



HEINRICH DEHN INTERNATIONALE SPEDITION GMBH - LIEBIGSTRASSE 92 - D-22113 HAMBURG

## **Anti-Bribery & Corruption Policy Heinrich Dehn International Spedition GmbH**

### **Introduction**

The Heinrich Dehn GmbH values its reputation and is committed to maintaining the highest level of ethical standards in the conduct of its business affairs. The actions and conduct of the organization's staff as well as others acting on the organization's behalf are key to maintaining these standards.

Our success in the market is based on innovation, enthusiasm, performance, flexibility and service readiness and must not be obtained by unfair payments. Our business partners trust in the professional judgement of our employees.

The Heinrich Dehn GmbH therefore tolerates no form of bribery or corruptibility, acceptance or granting of advantages.

The purpose of this document is to set out the organization's policy in relation to bribery and corruption. The policy applies strictly to all employees, partners, agents, consultants, contractors and to any other people or bodies associated with Heinrich Dehn GmbH within all offices, areas and functions.

### **Understanding and recognizing bribery and corruption**

Acts of bribery or corruption are designed to influence an individual in the performance of their duty and incline them to act in a way that a reasonable person would consider to be dishonest under the circumstances.

Bribery can be defined as offering, promising or giving a financial (or other) advantage to another person with the intention of inducing that person to act or to reward them for having acted in a way which a reasonable person would consider improper under the circumstances.

Corruption is any form of abuse of entrusted power for private gain and may include, but is not limited to, bribery.

Bribes are not always a matter of handing over cash. Gifts, hospitality and entertainment can be bribes if they are intended to influence a decision. For high risk areas, consider some of the following points:

- How do other international companies in the same area operate? Can they recommend particular individuals or groups to work with?



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- The relationship with the local or national government. Do you have direct lines of communication with trustworthy officials, and do your operations comply with your company's anti-money laundering and anti-bribery policies?
- Engage with local labour groups and NGOs. Establish relationships with groups on the ground who can advise on good practices and provide local knowledge.

## **Penalties**

In the European Union, the EU holds legislating powers to regulate anti-corruption in line with the article 83 of the European Treaty. Specific anti-corruption regulation includes the 1997 Convention on fighting corruption involving officials of the EU or officials of Member States and the 2003 Framework Decision on combating corruption in the private sector aims to criminalize both active and passive bribery.

More detailed legislation and related penalties are dealt with at the level of the individual Member States. In some EU countries, the act of bribery by individuals is punishable by up to 10 years imprisonment and/ or an unlimited fine. If the organization is found to have taken part in bribery or is found to lack adequate procedures to prevent bribery, it too could face an unlimited fine.

A conviction for a bribery or corruption related offence would have severe reputational and/or financial consequences for the organization.

## **Policy**

Heinrich Dehn GmbH will not tolerate bribery or corruption in any form.

The organization prohibits the offering, giving, solicitation or acceptance of any bribe or corrupt inducement, whether in cash or in any other form:

- To or from any person or company wherever located, whether a public official or public body, or a private person or company
- By any individual employee, partner, agent, consultant, contractor or other person or body acting on the organization's behalf
- In order to gain any commercial, contractual or regulatory advantage for the company in any way which is unethical or to gain any personal advantage, pecuniary or otherwise, for the individual or anyone connected with the individual

This policy is not intended to prohibit the following practices provided they are appropriate, proportionate and are properly recorded:



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- Normal hospitality
- Fast tracking a process which is available to all on the payment of a fee; and/or
- Providing resources to assist a person or body to make a decision more efficiently, provided that it is for this purpose only

It may not always be a simple matter to determine whether a possible course of action is appropriate. If you are in any doubt as to whether a possible act might be in breach of this policy or the law, the matter should be referred to the senior management.

The organization will investigate thoroughly any actual or suspected breach of this policy, or the spirit of this policy. Employees found to be in breach of this policy may be subject to disciplinary action which may ultimately result in their dismissal.

### **Key Risk Areas**

Bribery can be a risk in many areas of the organization. Below are the key areas you should be aware of in particular:

- Excessive gifts, entertainment and hospitality can be used to exert improper influence on decision makers. Gifts, entertainment and hospitality are acceptable provided they are within reasonable limits and are authorized by a partner. Any gift or hospitality, either given or received, over the value of \$35 per person should be reported to the senior management.
- Facilitation payments are used by businesses or individuals to secure or expedite the performance of a routine or necessary action to which the payer has an entitlement as of right.
- Reciprocal agreements or any other form of 'quid pro quo' are never acceptable unless they are legitimate business arrangements which are properly documented and approved by a partner. Improper payments to obtain new business, retain existing business or secure any improper advantage should never be accepted or made.
- Actions by third parties for which the company may be held responsible can include actions by a range of people, e.g. agents, contractors and consultants, acting on the company's behalf. Appropriate due diligence should be undertaken before a third party is engaged. Third parties should only be engaged where there is a clear business rationale for doing so, with an appropriate contract. Any payments to third parties should be properly authorized and recorded.



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### **Employee responsibility and how to raise a concern**

The prevention, detection and reporting of bribery or corruption are the responsibility of all partners and employees of the company. If you become aware or suspect that an activity or conduct which is proposed or has taken place is a bribe or corrupt, then you have a duty to report this to the senior management without delay.