services:** RETEMS Logistics is a provider of International Freight Forwarding, Warehousing and Customs Clearance Services.

**Statement:** RETEMS Logistics is always operate within the rules of competition. Competition rules exist to ensure that competition takes place on a level playing field and with fair play. RETEMS Logistics aims to perform a successful business and believes that it can only be achieved through fair competition on professionalism, content, quality, safety and price – and by ensuring that all these and other applicable issues are well balanced.

**Definitions:**

- **Competition** - the activity or condition of striving to gain or win something by defeating or establishing superiority over others.

**Responsibilities:** All our employees shall comply with all rules and procedures related to competition.

**Expectations from interested parties:** We expect and request our Competitors, Customers, Suppliers and other external interested parties to respect for rules on our competition policy.

**Reporting:** Our employees shall immediately report to management about any competition issues. Any person reporting a suspected violation of this policy will never be subject to disciplinary action or retaliation for the act of making the report.

**Confidentiality:** If reporter does not feel comfortable stating his/her name – he/she can make report confidentially. No attempt from management will be made to identify the individual. Information provided by the individual, or obtained in the course of investigation, will be treated as confidential to the extent permitted by law.

**Disciplinary measures:** Any our employee or partner which violates these requirements in connection with RETEMS Logistics business will be subject to disciplinary measures, up to and including termination of labor contract in the case of an employee, or termination of business relations in the case of a external party and, where appropriate, referral of the matter to relevant law enforcement authorities.

**Communication:** The respect for rules on competition policy principles will regularly be communicated and available to staff at all times. To involve our Customers, and any interested parties with a legitimate interest in our commitment, this Policy Statement is made available on our website <https://retemsgroup.com/>

Director:

Mehdiyev S.L.

Date: October 1, 2021

