

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

Statement: RETEMS Logistics provides to its employees and partners equal opportunities in terms of recognition irrespective of their origins, religion, or gender. Our company does not tolerate any form of discrimination or harassment. Any action of a discriminatory nature is strictly prohibited, especially as regards nationality, gender, ethnicity, religion, and sexuality or immigration status for all our workforce and/or partners. The same attitude we expect from our business partners.

Definitions:

- **Discrimination** - the unjust or prejudicial treatment of different categories of people, especially on the grounds of race, age or disability.

Responsibilities: All our employees shall avoid to take any action of a discriminatory nature, especially as regards to origins, religion, age, race, color, nationality, political sights, gender and any other aspect for all of our workforce and others. Our company adopts a zero-tolerance approach towards violation of human rights, bullying and harassment.

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 respect to human rights.

Reporting: Our employees shall immediately report to management any concerns related to violations of requirements related to protection of human rights or cases of discrimination 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 non-discrimination 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.

