

Supplier Code of Conduct

This document defines the requirements Scandinavian Logistics Partners (Scanlog) put on our subcontractors and supplier partners. By accepting the Supplier Code, the supplier commits to meeting these requirements within its own operations and supply chain.

General

Sustainability is a part of our company purpose and the value that we create for our stakeholders. We care about sustainability throughout the value chain, and we expect our suppliers to do the same.

Scanlog expects you to carry out business activities with integrity, in particular to comply with the laws of human rights, labor standards, anti-corruption, data privacy, competition, cartels, and environment.

All business relations between Scanlog and our suppliers must be based on honesty, trust, responsibility, and cooperation. Our Supplier Code of Conduct is based on, amongst others, the UN Global Compact, the UN Guiding Principles for human rights, and the OECD Guidelines.

Laws and Ethical Standards

As a supplier, you must comply with all applicable laws and regulations.

Suppliers shall conduct their business in an ethical manner and act with integrity.

Health and safety

Scanlog requires all suppliers to comply with occupational health and safety regulations.

All suppliers must provide a safe and healthy working environment, including physical and psychosocial health and take all feasible steps to prevent incidents and injuries.

All your employees must use adequate safety equipment. All equipment used by you should be in good working condition.

Human and labor rights

Scanlog strongly believes that human rights are essential and must always be protected. As a supplier to Scanlog, you must respect and support

internationally proclaimed human rights, and you shall ensure fair labor conditions. You are expected to comply with laws, regulations and industry standards concerning working hours and minimum wages. Your employees shall be able to associate freely as well as join trade unions or workers' councils in accordance with national laws and international conventions.

You will not tolerate or use child labor or forced labor in any stage of your activities.

You shall promote an inclusive work environment that values the diversity of its employee. You will not tolerate any type of discrimination based on gender, age, ethnicity, nationality, religion, disability, union membership, political affiliation, or sexual orientation.

All supplier workers should be encouraged to report concerns or illegal activities in the workplace.

Environment

Scanlog expects its suppliers to manage their operations responsibly in relation to the environment and systematically work to reduce the environmental negative impact and risks, in particular regarding climate change.

As a supplier to Scanlog, you must comply with all applicable environmental laws and regulations.

Anti-corruption

Scanlog expects its suppliers to conduct business in an ethical and lawful manner. Scanlog does not tolerate any form of corruption or bribery or any other unfair business practices. You must comply with local laws and international anti-corruption conventions and not engage in, or cause Scanlog to engage in, any form of corrupt practices.

Suppliers shall also not engage in or facilitate activities related to money laundering, funding of terrorism or other crimes.

Employees must not offer, give, solicit, receive or accept any form of bribe, kickback, gifts or other improper payment or benefit, whether directly or indirectly, to influence or reward business decisions.

Data protection

As a supplier, you must respect and protect the confidentiality of information belonging to Scanlog, our customers, other suppliers and business partners.

All suppliers shall adhere to applicable data protection laws, including security of personal data, as well as to respective regulation, e.g. GDPR. The supplier shall comply with all said requirements when personal data is collected, recorded, hosted, processed, transmitted, used or erased.

For transport suppliers

For all our transport suppliers, Scanlog requires you to employ adequately trained personnel with all required licenses. You are to ensure that your personnel are not under the influence of drugs or alcohol while performing services for us.

All assignments are conducted according to the CMR and NSAB regulations, if applicable.

Supply chain

It is your duty to ensure that your subcontractors and suppliers also comply with the conditions in this Code

of Conduct. If requested, you need to provide Scanlog documents supporting this.

Protection of Scanlog’s brand

You are acting as a Scanlog representative and interface with customers, authorities and other supplier partners and must always protect the value of our brand.

Deviation reporting

You shall report all deviations to Scanlog without delay, when reporting you shall always give the correct reason for the deviation.

Continuous improvements

We expect you to work together with us to continuously improve our operational routines and our communication to improve quality and cost efficiency and to minimize our environmental footprint.

Compliance

Suppliers must comply with the Supplier Code of Conduct at any time. Scanlog has the right to evaluate compliance with the requirements set out in the supplier code. If a supplier to Scanlog does not comply with the Supplier Code of conduct, Scanlog reserves the right for adequate sanctions against the supplier. This can also lead to an immediate termination of the business relationship and the assertion of claims of damages and other rights.

I/We the undersigned authorized representative/s of the supplier, hereby certify that the Supplier accepts and complies with the Supplier Code.

Date

Company name

Name and title

Signature

Thank you in advance for your cooperation and partnership. /The Scanlog Team