

CODE OF CONDUCT

1. ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

This document intends to formalize the stance and policy of RACS MOVING which fully upholds the laws regarding Anti-bribery and corruption firmly denounces act or attempt of bribery or corruption. Any form of this is completely unacceptable and will not be tolerated.

Bribery is the offering, promising, giving, accepting or soliciting directly or indirectly of an advantage (including anything of value) as an inducement for action or to induce or assist another individual to break any applicable law or regulation or perform duties indecently. It is illegal, and it is a breach of trust.

This concerns all employees (whether permanent, fixed-term or temporary) and any associated third parties providing services to or on behalf of RACS MOVING.

Any form of corruption, bribery or attempted bribery is unacceptable. This applies whether offering a bribe or accepting a bribe. It is against RACS MOVING's core values of conducting business to the highest legal, moral and ethical standards.

RACS will take steps to ensure they are fully informed of applicable regulations and will monitor their employees and business partners to ensure full and continual compliance.

Legal compliance

RACS MOVING will ensure that all their employees are aware of all applicable laws countering bribery and corruption in all the jurisdictions in which they operate, and that they will obey and uphold those laws. The laws that apply to international business activities include those of the countries in which the activities occur as well as others that - like the US Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act 2010 - govern the international operations of national companies and citizens respecting of their conduct both at home and abroad.

2. ANTI-TRUST POLICY

RACS MOVING commits to legal and ethical behaviour and to refrain from engaging in any business that will harm the interests of shipper's, customers, or the industry.

Legal compliance

RACS MOVING ensures to be aware of all applicable laws and regulations covering anticompetitive practices in all the jurisdictions in which they operate, and that they will obey and uphold those laws and regulations. RACS MOVING ensures to be aware of, and are complying with, applicable laws and regulations in connection with cartels.

Ethical behaviour

As a demonstration of commitment, RACS MOVING pledges to take a zero - tolerance approach to cartel conduct. At all times RACS MOVING's employees will act professionally, fairly and with the utmost integrity in all business dealings and relationships. This will apply wherever they operate.



Escalation

If at any point during the moving process any issue or conflict occurs regarding anti-bribery or anticorruption policies, this special situation must be immediately reported to the Claims Department by e-mail: claims@racsmoving.com, who will revise the situation case by case, will decide and take the necessary actions to resolve the situation, according to this statement.

