



## Foreword:

PGS is a subsidiary of the Francesco Parisi group with its founding year in 1807. For generations, family Parisi has been aware of its responsibilities to embody and convey ethical values. PGS is committed to the same highest standards of ethical values. These values are authoritatively enshrined in this Code of Conduct

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## Definition

PGS (Group Asia) consist of: Parisi Grand Smooth Logistics Ltd Hong Kong (Asia head office)  
Parisi Grand Smooth Logistics Ltd – PRC China (multiple locations)  
Qingdao Parisi Grand Smooth Logistics Ltd, PRC China  
PGS (Taiwan) Logistics Co Ltd, Taiwan,  
PGS Global Supply Chain Management Co Ltd, PRC China, Xiamen  
PGS Vietnam Logistics Co Ltd., Vietnam (multiple locations)  
PGS Logistics Korea Co., Ltd, South Korea  
PGS Logistics (Thailand) Co Ltd, Thailand  
PGS Logistics (M) Sdn Bhd, Malaysia  
PGS Global Express Co Ltd, PRC China, Shenzhen

## PGS values and mission statement

For more than 200 years, Parisi Group's core values have been the foundation of who we are and what we stand for:

- Respect for People
- Highest Ethical Behavior
- Be innovative and creative

Our Mission is to create new logistics solutions, tailor-made to our customer's needs and provide a top quality and personalized services at a competitive price. Working in a long-term and proactive partnership is a key factor in our success.

PGS is committed to complying with all the statutory regulations and the rules set out in this Code of Conduct. We encourage our business partners to also commit to internationally recognized ethical principles and expect them to comply with the applicable laws and regulations.



## Social Responsibility

PGS recognizes that our social, environmental and ethical conduct has a direct impact on our reputation in the marketplace and how we are viewed by our Employees.

We are committed to advancing policies and systems across our Company to ensure we monitor all aspects of our Corporate Social Responsibility as it pertains to our business, specifically good ethical behaviour, concern for Employees' health and safety, and care for the environment and the community.

### **Human rights**

The PGS Group regards observance of international human rights and human dignity as an elementary component of its values.

### **Child labour and forced labour**

PGS condemns child labour and any form of forced or compulsory labour.

### **Discrimination**

PGS recognizes and promotes equal treatment of individuals, regardless of gender, religion, sexual orientation, ethnic origin, nationality, age, political opinion, trade union activity or a disability. The Group's cultural diversity is regarded as an asset and discrimination against individuals or groups of people will not be tolerated.

### **Environmental protection**

PGS is committed to quality assurance and to environmentally compatible and sustainable, responsible activity, and regard environmental protection as a challenge for which it is worth making resources available, now and in the future.

### **Lifelong learning**

Training, coaching and vocational education are known to be a strategic factor for success. PGS prepares its employees for current and future challenges in our industry. PGS conducts internal and external training programs.



## Conduct business with integrity

### **Corruption**

PGS applies the principles of transparency, responsibility, integrity, solidarity, civil courage, justice and supremacy of the rule of law. PGS expressly distances itself from any form of corruption, including extortion and bribery. Our employees and third parties instructed by PGS are therefore bound to neither offer nor accept any benefits which could in which influence commercial decisions.

### **Competition and anti-trust law**

PGS promotes fair competition and abides by the provisions of anti-trust law; we do not tolerate agreements which inhibit competition, such as pricing agreements. PGS also expects this attitude from its business partners.

### **Political contribution**

PGS does not make any kind of political contributions anywhere in the world, whether in cash or in kind (e.g. donations). However, PGS recognizes employees right to participate as individuals in the political process, if they thoroughly make clear that they do not represent PGS in the process.

### **Donations & Sponsorship**

PGS supports certain charitable donations as a way of giving back to the community and contributing to worthy causes.

Sponsorship of sports clubs, artistic and cultural associations are permitted as long as it is voluntary and any considerations expected in return are established in a contract.

### **Money laundering/terrorism**

It is a matter of course for PGS that the company takes preventative action in the international fight to combat money laundering and terrorism and takes measures within its own sphere of influence to counteract such activities.



## Our employee's responsibilities

PGS regards its employees as its most important corporate asset and gives priority to their safety and satisfaction. PGS regards itself as being responsible for assign values as the basis for dealing with people inside and outside the organization. Employees are obliged to comply with these regulations.

### **Protection of health and safety at work**

Each individual employee has the responsibility to meet this commitment following all health and safety procedures and by maintaining a safe and healthy workplace. All of us are expected to conduct business free from the influence of any substance that could impair our work. All workplace accidents, unsafe equipment, unsafe practices and conditions in the workplace must be reported to your field manager or HR manager. This includes alcohol, illegal drugs, controlled substances, and in case prescribed medication.

### **Public image**

The public perception of PGS is also affected by our employees' image, including in the digital public arena. We always approach our customers and business partners in a friendly and service-orientated manner and treat them with corresponding respect.

### **Record retention**

All PGS employees are required to ensure that business records are retained in accordance with internal policies and local contracts. This includes physical documents such as contracts or files and also electrical data such as email.

### **Avoid conflict of interest**

In our daily activities, we work with vendors, clients and others who do business with PGS. It is essential that every decision is made with objectively and is based on the needs and demands of the company, and not on personal interest or relationships.

### **Confidentiality**

Information about clients, partners, subcontractors, employees, and competitors that is not publicly known is treated as confidential and not passed on to unauthorized third parties or used for private purposes.



## Compliance with the code of conduct

PGS Code of Conduct will be implemented at all company sites worldwide and employees must comply with it.

Its validity extends to PGS and its subsidiaries if the Group owns at least 50% thereof and management is incumbent upon PGS or people or committees deployed by PGS.

### **Obligation to comply with the code of conduct**

All members of the Board of Management, CEOs, executive managers and employees of the PGS Group are obliged to comply with the Code of Conduct.

### **Reporting of violations**

PGS employees are obliged to report violations of laws or internal regulations to line managers, another manager or the Compliance Department. All the information conveyed will be treated as confidential

### **Non-retaliation and confidentiality**

PGS values the help of employees who identify potential problems that PGS needs to address. PGS will undertake all steps possible to ensure that reports are kept confidential, including the identity of the reports. PGS does not tolerate retaliation of any kind of employees who, in good faith, report breaches or violations of PGS code of conduct or any other illegal conduct. PGS takes claims of retaliation seriously.