

Gothenburg, April 2023

Code of Conduct

First Cargo Sweden AB is a privately-owned Swedish transport group. We offer flexible, cost-effective and secure service to industrial and trading companies.

We have two offices in Sweden and one in Madrid, Spain. We are about 25 employees and handle some 3000 important shipments per month.

We aim to offer transports with as low negative impact on the environment as possible. In order to reach these goals we maximize the use of our capacity, plan our routes carefully and fill up Swedish Diesel (organic to a certain extent) in our international long-hauls (see our ISO 14001 for more info).

We are represented in some 60 countries around the world and through our membership in GLA (Global Logistics Associates) we shall work together with the hope of becoming a transparent organization willing to work with people to improve the environment for sustainability and decent conditions for everybody.

We acknowledge the fact that our business not only produces a significant part of today's CO2 emissions but also contributes to other environmental influences such as particles, noise and traffic incidents.

By putting important resources into our implementation of the ISO26000 and its seven principles, we strive to put into writing how we are operating already today, identifying what can be done and build an environment of preventive work, rather than putting out fires. In this task you as an employee but also YOU, our stakeholders, can participate and contribute to make us a better company. We can be inspired to do more and at the same time trigger other actors to change, we have come a bit on the way to become more responsible, transparent and sustainable.

Here is where our journey with you and ISO26000 starts.

Welcome

Todos y cada uno de los transportes, están sujetos a las condiciones NSAB 2000, que nos da derecho a limitar nuestra responsabilidad y cubrir nuestras reclamaciones por impago a través de la venta de la mercancía de nuestros clientes, que estén bajo nuestro control. Las condiciones NSAB 2000 son válidos con la excepción del §6 segundo parrafo y §27C3.

All and any business are subject to NSAB 2000, which i.e. entitle us to limit our liability and to cover all our claims due for payment through sale of the customers property under our control. NSAB 2000 are valid with the exceptions of §6 second paragraph and §27C.3.

Alla uppdrag utförs enligt NSAB 2000, som bland annat begränsar vårt ansvar och ger oss rätt att ta ut samtliga våra förlorade fordringar genom försäljning av egendom under vår kontroll. NSAB 2000 gäller med undantag för tillslöf i §6 andra stycket och §20B samt med undantag för försäkringsplikt i §27C.3.



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1. Why Code of Conduct?

We have chosen to clarify what we expect from each other in terms of behavior, values and principles. This is described in both our business plan and the self-declaration according to ISO 26000 in its entirety. In this document we explain a slightly more concentrated format.

All employees at First Cargo Sweden AB have a responsibility to always do their best for all our stakeholders, follow laws and regulations and thereby help make us an even better company. There are special policies for, among other things, work environment and gender equality and we are certified according to ISO 9001 and 14001 to ensure our quality and environmental responsibilities work.

Our business concept is to offer complex, efficient, and economically advantageous transport and forwarding solutions to the industry. As we recognize that everything we do has a significant climate impact in the form of emissions, noise and particles, we must actively work to reduce damage as much as possible.

With respect to all our stakeholders and our products consisting of soft and sustainable values, we become First Cargo Sweden AB



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2. With human rights in focus

We are a small, but not insignificant, player on a global transport market. The demands we make on ourselves, on our co-contractors and to an extent on our clients, can be decisive, we should strive to attract new business, develop existing business but sometimes we lose business. We cannot always be cheapest, but we can, and must endeavor to be the best profitable option with an eye on, sustainability and responsibility for our mutual business.

There should be no doubt to the fact that First Cargo stands up for, and respects, international Ethical behavior and the other norms declared in the UN's Global Goals. At the same time, you should be able to follow our work in process, quarter by quarter in our Action Plan to prioritize the Goals (Handlingsplan för prioriterade mål). All our employees and fixed suppliers need to understand and recognize these basic facts in order to respect and live up to our mutual goals.

No matter if you are a co-worker, client or a supplier, we work hard to fulfil the demands you might have on us and our future development together.

As a human being you also have the right to decent working conditions in the workplace.

Here at First Cargo you have a lot of rights but they come with some obligations as well.

- . You have the right to a fair salary based on skills and knowledge.
- . A bonus program. Equal throughout the company.
- . Vacation and compensations, as per the employment law in Sweden.
- . Pension provision and an individual pension plan.
- . Subsidized wellness
- . Be a member at a Union
- . NOT take advantage of suppliers, colleagues or other human beings in an inappropriate way
- . Be a good fellow human being and a good representative of the company.

As our supplier, you should be aware of your rights and obligations and understand that our Code Of Conduct applies for all our stake-holders.



3. Work environment

Even though the risk to be physically injured at our offices is small, we must consider the possibilities of suffering from mental stress or illness to be much higher. As employer and employee, we have a mutual responsibility for the wellbeing of us all.

We work systematically with our work environment and follow laws and regulations. Together, including our safety representative, we update ourselves through education trying to be ahead with preventive actions. Emphasis is put on minimizing stress and monotonous tasks in our daily operations. Not forgetting the biggest challenge – Digitalization, the solution to many things but the source of a lot of stress implementing it.

Remote working has increased lately, this is putting our responsibility as employer in focus. We study the consequences that might follow both from the physical and mental perspective for the employees and keeps up to date with to any changes in laws and regulations.

The Coronapandemic has put us on trial. This has caused us some concern as to our wellbeing. Not being able to socialize, physical fitness and constantly being concerned about your and others health etc has given us much to think about. We need to follow up on these matters, listen to staff and organizations for eventual actions to consider.

Partly, we are also responsible for the health of service providers and clients. It is important to work in a safe environment in connection to loadings, unloading, scheduled breaks and ferry crossings ect. We must give clear instructions and enforce safety regulations. Incidents, risk assessments and signs of for example mental illness should be reported to the immediate supervisor for further assessment.

At employee interviews and other shorter meetings, we care about the issues connected to your wellbeing, work environment and questions about education and further personal development.

We expect to have a drugfree place of work and encourage people to stop using tobacco. We provide help to those who want to quit. The use of alcohol during working hours is strictly forbidden and we do appreciate moderate or zero consumption when representing the company in certain circumstances.

Should you as a friend and colleague notice drug related problems in your vicinity please report without delay to the nearest manager in charge. It is the responsibility of the company to help with treatments and or rehabilitation.



4. Equality

In order to work properly as an organization and company we believe it is important to be somewhat of a cross section of the society itself.

Women, men of different ages and backgrounds is the best way of achieving an equal organization where all are valued based on skills and experience.

At First cargo Sweden AB you are not ill-treated due to, gender, ethnicity, religion, sexual orientation and/or political view. All people have the right to be fairly treated and bullying, discrimination and other variants of the same theme has NO place with us or our collaborators.

In our internal as well as external relations we are to do our utmost to use a good tone in our language and treat others as you expect them to treat you. We avoid words and actions that could be considered as being offensive or derogatory. It is without saying that you should contact your closest manager in command should you experience something in which you or someone in your environment is treated in an unacceptable way. This way the company can act accordingly, solve the situation and prevent situations like that to happen again.

The company is responsible for the investigation of incurred anomalies, that they are dealt with in a proper way, confidentially and according to the law. If needed professional help is brought in from outside the organization.

Everybody and especially you in a managerial position must always precede as a good example in all internal and external contacts. Stand up for our Code of conduct.



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5. Environmental work

Since 2011 we are certified according to ISO 14001 so we redirect you to this.

In short this means that we have high set goals to reduce our environmental impact, this we do among other things, we refuel 200 liters of preem evolution diesel every time our trucks enter Sweden.

However, to do what we can to improve our impact on the environment is the most important part of our business. It takes a lot of effort but at the same time it is thrilling, rewarding and challenging.

We want to make a difference not only on the margins and believe that together with you it is possible to change and do better for the future.



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6. Community involvement

In our daily work we strive for fair deals for all our stake holders. Talking about our involvement in the community we have the following guidelines:

- . Sustainability in all we do
- . Employ good co-workers
- . Pay taxes and hence provide with financial means to build a good society
- . Sponsor organizations that do not give you short time benefits. Today we support amongst others, Ågrenska, Faktum, Nattvandrarerna, Zero tolerance on bullying, Hammarkullefestivalen and some activities within sports for children and youngsters.
- . All suggestions are taken under consideration



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7. Good business practices

Through our quality system ISO 9000 and in our business plan you are able to follow the Red line where we, for example, identify the expectations of our stakeholders. This helps us visualize what they mean to us and our business, helping us to reach our high demand for efficiency, work output and goals-

We have always worked according to the motto, decent money for a well-done job. By giving the same conditions to our co-providers we get the possibility to develop our product, find more efficient ways and in the end become an even better partner for all our stakeholders.

As an employee you get better conditions that enables you to develop together with us. As a client you get: less environmental impact, better reliability and safety to the benefit to your clients. Your clients are our clients.

WE stand for transparency, reliability and fair deals in our business with you.

We have routines that a reviewed by our auditors and banking partners. All transactions can be followed, and we do not work active tax-planning to avoid paying the " last cent" in tax.

Every employee works with the same guideline, trustworthy, honest and reliable transport and forwarding products. It is not a coincidence that our slogan is – We take it personally



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8. Purchase of merchandise and services

All kind of purchases is a delicate matter

We don't buy anything from anyone. We avoid purchasing from dictatorships. We prioritize purchasing from Sweden and the EU.

When buying consumers items, we must always consider the following criteria:

- Eco and requirements marked products
- Fairtrade
- locally produced
- Company cars shall fill -up HVO 100 Diesel, Electric cars are preferred

Purchase of complicated services like banking, Audit, Cleaning-services, education and security is to be decided by the management team or similar.

Special attention is given to communication in environmental and sustainability issues with our landlords. We want to be a partner to them enabling us to develop the local issues.

Procurement of transportation services is described in or KMA (Quality) manual. Focus is on ISO 26000 and what is described within. We try all our providers against these standards once a year.

We are open for external audits after agreement.



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9. Corruption

We do business by using our great knowledge of our profession. Our good reputation enables us to swiftly find and provide tailormade solutions for our clients. Consequently, leading to better possibilities to deliver what has been agreed.

Nothing must put our good reputation at stake.

All and any kind of corruption, bribery and or similar is prohibited. No employee or provider must for own gain take advantage of any other stakeholders exposed position.

Every co-worker, client or supplier that identifies any irregularities must immediately inform the management of First Cargo of the incurred.

Do not accept or give away merchandise, money or services. If you are uncertain talk to your manager.



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10. Completion

It is the Managing Director (CEO) who is responsible for the Code Of Conduct and that it is followed by all parties.

Like in many cases it is together, colleagues, clients, suppliers actually all our stakeholders, by being and acting as good examples leads us to a somewhat brighter future.

In our management group we do regular follow ups on our CoC, deviations are investigated and documented, we work proactively to avoid anomalies. As said before, better prevent fires than running around with fire-extinguishers.

Welcome to follow us on our journey!

Thomas Lindström

CEO First Cargo Sweden AB



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