

Göteborg Oct 31st, 2024

Code of Conduct

First Cargo Sweden AB is a Swedish transport and forwarding company, owned by Danish BHS logistics. We offer flexible, cost-effective and safe transport services to industry and trading companies. Today we have two offices in Sweden and a sister company in Madrid, Spain. We have about 25 employees and handle about 3,000 important shipments per month.

We realize that our industry accounts for a not insignificant part of the earth's CO2 emissions and other environmental impacts such as particles, noise and traffic incidents.

Our goal is that our transport should affect the environment less than corresponding services by; use our capacity to the maximum, route planning. The vehicles that drive for us in scheduled traffic cannot currently switch to electricity or other fossil-free fuels, and we instead step in and lower emissions indirectly, as we have seen, for example, with Swedish-produced RME.

We attach great importance to responsibility and justice.

We work with respect for law and justice, human rights, good working environment, countering corruption/smuggling and the environment.

We have representatives in roughly 60 countries around the world and through our membership in GLA (Global Logistics Associates) we will work together to eventually become a transparent cooperative organization that wants to work with people for the environment, sustainability and reasonable conditions for everyone.

Through our self-declaration according to ISO26000 and its seven main areas, we want to highlight much of what we already do, identify what can be done and build an environment of preventive work, solve problems so that they do not arise and thus avoid putting out fires. In this work, both you as an employee and you, our other stakeholders, can take part in what we do and help us become an even better company. If we can be inspired to do even more and at the same time give other actors reasons for change, then we have come some way.

Our journey continues - welcome to join us!

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1. Why Code of Conduct?

We have chosen to clarify what we expect from each other in terms of behaviour, 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 in a somewhat 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 thus help make us an even better company. Special policies exist for, among other things, work environment and gender equality, and we are certified according to ISO 9000 and 14001 to ensure our quality and environmental work.

Our business concept is to offer complex, efficient and economically advantageous transport and forwarding solutions for 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 cause as little damage as possible.

With respect for all our stakeholders and our product consisting of soft and sustainable values, we become First Cargo Sweden AB.



We don't transport anything for anyone.

2. Human rights in focus

We are a small but not insignificant player in a global transport market. The demands we place on ourselves, our suppliers and to some extent our customers can be decisive for whether we get new business, keep a relationship or for that matter lose an existing customer. We cannot always be the cheapest, but we can and must always do what we can to be the most profitable option in terms of economy, environment, sustainability and fair conditions in our joint business.

That we at First Cargo stand up for and respect international standards of conduct and other things that are described in the UN's Global Goals, must be beyond all doubt, at the same time it must be able to be followed in our action plan for prioritized goals. All employees with us and our regular suppliers must know and adhere to this our Code of Conduct.

Regardless of whether you are an employee, customer or supplier, we strive to do what we can to fulfill the wishes you may have for us and our future development together.

As a human being, you also have the right to tolerable conditions at your workplace. With us, this means a lot of rights but also some obligations;

- Right to fair knowledge/experience based salary, bonus program
- Holidays and holiday setting
- Pension provisions according to individual pension plan
- Health care
- Freedom to join a trade union
- Not taking advantage of suppliers, colleagues or other fellow human beings in an inappropriate manner
- Be a good fellow human being and representative of the company

Responsibility and justice are important watchwords for us.

3. Work environment

Even if the risk of being physically injured in our offices is small, the risk of psychological health being negatively affected is greater. As employer and employee, we have a joint responsibility for everyone's well-being. We work systematically with our work environment, follow laws and regulations. Our safety representatives and the entire staff are trained to be at the forefront of preventive efforts

The health of our suppliers and customers is also to some extent our responsibility. It is important to work for a good and safe environment in connection with loading, unloading, rest and ferry crossings. Leave clear instructions and safety regulations. Incidents, risks and visible signs of, for example, ill health must be reported to the nearest manager for further action.

During employee interviews and shorter meetings, we take care to actively work on issues related to health and the working environment and provide opportunities for skills development.

We want a drug-free workplace and would like to see the use of tobacco reduced. The opportunity for help to quit must be offered to the employee.

The use of alcohol and other drugs during working hours is prohibited and we would like to see that you refrain from or stick to a moderate consumption of alcohol in connection with representation.

If you as a colleague see that there is a problem with drugs among colleagues, suppliers or customers, you must report this without delay to your immediate supervisor. The company has a responsibility to help with the rehabilitation of all types of physical and mental problems.

4. Equality

In order to function as a company and workplace, it is important to try to be a cross-section of society as such.

Women, men of different ages and backgrounds are the best way to achieve an equal organization where everyone is valued according to knowledge and experience.

At First Cargo, you are not treated badly because of gender, ethnicity, religion, sexual orientation or political opinion. All people have the right to be treated fairly and bullying, discrimination or variations on the same theme have no place with us or with our suppliers.

We must make an effort to use good language and treat others as we would like to be treated ourselves. We avoid words and actions that can be perceived as derogatory or otherwise offensive.

It goes without saying that you contact your manager immediately if you feel that you or someone in your environment is being subjected to unacceptable treatment. The company can thus act so that it ends quickly and similar situations can be avoided in the future.

The company is responsible for things being investigated and handled in a correct, confidential and legally secure manner and, if necessary, takes external help to handle the matter.

Everyone, and not least you as a manager, must always set a good example in all internal and external contacts.

5. Environmental work

As we have been certified according to ISO 14000 since 2011, we have several high-set goals that we work on daily, and the main one is to reduce the emissions we cause.

We compensate for the emissions in our own value chain by purchasing RME (fossil-free, locally produced diesel) equivalent to the savings we previously made through Sweden's high reduction obligation. The effect on the climate will be the same, even if the emission reduction takes place in the Swedish market instead of in southern Europe. Within Sweden, we have a goal of becoming "fossil-free by 2030" - we have started that work in collaboration with our suppliers.

The climate is our biggest challenge – but also an opportunity for us to act and make a difference!

6. Community engagement

In our daily work, we work for economically justifiable and fair conditions for all our stakeholders. When it comes to our community involvement, we have the following guidelines.

- Conduct the business in a sustainable manner.
- Hire good employees
- Pay tax and social security contributions and thus contribute to our social structure
- Support organizations that do not give yourself short-term benefits. Today we support, among other things;
 - Faktum, the Night Wanderers, the Hammarkulle Festival and some youth sports

7. Good business practices

Through our quality system described in ISO 9001 work as well as in our business plan, you follow our common thread where we, for example, identify our stakeholders and their needs. This gives us a picture of what they mean to us and our business and thus helps us to reach our, sometimes quite high, requirements.

We have always worked according to the motto that we want to be fairly paid for a job well done. By giving our co-suppliers the same terms, it gives us the opportunity to develop our product, streamline and ultimately become an even better partner to our stakeholders.

As an employee, you get good conditions and can develop with us. As a customer, you get less environmental impact, better reliability and safety for the benefit of your customers. Through our partners around the world, we offer the same secure solutions and good economics.

We have routines that are seen by, among other things, our accountants and bank contacts. All transactions can be followed and we do not work with active tax planning.

All employees work according to the same guiding principle - honest and reliable transport and forwarding services. It is no coincidence that our motto so far is "**We take it personally**".

**We stand for transparency, reliability and fair solutions
in our dealings with your stakeholders.**

8. Purchase of goods and services

Purchasing goods and services is an important process! Purchases from dictatorships are taxed. We trade primarily within the country, secondarily within the EU.

When purchasing office supplies, give aways, and other consumables, you must always take into account:

- Environment and certified goods
- Fairtrade
- Locally produced
- The company's company cars must be electric cars or possibly fill with HVO 100 or other environmentally friendly fuel

The purchase of more extensive support services such as banking, insurance, cleaning, auditing and, for example, training and security, is taken by the management team and/or the board. We have an ongoing collaboration with our landlords to jointly develop sustainability issues.

We test all fixed suppliers against our requirement specification at least once a year. We are open to audits from our stakeholders according to special agreements.

We don't just buy anything from anyone.

8. Corruption and good business practices

We do business by using our extensive industry knowledge. Through our good reputation, we have the opportunity to find and tailor fast customized solutions for our customers. This leads to better opportunities for our customers to deliver what was agreed.

All forms of corruption, bribery and bribery are tolerated. No employee or supplier may try to profit for their own gain or take advantage of someone else's vulnerable position or position.

Every employee, customer and supplier who experiences any irregularity must immediately alert the company's management if it has occurred.

Do not accept or give anything in the form of goods or services. If you are unsure, contact your manager.

Nothing must compromise our reputation as an honest and reliable company.

9. Final words

CEO who is responsible for the Code of Conduct (CoC), which is being followed by everyone.

As in many cases, it is together, employees, customers, suppliers, yes all our stakeholders - who through the way we act and be good role models for us towards a sustainable future.

In the management group and at board meetings, we follow up that our Code of Conduct is followed, deviations are dealt with, documented and we work proactively.

Join us on our journey, we'll do everything we can to make sure you're not disappointed!

Lars C. Kjær-Olsen
CEO, First Cargo Sweden AB

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 válidas con la excepción del §6 segundo párrafo 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 förtälna fordringar genom försäljning av egendom under vår kontroll. NSAB 2000 gäller med undantag för försäkringsfall i §6 andra stycket och §20B samt med undantag för försäkringsfall i §27C.3.