



ZIM

Supplier Code of Conduct



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PURPOSE OF THIS CODE OF CONDUCT

ZIM engages with various suppliers to carry out its day-to-day business. As a company that is committed to conducting business in an honest, ethical and professional manner, ZIM must ensure that its suppliers and business associates comply with the same principles of ethical, social and environmental responsibility.

Our suppliers and business associates are critical to our day-to-day operations. The purpose of this supplier's code of conduct, or our Code, is to communicate our minimum requirements that are expected from our business partners during and after their engagement with us.



ZIM'S VISION

Innovative Shipping Dedicated to You



ZIM is a global container line shipping company with leadership positions in the markets where it operates. Founded in Israel in 1945, ZIM is one of the oldest shipping liners, with over 76 years of experience, providing customers with innovative seaborne transportation and logistics services with a reputation for industry-leading transit times, schedule reliability and service excellence. ZIM is a publicly traded company on the New York Stock Exchange.

ZIM'S VALUES



Can Do Approach

We always have the will and will always find the way

Results-Driven

We deliver great process and will be measured by the bottom line.

Agile

We adapt quickly to market currents, changes, trends and needs.

Sustainability

We treat our oceans and our communities with care and responsibility.

Togetherness

We are many and diverse, yet we act as one ZIM team.

Maintaining our values and operating in an ethical manner has guided and shaped our company over the years. We stand by our corporate values every day, and endeavor to implement them in our daily business activities

SUPPLIERS' DUTY TO COMPLY WITH ZIM'S CODE OF CONDUCT



ZIM endeavors to freely engage with its suppliers in a respectful and fair manner. However, ZIM will refrain from contracting or terminate existing engagements with suppliers and business associates in cases which ZIM suspects or is aware that they violate this Code. Our suppliers are required to commit to adherence with the principles of ZIM's Code of Conduct. We may measure suppliers' compliance with our Code through audits, self-assessments, and document reviews. We will also request our suppliers to certify their compliance in accordance with the principles of our Code.

We expect and encourage our suppliers to adopt and implement similar policies, compliance plans and work procedures to ensure adherence to principles and ethical standards set in our Code. Suppliers are invited to discuss gaps in implementation of this Code with ZIM, including their scheduled plans to close them.



OUR SET OF COMMITMENTS WHICH SUPPLIERS SHOULD UNDERTAKE WHEN WORKING WITH ZIM

1. UPHOLDING AND COMPLYING WITH THE LAWS
2. FAIRNESS AND INTEGRITY IN DOING BUSINESS
3. PROHIBITION ON USE OF INSIDE INFORMATION AND COMPLIANCE WITH SECURITIES LAWS
4. HEALTH, SAFETY AND FAIR EMPLOYMENT CONDITIONS
5. DATA PROTECTION & SECURITY
6. ENVIRONMENT AWARENESS AND SUSTAINABILITY

UPHOLDING AND COMPLYING WITH THE LAWS

- To comply with the requirements of all applicable laws of all countries you operate in.
- To adhere to applicable anti-corruption and anti-bribery laws, to the principles set on ZIM's Anti-Bribery and Anti-Corruption policy available [here](#), and to provide full and accurate information to the due diligence procedure included thereof.
- To refrain making facilitating payments in engagements with ZIM and work towards eliminating it altogether.
- To adhere to national and international laws concerning trade and economic sanctions.
- To strictly comply and adhere to antitrust laws, and to the principles set on ZIM's Antitrust policy available [here](#).
- To adhere to applicable data protection laws, including security of personal data as well as to respective regulation.
- To comply with all applicable labor, health & safety and environmental laws in all countries you operate in.



FAIRNESS AND INTEGRITY IN DOING BUSINESS

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- To conduct business in an honest, ethical and professional manner.
- To provide quality service suited for ZIM's legitimate requirements and industry best practices.
- To report to ZIM of any potential and actual conflict of interests.
- To engage with third parties that promote similar high ethical standards in this Code.
- To maintain confidentiality undertakings and avoid disclosure of non-public information, including inside information, intellectual property and trade secrets, even after the engagement with ZIM has expired.



PROHIBITION ON USE OF INSIDE INFORMATION AND COMPLIANCE WITH SECURITIES LAWS

3.

ZIM is a public company. During our engagement with you, subject to confidentiality undertakings, you may be made privy to business information, that, had it been available to a reasonable investor, could be used by that investor to decide as to whether or not to invest in our securities.

Using material non-public company information to trade in securities or providing a third party with material non-public company information is illegal and may result in criminal proceedings.



HEALTH, SAFETY AND FAIR EMPLOYMENT CONDITIONS

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- To ensure a safe and clean work environment as an important contributing factor for the employees' welfare, and to apply safety and hygiene standards that are acceptable in the industry.
- To provide equitable employment terms, to pay fair remuneration and to pay salaries and social benefits in accordance with applicable laws.
- To absolutely refrain from any forms of modern slavery, forced labor and child labor.
- To provide equal employment opportunities and to refrain from any discrimination in the workplace, including based on race, color, gender, sexual preference, religion, nationality, age and disability.
- To commit and take action to promote a positive work environment devoid of any abuse, sexual harassment or any form of mental and physical coercion.



DATA PROTECTION & SECURITY



The information security requirements applicable to suppliers with regards to any data entrusted to their control during and after their engagement with us are based on international standards such as the code of practice for informational security management, General Data Protection Regulation (GDPR), and ISO 27001.

Supplier's information systems that contain ZIM's confidential information or data shall be appropriately managed and protected against unauthorized access, use, disclosure, modification or destruction. ZIM shall be entitled to review, audit and periodically evaluate the level of information security on supplier's systems.



ENVIRONMENT AWARENESS AND SUSTAINABILITY

6.

Through our core value of sustainability, we aim to uphold and advance a set of principles regarding ethical, social and environmental concerns. We take action to minimize our environmental footprint, work resolutely to eliminate corruption risks, promote diversity among our teams and support communities we operate in. We also follow trusted, transparent, and compliant business practices.



Suppliers should commit to the following:

- To comply with applicable environmental laws, regulations and directives and take action to ensure the safe and compliant handling, storage, transportation, disposal, recycling, reuse and management of waste, air emissions and wastewater discharges.
- To take measures to prevent or mitigate accidental spills and fugitive emissions of hazardous materials.
- To strive to use natural resources as much as economically possible in a sustainable manner.
- To proactively initiate environmental policies and management systems to both prevent and improve environmental risks.

USING THIS CODE AND REPORTING



This Code is a summary of our ethical standards on how we should conduct business together, and the rules you should comply with when engaging with us.

We expect our suppliers to have a reporting system to raise any questions, concerns or complaints with respect to suspected or actual violations of ethical standards and the law.

ZIM also invites anyone to alert us if they know of any suspected or actual violation of this Code. We have a non-retaliation policy that does not tolerate detrimental treatment as a result of good faith reporting.

You may report your concerns to ZIM's representative or, if you wish, via our anonymous whistleblower at the following:

By website: www.zim.com/contact-us

By E-box: <http://zim.whistleblownetwork.net>

By phone: ZIM's Internal Auditor, +972526002021

SUPPLIER STATEMENT

I hereby confirm that I have received and read ZIM's Supplier Code of Conduct (ZIM's Code), and that as a supplier of ZIM and for the purpose of my existing and future engagements with ZIM I agree and undertake to comply with ZIM's Code.

Company Name:

Name:

Title:

Date:

Signature:

(Duly authorized signature only and company seal)





www.ZIM.com

