

THE NAXCO CODE OF ETHICS AND CONDUCT / *Appendix 01*

THE NAXCO CODE OF ETHICS FITS WITH THE GROUP'S OPERATING VALUES AND THE NAXCO SPIRIT.

The naxco spirit main elements are:

1. Two- way loyalty of staff to management and management to staff.
2. Commitment to quality service
3. The valuing of people of enjoying each other's affiliate beyond the confine of work
4. The building of relationship with customers and suppliers through long-term commitments and face-to-face contacts.

This code of ethics reflects these values and acts to preserve them.

The code addresses five core domains:

1. Global corporate ethics
2. Naxco staff
3. Naxco customers
4. Naxco suppliers
5. Naxco environment

GLOBAL CORPORATE ETHICS

- 4.1.1. The naxco group respects and abides by the laws of the countries in which it operates.
- 4.1.2. The naxco group respects and supports the cultural practices of the staff of the countries in which it operates.
- 4.1.3. The naxco group values highly the diversity of its staff and their willingness capacity to work together to achieve common goals.
- 4.1.4. The naxco group provides a work environment free of discrimination and harassment.

NAXCO STAFF

- 4.2.1. Staff at all levels of the group work together cooperatively in a spirit of trust built on honest communication, fairness and an equitable distribution of rewards.
- 4.2.2. Healthy competition and clear communication are valued and supported in all naxco affiliates

4.2.3. Staff members do not seek to gain advantage over each other by devious means such as uttering falsehoods and indulging in malicious gossip.

4.2.4. Staff respects the property of naxco and of their colleagues.

4.2.5. Managers ensure that all staff members are trained appropriately for their jobs.

4.2.6. Managers support the honest endeavors of all staff to improve themselves.

NAXCO CUSTOMERS

4.3.1. Naxco managers and staff do all within their power to meet the needs of their customers and exceed their expectations.

4.3.2. Naxco managers and staff deal honestly with customers.

4.3.3. Naxco managers and staff will commit no crime at the behest of customers.

4.3.4. Naxco managers and staff seek to create long term, face-to-face relationships with customers wherever possible.

NAXCO SUPPLIERS

4.4.1. Naxco value long term relationship with their suppliers.

4.4.2. Naxco value and support suppliers who refuse bribery or corrupt practices with naxco business.

4.4.3. Naxco managers are vigorously opposed to staff members in positions of responsibility taking bribes or receiving other information inducements in return for giving business to a naxco supplier.

NAXCO ENVIRONMENT

4.5.1. The naxco group is committed to creating a healthy work environment for all staff.

THE NAXCO CODE OF ETHICS AND CONDUCT / *Appendix 02*

OUR MISSION

**TO PROVIDE THE ADDED VALUE LOGISTIC SOLUTIONS
IN A WORLDWIDE COMPLEX INDUSTRY.**

OUR VALUES

**FAIRNESS, RELIABILITY, EFFICIENCY:
THE COMPONENTS OF OUR ACHIEVEMENTS.**

OUR VISION

TO BE YOUR GLOBAL LEADING AND INNOVATIVE PARTNER.