

**Compliance to restrictive measures in relation to international trade (embargos) policy**

RL.IMS.QAD.POL.007

1/1

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

**Statement:** Sanctions and embargos are political trade tools, mainly put in place by the United Nations (UN) and the European Union (EU) against target countries with the aim of maintaining or restoring international peace and security. Those restrictions may also be imposed to uphold respect for human rights, democracy, and the rule of law. UN and EU use different types of embargos - arms embargos; imports or export bans; financial sanctions; travel bans and others.

RETEMS Logistics complies with all the sanctions and embargos approved by the European Union and the United Nations and will not do business with any country, organization or person which covered by requirements of the restrictions.

RETEMS Logistics will monitor availability of business of its Clients, Suppliers and sub-contractors with countries or organizations under sanctions and violations identified will be resulted with termination of business relations.

**Definitions:**

- **Embargo** - an official ban on trade or other commercial activity with a particular country.
- **Trade** - the action of buying and selling goods and services.

**Responsibilities:** Our company takes responsibility never to:

- Trade with any country, organization or person which covered by requirements of the restrictions.

**Expectations from interested parties:** We expect and request our competitors, Customers, Suppliers and other external interested parties to comply with applicable national and international laws, standards, codes, expectations and relevant requirements related to compliance to restrictive measures in relation to international trade (embargos).

**Reporting:** Our employees shall immediately report to management any violations related to restrictive measures in relation to international trade (embargos). 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 compliance to restrictive measures in relation to international trade (embargos) 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.

