



Declaration of Commitment and Indemnification

In order to fulfil the new statutory requirements of the German Minimum Wage Law (MiLoG), it is essential that you provide us, FIT Logistik- & Transportmanagement GmbH & Co. KG, D-24558 Henstedt-Ulzburg, with written confirmation of your receipt of and compliance with these provisions:

1. The Freight Forwarder / Contractor engaged by FIT warrants that they shall comply with all obligations incumbent upon their operations as a result of the German Minimum Wage Law (MiLoG) when executing orders.

2. Furthermore, the Freight Forwarder / Contractor engaged by FIT warrants that: • they shall only engage those additional subcontractors and/or only permit the use of those subcontractors who pay their employees the wage stated in Section 20 of MiLoG in a timely manner;

• they shall only engage those additional subcontractors and/or only permit the use of those subcontractors who have committed themselves in writing to comply with the provisions (or: provisions with identical content) contained within this Agreement;

• at the request of the Contracting Entity (FIT), they shall provide evidence (e.g. pay slips, time sheets, copies of customs declarations, extract from the commercial central register) that they have fulfilled the obligations stated in this Agreement as well as the obligations incumbent upon them as a result of MiLoG.

3. Furthermore, the Freight Forwarder / Contractor engaged by FIT irrevocably undertakes to **Indemnify** FIT against all third-party claims, including

• claims by their own employees

• claims by employees of subcontractors • official claims, including any legally prescribed penalties (Note: Section 258 of the German Penal Code – *StGB*) and officially issued restrictions, as well as any legally binding claims legal pursuit and defence costs arising in connection herewith, provided that the claims asserted are based on alleged violations of obligations incumbent upon the Freight Forwarder / Contractor or one of their appointed subcontractors as a result of MiLoG.

In order to ensure our collaboration, it is essential that you confirm this in writing by returning a stamped and signed copy via fax (+49 (0)40 530 33 720) or email (dispo-imp@fit-logistik.de).

We hereby confirm receipt and declare our compliance with minimum wage provisions.

Company, street, city, postcode

Place, date

Name (in block letters)

Signature & company stamp