

## **Declaration of Principles on Respect for Human Rights pursuant to Section 6 (2) of the LkSG**

### **1. Our commitment to human rights**

With this Declaration of Principles on Respect for Human Rights pursuant to Section 6 (2) of the LkSG (the “**Declaration**”), Nippon Express Europe GmbH acknowledges its corporate responsibility for the respect of human rights and the protection of the environment within its own company and along its supply chains. At the same time, this Declaration aims to express our human rights and environmental expectations of our employees and suppliers in the supply chain.

Taking into account the requirements of the German Act on Corporate Due Diligence for the Prevention of Human Rights Violations in Supply Chains (Supply Chain Due Diligence Act - LkSG), it describes the procedure by which we comply with the legally defined human rights and environmental due diligence obligations. In addition, this Declaration provides information on the priority human rights and environmental risks identified on the basis of the risk analysis.

Responsibility for the implementation of the contents of this Declaration lies with the management of Nippon Express Europe GmbH. The implementation is carried out by the responsible persons of the individual corporate departments as well as by the involvement of respective colleagues from the organization. The aim of the management is to ensure the implementation of the LkSG through clear structures and responsibilities and to anchor the topic in the company's risk management.

In this way, we want to ensure that human rights and environmental risks and breaches of duty are avoided in the course of our business activities, that effective remedial measures are initiated in the event of violations, and that those affected are given the opportunity to complain.

### **2. Our Mission Statement**

We always abide by the law. Where local laws and international human rights do not coincide, we act to the higher standard. In the event of a conflict, we comply with national law and at the same time look for ways to enforce human rights and environmental protection as far as possible.

Our human rights strategy is based on the principles and requirements of the following internationally recognized human rights and environmental frameworks and standards:

- United Nations Universal Declaration of Human Rights (including recognition of the inherent dignity and inalienable rights of all members of the human community to freedom, justice and peace)
- UN Guiding Principles on Business and Human Rights
- Core labour standards of the International Labour Organization (ILO) with its five basic principles (occupational health and safety, freedom of association and the right to collective bargaining, abolition of forced labour, abolition of child labour, no discrimination in employment and occupation)
- Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises

- Principles of the United Nations Global Compact (UNGC) (e.g. protection of international human rights, prevention of human rights violations, precautionary principle for environmental problems)
- Charter of Fundamental Rights of the European Union

We consider these international frameworks and standards to be the foundation of our commitment and the way we intend to conduct our business.

### 3. Our Human Rights and Environmental Expectations

Based on our analysis of potential human rights and environmental risks of our business activities, we focus on following topics:

- With regards to our own operations:
  - Working conditions: Adequate wages & Working time
  - Health and Safety
  - Equal treatment and opportunities for all
- With regards to our suppliers in our value chain:
  - Working conditions: Adequate wages & Working time
  - Freedom of association
  - Health and Safety
  - Equal treatment and opportunities for all
  - Forced labour & Slavery

Our human rights and environmental expectations of our employees and suppliers in the supply chain are laid down in this Declaration, the NX GROUP Human Rights Policy as well as our Supplier Code of Conduct. Due to the results of the risk analysis, we place particular emphasis on the following aspects:

- **Working conditions: Adequate wages & Working time**

Compliance with all applicable local laws regarding working hours, including overtime and breaks, as well as benefits such as paid vacations, play an important role for us.

- **Health & Safety**

The safety, health and well-being of our employees is our top priority. We ensure a safe and healthy working environment to maintain the health of our employees, protect third parties and prevent accidents, injuries and occupational diseases.

- **Freedom of association**

We respect the freedom of our employees to join a trade union or employee representation. We recognize the right to collective bargaining within the framework of the applicable laws. Employees who act as employee representatives are not disadvantaged or given preferential treatment in any way.

- **Equal treatment and opportunities for all**

We foster a working environment that values the diversity of our employees. We are committed to equal opportunities and reject any form of discrimination or harassment

based on gender, ethnic origin, nationality, social origin, religion, age, disability, sexual orientation and identity or any other characteristic.

- **Forced labour & Slavery**

We reject any form of forced labor. Work must always be voluntary. We do not tolerate any form of forced labor, including modern forms of slavery and any form of human trafficking.

- **Environment**

We are committed to protecting the environment. We are aware that our business activities have an impact on the environment and climate. Against this background, we observe the requirements of environmental protection and take concrete measures to operate sustainably.

#### **4. Risk Management**

We have defined various roles within the organization that work together to implement and comply with the due diligence obligations of the LkSG throughout the company. The EHQ risk manager is responsible for implementing, overseeing, and continuously improving the company's human rights and environmental due diligence processes across its supply chain and is located in the European Headquarter (EHQ). He /she collaborates with the risk owner and managers from the subsidiaries as well as the different corporate divisions (such as HR, Safety & Compliance), which are responsible for adequately managing the risks and opportunities in their area of responsibility.

The identification of human rights and environmental risks is supported by a Supply Chain Due Diligence Software. This solution helps us to identify, prioritize appropriately and manage human rights and environmental risks and breaches of duty in our own business area and with our direct suppliers.

Risk management is subject to constant review and further development. We review the effectiveness of our risk management system as part of an annual effectiveness review as well as on an ad hoc basis. Reviewing and monitoring the risk management process helps us identify changes, ensure the effectiveness of existing risk management measures, and track the progress of additional measures.

#### **5. Risk Prevention and Remedial Measures**

We are continuously working to strengthen human rights, improve working conditions and reduce negative environmental impacts. Risk preventive measures are selected from a central catalogue of measures according to the criteria of risk prioritization and appropriateness. Our policies are important instruments for risk prevention, which simultaneously express our commitment to respect human rights and environmental protection:

- **Supplier Code of Conduct:**

Our Supplier Code of Conduct defines the requirements and expectations with regard to sustainability criteria. We also expect suppliers to pass on our human rights and environmental expectations of their business partners, e.g. own suppliers and subcontractors.

- **Human Rights Policies:**

Our own commitment to strengthen human and environmental rights is set out in our this Declaration and for NX Group on a global level in the NX GROUP Human Rights Policy issued by NIPPON EXPRESS HOLDINGS, INC.

The results of the risk analysis are the basis for adjustments to our policies, in particular this Declaration, which will be reviewed regularly to take account of any changes in circumstances and processes.

In the event that there is a reasonable suspicion that our business activities cause or contribute to human rights or environmental violations, we will take case-specific appropriate remedial action.

## **6. Complaints Procedure**

In order to ensure compliance with the LkSG in our own business area and in the supply chain, we have set up a complaints procedure. This can be used to report internal and external complaints and indications of human rights and environmental risks, as well as violations of human rights or environmental obligations.

The complaints procedure can be accessed via our homepage [\[Website\]](#).

All complaints and reasonable suspicions of possible human rights and environmental violations are handled through a process that is transparent, balanced, and understandable for all parties involved. The process is designed to ensure that whistleblowers do not face any disadvantages as a result of their complaints. The procedural instructions can be accessed [\[here\]](#).

## **7. Documentation and Reporting**

We will continuously document the fulfilment of the LkSG due diligence obligations internally and keep this documentation for at least seven years. The report in accordance with the requirements of the LkSG is submitted to the Federal Office for Economic Affairs and Export Control (BAFA) and published on our website according to the legal requirements.

This Declaration of Principles on Human Rights of Nippon Express Europe GmbH was adopted by the management on 14. April 2026.

**Shinichi Kakiyama**  
Managing Director  
Nippon Express Europe GmbH