

Human Rights & Ethical Conduct Policy

At OTR Oiltrade, we attach great importance to human rights and ethical business conduct. Our employees form the heart of our organization, and their safety, dignity, and well-being are fundamental principles of our operations. This Code of Conduct describes our commitment to human rights, integrity, and social responsibility and applies to all employees, regardless of role or location.

1. Respect, Inclusion, and Equal Treatment

We recognize the dignity and rights of every individual. Discrimination based on age, gender, gender identity, ethnic background, religion, sexual orientation, disability, or other personal characteristics is not tolerated. We provide equal opportunities and promote an inclusive work culture in which talent is valued and developed.

2. Integrity and Responsibility

We act transparently, honestly, and in the best interests of all stakeholders. Corruption, conflicts of interest, and abuse of power are unacceptable. We protect confidential information and encourage employees to report misconduct or suspected violations through safe and accessible reporting channels. Whistleblowers are always protected from retaliation.

3. Safe and Healthy Working Environment

A safe workplace is a fundamental right. We ensure a healthy working environment by complying with all relevant labor and safety legislation and by applying FSSC 22000 standards. We encourage employees to address unsafe or unhealthy behavior and provide support regarding both physical and mental health.

4. Sustainability and Social Responsibility

We recognize the responsibility of businesses in addressing global challenges. Therefore, we promote sustainable behavior both within and outside our organization. Employees are actively involved in initiatives that reduce waste, improve energy efficiency, and contribute to a fair and sustainable value chain.

5. Open Communication and Collaboration

Our corporate culture is based on transparency, mutual respect, and continuous improvement. We value open dialogue, knowledge sharing, and constructive feedback. Mistakes are recognized as learning opportunities. Only through collaboration can we achieve progress and contribute to sustainable growth.

Embedded in Our Corporate Culture

This Human Rights Policy is not a standalone document, but an integral part of who we are and how we operate. Every team member endorses these principles and actively contributes to a positive, respectful, and forward-looking working environment.