

Diversity, Equity, and Inclusion

Group Policy Statement



DANX
Carousel

About the DANX Carousel Group

The DANX Carousel Group of companies (hereafter “The Group,” “We,” “Our”) is a time critical service logistics specialist with strong positions in the UK, Ireland, BeNeLux, DACH, Iberia, Nordics, Baltics, and Poland.

The Group is the comprehensive partner for logistics and supply chain services such as time-critical spare parts distribution, warehousing, final mile, linehaul, battery logistics, customs clearance, and more. The Group consists of DANX, DANX ILS, UT, TBS, Fomab, TLS Group, Carousel, Alltrans, Logik International Logistics and LPR.

Our values encompass our commitment to Caring, Learning and Ownership and these are embedded in our everyday work.

We support



10 principles of the UN GLOBAL COMPACT

HUMAN RIGHTS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

LABOUR

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

International Labour Organisation

ILO Declaration of Fundamental Principles and Rights at Work:

- (1) Freedom of association and the effective recognition of the right to collective bargaining;
- (2) The elimination of all forms of forced or compulsory labour;
- (3) The effective abolition of child labour; and
- (4) The elimination of discrimination in respect of employment and occupation.

SUSTAINABLE DEVELOPMENT GOALS



Goal 5 – Gender equality



Goal 8 – Decent Work and Economic Growth



Goal 13 – Climate Action

1. Scope of Policy

This policy applies to all employees, contractors, and stakeholders across our operations in the European Union, EEA and the United Kingdom.

The scope of the DEI policy applies to all stakeholder groups including both upstream and downstream within the value chain, including management; employees; contract workers; suppliers and partners of all entities in the Group as well as for subsidiary companies owned and operated by the DANX Carousel Group across our geographies and countries and the wider communities in which it operates and through which material impacts, risks or opportunities relate.

This content outlines the DanxCarousel Groups position on reporting and transparency in-line with national and international law; Principles 1 and Principle 2 of the UN guidelines; the ILO Declaration on Fundamental Principles; and Rights at Work and regulatory requirements and the OECD Guidelines for Multinational Enterprises.

The content of this policy outlines; how to report, Infringements and consequences of such breaches; our commitment to training and awareness of its content along with the Groups transparency of reporting and monitoring of this policy.

We expect our suppliers and contractors to share our regard and respect of this policy, and this is reflected in our Supplier Code of Conduct which can be found on our websites: <https://www.danxcarousel.com>, Nordics: <https://www.danx.com/> and for Western Europe: <https://www.carousel.eu/en/>

2. Our Commitment

The DANX Carousel Group is committed to meeting its responsibility and to gain insights into its stakeholders with respect to **Diversity, Equity, and Inclusion (DEI)** as defined and adopted from the first, second and sixth UN Guiding Principles in line with our commitment to our SDG Goals 5 and 8, the ILO (International Labour Organisation) Declaration on Fundamental Principles and Rights at Work; and the OECD Guidelines for Multinational Enterprises.

We are committed to an unbiased dialogue and to enforce these principles in the areas of **Diversity, Equity and Inclusion** across our employees and the wider community of stakeholders and partners through which it operates.

3. Aims of the Diversity, Equity, and Inclusion policy

Our business is committed to fostering a diverse, equitable, and inclusive environment where all employees and respective stakeholders feel valued and respected. This policy outlines our commitment to DEI in alignment with the principles of the UN Global Compact and compliance with national and international HR laws.

4. Definitions

- **Diversity:** The presence of differences within our workforce, including but not limited to race, ethnicity, gender, age, sexual orientation, disability, and cultural background.
- **Equity:** Ensuring fair treatment, opportunities, and advancement for all employees while striving to identify and eliminate barriers that have prevented the full participation of some groups.
- **Inclusion:** Creating a culture where all individuals feel respected, accepted, and valued, enabling them to fully participate and contribute to the organization.

5. Policy Statements

- **Commitment to Diversity:** We are dedicated to recruiting, hiring, and retaining a diverse workforce that reflects the communities we serve.
- **Equitable Practices:** We will implement equitable practices in all aspects of employment, including recruitment, promotion, training, and compensation.
- **Inclusive Culture:** We will foster an inclusive culture by promoting respect, understanding, and appreciation of differences among employees.
- **Training and Development:** We will provide ongoing DEI training and development opportunities to all employees to enhance their understanding and commitment to these principles.
- **Zero Tolerance for Discrimination:** We have a zero-tolerance policy for any form of discrimination, harassment, or bullying. Any incidents will be promptly investigated and addressed.
- **Employee Involvement:** We encourage employees to participate in Diversity, Equity and Inclusion initiatives and provide feedback to help us continuously improve our practices.

6. Alignment with UN Global Compact Principles

- **Human Rights:** We support and respect the protection of internationally proclaimed human rights and ensure we are not complicit in human rights abuses.
- **Labour Standards:** We uphold the freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced and compulsory labour, the effective abolition of child labour, and the elimination of discrimination in respect of employment and occupation.
- **Environment:** We undertake initiatives to promote greater environmental responsibility and encourage the development and diffusion of environmentally friendly technologies.
- **Anti-Corruption:** We work against corruption in all its forms, including extortion and bribery.

7. Compliance with National and International HR Laws

- **EU and UK Legislation:** We comply with all relevant EU and UK legislation, including but not limited to the Equality Act 2010, the Employment Rights Act 1996, and the General Data Protection Regulation (GDPR).
- **International Standards:** We adhere to international standards and conventions, such as those set by the International Labour Organization (ILO) and the Universal Declaration of Human Rights.

8. Responsibilities

- **Leadership:** Our leadership team is responsible for championing DEI initiatives and ensuring the integration of these principles into our strategic goals.
- **Managers:** Managers are responsible for implementing DEI practices within their teams and addressing any issues that arise.
- **Employees:** All employees are expected to contribute to a respectful and inclusive workplace and to report any concerns related to DEI.

9. Monitoring and Reporting

The Group is committed to identifying potential and actual adverse impacts that this policy and our conduct of business may cause or contribute to, and strives to recognise and record through targets, to prevent such impacts, and mitigate or remedy using action plans.

We will regularly monitor our DEI efforts and report on our progress. This includes conducting employee surveys, reviewing demographic data, and assessing the effectiveness of our DEI initiatives.

10. Consequences of Breach and Infringements

Whilst we appreciate that there may be some differences in applicable national laws versus international laws, we apply our policies across all relevant stakeholders and we will adhere to the national and international laws as a minimum and respect the guiding principles of the UN Global compact, ILO (International Labour Organisation) and any other interested regulatory bodies that are applicable to the work that we carry out.

If we receive any reported infringements, we will act appropriately for clarification and will take appropriate corrective actions.

If we suspect that anyone working for or on behalf of the DANX Carousel Group has committed a breach of this policy, an investigation will be carried out and, in line with our disciplinary procedure where appropriate, action may be taken which may result in dismissal, or in the case of a supplier/partner action up to and including termination of contract. In some circumstances, under relevant law, the Group may be legally required to share details with such authorities, and we will always comply with such requirements. The outlined topics within this policy are significant for the way we commit to and govern our conduct throughout our business.

11. Raising concerns

Any employee with concerns may raise these through our employee mechanisms for raising workplace-related grievances. We encourage employees who have a concern to talk in the first instance to their line manager, or alternatively to raise their concern with their HR or compliance representatives. If neither of these options is possible, the DANX Carousel Groups whistle blower system enables all stakeholders whether they be internal and external stakeholders, or members of the public to speak up about violations in relation to this policy without fear of retaliation.

We will support all who report violations as well as those who request assistance or have concerns. If any concerns or illegal or unethical business behaviour is suspected or detected, you can report it to us via our whistle-blower system. Our whistle blower system Safe2Whistle can be accessed here:

<https://report.whistleb.com/en/danxcarouselgroup>. It is operated across the business by an independent third party (Danish law firm Bech Bruun) appointed by the DANX Carousel Group. All issues raised through

the Whistle Blower system are monitored by the third party and the Group whistle blower team. Reporting is conducted confidentially, and stakeholders can choose to share their concerns anonymously.

12. Training, Communication, Awareness

The Group is committed to raise awareness and knowledge of Diversity, Equity, and Inclusion issues amongst its' stakeholders, by providing specific awareness through training and communication on related matters within this policy.

Training, communication, and awareness of policy is a fundamental requirement of our business. We advocate transparency of all policies and where appropriate training takes place either at point of Induction of employees, or as part of an annual commitment to ensure that policy is communicated and awareness refreshed effectively.

All stakeholder policies are available on our intranet and websites.

13. Stakeholder Engagement

We acknowledge our business is operated as part of an extended community of stakeholders, and as part of our regular dialogue with them we respect their view and expectations regarding this policy as outlined in the Supplier Code of Conduct.

14. Reporting, monitoring and Accountability

We have mechanisms in place for reporting Diversity, Equity and Inclusion concerns and ensure accountability through regular monitoring.

We communicate and report on our **Diversity, Equity and Inclusion** and related commitments of training and awareness as part of our annual reporting.

15. Culture of continuous improvement

As part of our culture of continuous improvement we regularly evaluate against targets and review how we can best improve and strengthen our approach to addressing our policies supported through our values of Caring, Learning and Ownership. We are committed to continuously improving our policies and regularly review and update this policy to reflect evolving standards and stakeholder expectations.

16. Governance and Accountability

Governance and the accountability for the implementation of this policy is overseen by the Groups Executive and Senior Leadership team, to ensure that our business clearly understands the responsibility to respect this policy and its day-to-day implementation to stakeholders.

17. Adoption of Policy

The Danx Carousel Group's **Diversity, Equity and Inclusion** Policy statement was adopted by the Executive Leadership team management on **1st January 2025**. This policy is reviewed annually for compliance content or as required if changes to legislation apply sooner.

Review and revision of Policy

This policy will be reviewed and revised annually for compliance to the policy content or as required if changes to legislation apply sooner.

Contact

If you have any questions relating to the content of this policy, please direct them to groupcompliance@danxcarousel.com