

## Statement on Kurt Beier Transport

In recent weeks a very unfortunate case about working conditions for drivers employed by Danish haulage company Kurt Beier Transport has unfolded in the media. Along with other big freight forwarding companies, NTG has been mentioned in some of the articles.

NTG condemns the working conditions for foreign drivers at Kurt Beier Transport as revealed by the media. They are unacceptable and do not comply with NTG's Code of Conduct and are in fact a breach of our contract with Kurt Beier Transport. NTG therefore immediately terminated the contract with Kurt Beier Transport.

Kurt Beier Transport was one of about 700 haulage companies working as subcontractors for NTG. NTG does not own or operate any trucks, nor does NTG employ any drivers. Drivers are employed by the individual haulage companies, which are responsible for the drivers' working conditions. In our contract with any haulage company, NTG ensures - and pays for - that they as a subcontractor comply with applicable law and requirements regarding minimum wage, insurances, holiday allowance, social taxes etc. This was also the case with Kurt Beier Transport.

In addition to compliance with law and regulations, subcontractors are also asked to sign and adhere to NTG's Code of Conduct, which reflects NTG's moral and ethical values and standards. In the case of Kurt Beier Transport both the contract and Code of Conduct were neglected by Kurt Beier Transport.

There have also been media reports about a driver camp at NTG's terminal in Ense, Germany. Historically, NTG has in some cases as a gesture allowed drivers to park on our terminal facilities while waiting for loading or discharging, instead of using public resting areas with all the necessary facilities, if the driver found that more convenient. During opening hours of our terminal, NTG also made our toilet facilities available to the drivers. However, NTG cannot leave our buildings and facilities open 24/7, which both drivers and the truck firms are fully aware of.

NTG is obviously very displeased to be involved in this unfortunate case, caused by a subcontractor breaching our contracts and setting aside our core values. NTG will use this opportunity to do whatever we can, to avoid similar deplorable incidents, hurting the reputation of the entire industry.

Should you have any questions, please do not hesitate to contact us.

Best regards

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