



MAGNUS

LOGISTICS

2026 - 01 - 09
Director
Lina Trapnauskaitė

Magnus Logistics human rights policy

Respect for human rights is a fundamental value at Magnus Logistics. We are committed to developing an organisational culture which implements a policy of support for internationally recognised human rights and support principles within the United Nations Universal Declaration of Human Rights.

This policy applies to Magnus Logistics, although we also expect and encourage our suppliers to uphold these principles.

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Our Human Rights Policy is focused on:

Employees

Respecting the human rights of our employees, including prohibition of child labour, forced labour and modern slavery.

We do not tolerate any kind of discrimination or harassment on the basis of race, age, national or social origin, ethnicity, religion, disability, sexual orientation, gender identity or expression, political opinion or any other status protected by applicable law.

The basis for recruitment, hiring, placement, development, training, compensation and advancement at the company is qualifications, performance, skills and experience.

Suppliers and Partners

Evaluating and selecting major suppliers and partners, taking into consideration Magnus Logistics Human Rights Policy, and to monitor their performance where appropriate.

Increasing understanding among Magnus Logistics suppliers through engagement and collaboration where necessary. To ensure as far as possible the absence of child, forced, trafficked labour in the supply chain.

Freedom of association

Employees, without distinction, have the right to join or form a union of their own choosing and to bargain collectively without fear of reprisal, intimidation or harassment. We are committed to establishing a constructive dialogue with the freely chosen representatives of any company labour union.

Health and safety

Upholding the right to health and safety for our employees and those of our suppliers, at a minimum according to applicable local, national, and international standards, including safety and industrial standards, and those of communities, environmental, climate related and security impacts to human rights.

Work hours and wages

Upholding working conditions at a minimum according to applicable laws and industry standards, including for terms of employment, working hours, leave of absence and compensation.

Respect for Land, Forest, and Water Rights

Our company is committed to respecting the land, forest, and water rights of local communities and Indigenous peoples. We acknowledge the importance of these resources for their cultural, spiritual, and economic wellbeing. We pledge to engage in open and transparent consultations with affected communities before undertaking any activities that may impact their lands, forests, or water resources.

Non-Engagement in Forced Evictions

We firmly oppose and do not engage in forced evictions. Our company ensures that all operations and activities are conducted in a manner that respects the rights and dignity of individuals and communities.

Prohibition on Use of Private or Public Security Forces for Intimidation

Our company strictly prohibits the use of private or public security forces to intimidate, coerce, or forcibly remove individuals from their land. We are dedicated to resolving conflicts through peaceful and constructive dialogue, upholding the principles of human rights and the rule of law.

Privacy

Upholding the right to privacy of those who entrust us with their personal information.



Our approach to human rights management

Respecting human rights is part of the Magnus Logistics Code of Conduct, with which we expect all of our employees and suppliers to comply.

The Magnus Logistics Code of Conduct and Human Rights Policy is approved and owned by the Director of Magnus Logistics.

Training on the Code of Conduct is provided to all employees and our suppliers via our website www.magnus.eu.

We have set minimum requirements relating to human rights for our suppliers. These are set out in the Magnus Logistics Supplier Code of Conduct www.magnus.eu. We expect our suppliers to comply with and promote the same principles in their own supply chain.

We encourage, and will not retaliate against, individuals who in good faith raise concerns regarding Magnus Logistics with respect to human rights.

We provide a whistle-blower channel conduct@magnus.eu for reporting concerns involving unethical, illegal, or unwanted behaviour, on an identified or anonymous basis, for in-house and supplier employees.

This document will be reviewed by the Magnus Logistics responsible person periodically, including as needed to address any significant changes in our human rights impact, at least once a year.