

Code of Conduct for Suppliers to FREJA
Updated February 2021



TRANSPORT & LOGISTICS A/S



FREJA Group is a 100% privately owned Nordic company with strategically well-placed offices in Denmark, Norway, Sweden, Finland, Poland and China. Our main business areas are dedicated transport and logistics solutions. FREJA employ about 900 people in all countries.

FREJA Group is committed to sustainability, high standards of business ethics and integrity. FREJA Group expects all its suppliers to commit to sustainability and to adhere to similar good working standards and business ethics. The supplier is expected to comply with the requirement set out in this FREJA Group's Supplier Code of Conduct.

Ethics, laws and regulations

The highest standards of integrity must be expected in all business interactions and the supplier must comply with all applicable laws and regulations. Especially all transports are subjected to NSAB and CMR rules. Information related to business activities, structure, financial situation and performance, should be communicated in accordance with relevant regulations and prevailing practices.

Anti-Corruption and bribery

Every form of corruption or bribery is forbidden. Any demand for, or offer of, a bribe must be rejected immediately and reported to management. In all activities, the supplier must never, directly or through intermediaries offer or promise or improper advantage in order to obtain or retain a business or other advantage for a third party, whether public or private. Nor must the supplier accept any such advantage in return for any preferential treatment of a third party. FREJA have a whistle-blower arrangement on our homepage www.freja.com

Labour standards

The supplier must not participate in, or benefit from, any form of forced labour. The supplier must not engage child labour. The supplier must not discriminate based on race, colour, sex, language, religion, political or other opinions, union affiliation, sexual orientation or age. All employees of the supplier of FREJA shall be treated strictly according to their abilities and qualifications in any employment decision. Hiring, payment and benefits should be based on objective standards. It means that it shall equal or exceed the level required by applicable laws and regulations.

Employment Practices

The supplier must offer workers a safe and healthy working environment. Adequate health and safety policies and procedures must be established and followed.

The supplier must protect workers from any form of harassment at the workplace, whether committed by managers or colleagues.

All employees should have a written, understandable, and legally binding labour contracts. The supplier shall comply with applicable laws and industry standards on working hours.

Health and safety

Suppliers shall comply with occupational health and safety regulations as well as local requirements, to provide a work environment that is safe and conducive to good health, in order to preserve the health of employees and prevent accidents, injuries and work-related illness.

Environment

FREJA is ISO 14001 certified and expect the supplier will comply with environmental regulations and standards applicable to their operations and will observe environmentally conscious practices in all locations where they operate. Environmental burden shall be minimized and performance, also in respect of environmental matter, shall be improved continuously. FREJA will encourage their suppliers to experiment with green technologies.

Supply Chain

FREJA expects all suppliers not only to take full responsibility themselves to comply with this code of conduct, but also to take direct responsibility for their suppliers regarding Corporate Social Responsibility.

Declaration of the supplier

We hereby commit ourselves, in addition to our commitments set out in the supply agreements and/or purchase orders with a FREJA company, to comply with its principles and requirements.

Place & date

Name & function

Signature