AERO-Maritime Logisztika Kft.
Andor utca 21/C
1119 Budapest
Hungary

Human Trafficking & Forced Labor Policy - 2026

AERO-Maritime Logisztika is committed to compliance, working to the highest standards of business conduct and ethics. It is the company's policy to conduct all business in an honest and legally responsible manner.

All directors, managers and employees are expected, at all times to ensure its operations and supply chain are free from human trafficking, forced labor and child labor, in compliance with international regulations and laws of any country where AERO-Maritime Logisztika has a business presence whether thought an owned subsidiary or business partner.

The objective of this declaration is to promote a culture of compliance with all applicable regulations prohibiting human trafficking, forced labor and/or child labor.

In order to achieve this objective, we will:

- Promote a culture where the directors, managers and employees share in the idea of this commitment.
- Provide a management framework and operational guidance in the form of procedures and training to allow human trafficking and forced labor and child labor to be recognized so it can be reported.
- When entering into a business partnership with a third party, AERO-Maritime Logisztika will ensure that our objectives are known and adhered to by all parties working with us.
- Provide our customers, contractors, third party agents and any business partner to contribute to the continues improvement of our objectives.
- Review this policy on an annual basis to ensure its continued relevance.

We understand that the effectiveness of any policy is dependent on the commitment of the people using it, therefore AERO-Maritime Logisztika will ensure that everyone from management down, will receive the training and tools to carry out their roles with competence.

All employees are encouraged to participate and contribute to improving service and product quality. With this commitment we continue to meet our objectives and continue to improve AERO-Maritime Logisztika as a company as well as setting the highest possible standards.

Our mission: **TO LEAD BY EXAMPLE**

Any potential violations of this policy must be brought to the attention of the compliance manager. Reports may be made anonymously and will be treated as confidential to the extent allowed by the law. AERO-Maritime Logisztika prohibits any form of retaliation for the reporting of suspected non-compliance.

Compliance Department
AERO-Maritime Logisztika Kft.
Dated: 01.01.2026