



CODE OF CONDUCT FOR SUPPLIERS



Introduction

Green Cargo's Code of Conduct for Suppliers establishes the basic requirements we place on our suppliers. It is built on the state's ownership policy (2020), the UN's Global Compact, the UN's Guiding Principles for Business and Human Rights, and the OECD's guidelines for multinational enterprises.

The Code of Conduct covers all suppliers and their subcontractors as well as other business and collaboration partners (also referred to as "suppliers") and defines the requirements that Green Cargo imposes on them. When employees are indicated in this Code of Conduct, extra staff, temporary employees and employees in training are also included.

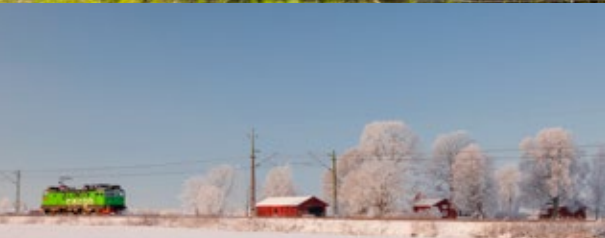


Compliance with the law

Suppliers must comply with all laws, regulations and ordinances in effect in the countries where they conduct operations. Should any of the requirements in the Code of Conduct differ from what is indicated in national legislation, the more stringent of the two requirements will apply.

All goods, services and contracts delivered to Green Cargo must be produced under conditions that are consistent with:

- the UN Declaration on Human Rights (1948)
- Article 32 of the UN Convention on the Rights of the Child
- the ten principles of the UN Global Compact
- the ILO's eight fundamental conventions (nos. 29, 87, 98, 100, 105, 111, 138 and 182)
- the occupational health and safety legislation in effect in the country of manufacture
- the working methods, including legislation on minimum wage, and the social insurance protection in effect in the country of manufacture
- the environmental protection legislation in effect in the country of manufacture
- the UN Convention against Corruption



Business ethics, bribery and corruption

Suppliers may not be party to or tolerate any form of corruption, bribery, extortion or embezzlement. Suppliers may not offer or accept any favors or anything else in order to received undue or inappropriate advantages. Examples of inappropriate favors include cash, gifts, leisure travel or benefits of another nature.

Intellectual property rights

The supplier must respect intellectual property rights and protect confidential information by securing it against abuse, theft, fraud or improper disclosure.

Continuity plan

The supplier must have a continuity plan prepared. It must clearly describe how the operations are to continue in the event of an interruption to operation or an emergency situation that could negatively impact Green Cargo.

AEOS

Suppliers must ensure that goods, services and information are handled in accordance with Authorized Economic Operator security and safety (AEOS) requirements.



Human rights and working conditions

All employees must be treated with dignity, respect and without being discriminated against. The supplier must support and protect internationally acknowledged human rights, both in the workplace and more generally throughout the entire operation.

Discrimination and harassment

The supplier may not under any circumstances discriminate owing to sex, gender identity or expression, ethnic affiliation, religion or other profession of faith, disability, sexual orientation, age, and membership in labor organizations.

Working hours and wages

Suppliers must ensure that normal working hours and overtime are within permitted limits under applicable laws and ordinances, or that have been agreed on in relevant collective agreements. The supplier must pay the wages agreed on directly to the employee, at the established time and in full. The supplier may not in any case pay less than the national minimum wage as prescribed by law.



Forced labor

The supplier must ensure that no form of forced labor, slavery, or penal servitude exists. Employees must be given the right to terminate employment after a reasonable period of notification, since all work — including overtime — must be voluntary. Employees must always have the right to leave the company's premises and areas. The supplier may not order employees to turn over identity documents, work permits or objects of value as a condition of employment.

Child labor

The supplier must combat all forms of child labor. Young people under the age of 18 years may only work with non-hazardous operations, and the work may only take place provided that they have completed national compulsory education, or that the work allows fulfillment of compulsory education in parallel.



Occupational health and safety

The supplier must provide a safe and healthy work environment. The supplier must take measures to prevent risks in the area through appropriate risk management and the performance of checks. Appropriate training in possible health risks, health and safety training and protective equipment must be provided to employees on a regular basis. All employees must also be trained regularly on how to act in the event of fire and other emergency situations. Evacuation plans and fire protection equipment must be available.

Freedom of association

The supplier must give employees the right to exercise their freedom to organize and negotiate collectively. This means that the suppliers may in no way prevent the creation, maintenance or administration of labor organizations or negotiations on a collective agreement. In countries where freedom of association is limited, the supplier must assist employees in meeting with management to discuss wages and working conditions without suffering negative consequences.



Environmental initiatives

The supplier must pursue systematic environmental initiatives in order to minimize the negative environmental impact from operational activities. By having routines to identify, measure and monitor its environmental impact, the supplier must work on continually improving its environmental performance and minimizing resource consumption and emissions.

Suppliers must also ensure that all necessary permits and licenses are obtained and kept current, and that operational and reporting requirements in accordance with these are complied with.

The supplier must work actively to reduce waste and emissions into the ground, the air and the water. Suppliers must handle hazardous substances responsibly and, where possible, replace hazardous substances with less hazardous ones.

Compliance and audits

Green Cargo expects suppliers to permit us, or a third party approved by us, to conduct audits and evaluations of that part of the supplier's operations that are relevant to the business relationship. Suppliers must ensure that the entire underlying supplier chain complies with this Code of Conduct (or, where applicable, its own Code of Conduct) and monitor compliance a suitable manner. Violations of the provisions in this Code of Conduct can constitute a significant breach of contract.