

# Code of Conduct for Business Partners





WE DON'T BELIEVE IN BUREAUCRACY —  
WE BELIEVE IN GETTING THINGS DONE  
RIGHT, FAST, AND WITH INTEGRITY.



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## Introduction

HUXE is a global logistics operator delivering agile, fast-thinking, and specialized solutions across a broad range of cargo types, including general freight, valuable goods, fashion products, and luxury items. As a boutique and lean organization, we are built to move quickly, adapt effectively, and deliver measurable results for our customers and partners.

We place our clients at the center of everything we do, combining problem-solving expertise with deep regulatory knowledge to ensure full compliance with international standards. At HUXE, we don't believe in bureaucracy—we believe in getting things done right, fast, and with integrity.

## Scope

This Code of Conduct sets forth the ethical, social, and environmental standards that apply to all business relationships between HUXE and its Business Partners. These requirements form the foundation for responsible and sustainable collaboration throughout our value chain.

Business Partners are expected to ensure compliance not only within their own operations but also across their supply chains, including subcontractors and affiliated entities. HUXE encourages its Business Partners to use this document as a reference point for developing or enhancing their own sustainability strategies.



## A Responsible Supply Chain

At HUXE, we recognize that building a sustainable and responsible supply chain is essential to our long-term success and the wellbeing of all stakeholders. In the course of our operations, we engage with a broad network of suppliers, subcontractors, and service providers whose collaboration is critical to delivering high-quality, compliant, and efficient logistics solutions.

Our ethical standards extend to all third parties—whether operating directly or indirectly on our behalf. These third parties are required, through specific contractual commitments, to comply with the principles outlined in this Code of Conduct, our Code of Ethics, and other related governance documents, within the scope of their roles and responsibilities.

Any violations of these obligations may constitute grounds for review, remediation, or—where appropriate—termination of the business relationship, as defined in the relevant contractual agreements.





## Business Partners' Selection

HUXE selects its Business Partners based on objective, transparent criteria that reflect our commitment to legal compliance, ethical conduct, operational excellence, and long-term value creation.

### Key evaluation criteria include:

- Professionalism and industry experience;
- Documented financial stability and adequate resources;
- Compliance with health, safety, and environmental standards;
- Business practices that align with and protect the reputation of HUXE.

## Respect for the Law

Compliance with all applicable laws and regulations is a fundamental principle that governs HUXE's operations in every country where we do business. Under no circumstances can the pursuit of business objectives justify conduct that is unethical, dishonest, or unlawful.

### We expect our Business Partners to:

- Fully comply with all applicable laws and regulations;
- Obtain and maintain all licenses and approvals necessary for operations;
- Adhere to trade compliance, sanctions, and export control laws;
- Comply with anti-corruption, anti-money laundering, and antitrust regulations.

## Respect for People

HUXE fosters a culture of dignity, respect, and fairness in all relationships. We strongly condemn all forms of discrimination and support gender equality, cultural understanding, and respectful workplace behavior.

### We expect our Business Partners to:

- Respect human rights and labor rights in all operations;
- Promote fair treatment, non-discrimination, and equality;
- Avoid the use of untrained or unmonitored security forces that may cause harm;
- Respect the rights of local communities and their access to resources.



## Zero Discrimination and Equal Opportunities

HUXE prohibits all forms of discrimination based on personal or professional attributes. We promote equal opportunity in employment and professional engagement.

### We expect our Business Partners to:

- Prohibit all forms of discrimination;
- Guarantee equal opportunity at all levels;
- Ensure lawful and documented employment practices for all workers.

## Freedom of Association and Fair Remuneration

We support workers' rights to organize and engage in collective bargaining. All workers must be paid fairly and in accordance with legal standards.

### We expect our Business Partners to:

- Respect freedom of association and collective bargaining rights;
- Provide at least legally required wages and benefits;
- Ensure transparent and timely compensation.

## Working Hours and Occupational Health & Safety

Working hours must comply with applicable laws and internationally recognized standards such as those of the International Labour Organization. Excessive overtime is not permitted.

### We expect our Business Partners to:

- Adhere to legal and fair working hour practices;
- Ensure at least one day off in every seven-day period;
- Comply with all health, safety, and fire protection laws;
- Promote a culture of safety through training and prevention.





## Respect for the Environment

HUXE is committed to reducing its environmental impact and expects the same of its partners.

**We expect our Business Partners to:**

- Minimize emissions, resource consumption, and waste;
- Support renewable energy and environmentally friendly practices;
- Provide environmental performance data when requested;
- Prevent deforestation, degradation, and forced land use;
- Monitor soil and ecosystem impacts responsibly.





## Protection of Data and Confidential Information

We safeguard personal data and confidential information through internal controls and legal compliance.

**We expect our Business Partners to:**

- Handle information in compliance with data protection laws;
- Securely manage the lifecycle of personal and sensitive data;
- Refrain from unauthorized disclosure of confidential content.

## Verification of Compliance

The relationship between HUXE and its Business Partners is built on honesty, trust, and mutual cooperation. To uphold the standards outlined in this Code of Conduct, HUXE reserves the right to verify Business Partners' compliance through reasonable means.

Verification may take the form of self-assessments and/or on-site audits conducted by HUXE personnel or by qualified third parties appointed or approved by HUXE. These assessments aim to confirm adherence to the principles and requirements set out in this Code.

Business Partners are also responsible for ensuring that their own suppliers, subcontractors, and affiliates comply with this Code throughout their respective supply chains.

Any instances of non-compliance—whether identified by the Business Partner or through HUXE's verification process—must be reported promptly to the designated HUXE contact. The Business Partner is expected to implement appropriate corrective actions, with support from HUXE where necessary.

All information gathered during assessments or audits will be treated as confidential. HUXE will not disclose any confidential data to third parties or unauthorized individuals without the prior written consent of the Business Partner concerned.



