

	Författare: Ewa Söld-Forsell	
Dokumentnamn: Uppförandekod – Code of Conduct	Godkänd av: Johan Ljungmark	
	Datum: 2022-02-01	Version: 02

## Scandi Bulk AB - Code of Conduct

This code of conduct has been adopted to emphasize the values and principles that govern our relationship with employees, customers, business partners and other interests. Scandi Bulk encourages its suppliers, co-workers and other business partners to apply these principles.

### Our principles

Scandi Bulk AB shall always act as a reliable partner that lives up to its commitments. Our employees shall always feel confident that we as an employer always follow the laws and requirements that the outside world imposes on us. We work proactively to prevent all forms of discrimination or harassment. It is also a matter of course for us to offer all employees a healthy and safe working environment.

We are only engaged in business activities that are consistent with national laws, international conventions and agreements entered into. We respect and comply with environmental legislation, agreements and safety requirements and other provisions that sets the framework for our business.

### Countering corruption and money laundering

No form of corruption or bribery within the company is tolerated. It also includes offers of payment to or from employees, external individuals or organizations.

It is always a risk that Scandi Bulk AB, like all other companies and activities, will be targeted by criminals who tries to launder black money or finance criminal activities. Therefore, it is important that we pay attention to suspicious activities and that we ourselves conduct the business in an etical and social responsible way. We do this by conducting audits of new customers, suppliers, subcontractors and partners. We have procedures in place to keep documentation on various decisions relating to financial transactions, and are always vigilant for the slightest sign of uncertainty about financial processes. Scandi Bulk AB never handles with cash, regardless of whether a customer, supplier, partner or other contact specifically requests cash payment.

### Human rights and working conditions

It goes without saying that we respect international conventions on human rights. The company recruits and provides employees with equal oppertunities and treatment regardless of gender, marital status, ethnic or national affiliation, sexual orientation, transgender identity, race religion, political opinion, age or disability. We strive for diversity and our employees should be given the best conditions necessary to maintain a high level of competence in their work. We encourage every employee to further develop and encourage initiatives for skill development in the field of work, for example through indepth training.

The company supports the UN Global Compact (see last page) which includes ten principles on human rights, labour law issues, protection of the environment and the fight against corruption.

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## Environment and social responsibility

Scandi Bulk AB strives to carefully choose technology and distribution systems that provide minimal environmental impact. The company shall be in full control over the location of the carrier in order to reduce empty journeys.

The company applies sorting at source and strives to conserve paper consumption and other resources within the organization. We shall also ensure that waste management and disposal takes in a safe and environmentally friendly manner. This is done by contract and on presentation of a permit.

## Information and communication

Our information and communication is based on transparency, clarity, relevance and accessibility. Each manager is responsible for ensuring that his/her own employees are well informed about the companies operations and about our vision, our goals, strategies and values. At the same time, all employees have their own responsibility to comply with the content of the Code of Conduct.

## Accurate accounting and financial reporting

All financial transactions shall be booked in accordance with applicable accounting principles and comply with applicable laws, rules and standards. The accounts shall show all types of transactions in a correct and non-leading manner and financial reporting shall be complete and reliable.

## Managers and employees responsibilities

All managers at Scandi Bulk AB are responsible for informing and presenting the content and spirit of this document, as well as encouraging their employees to report behavior that is not consistent with its principles. Explicit or implicit acceptance of questionable acts will not be tolerated.

As a new employee or a new subcontractor, you are assigned this Code of Conduct to sign the receipt, understanding and enforcement of it.

*If you see or hear something that does not feel compatible with our way of working or that is not supported by our code of conduct, you should always, if you are an employee, contact your nearest manager. If you are contracted as a subcontractor, you should always first notify your contact person at the company. If you suspect major risks, irregularities, or other misconducts within Scandi Bulk AB, we encourage you to use our whistleblower function which can be accessed via our website, [www.scandibulk.se](http://www.scandibulk.se)*

*You can choose whether you want to report openly or anonymously. All reports and communications are treated in strict confidence and the investigation is handled with the utmost discretion and care regarding personal integrity.*

I have taken part of, understood and will apply to the content of this Code of conduct:

Name:

Date:

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## Global Compacts 10 principles

### Human rights

Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2 make sure that they are not complicit in human rights abuses.

### Labour

Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4 the elimination of all forms of forced and compulsory labour;

Principle 5 the effective abolition of child labour; and

Principle 6 the elimination of discrimination in respect of employment and occupation.

### Environment

Principle 7 Businesses should support a precautionary approach to environmental challenges;

Principle 8 undertake initiatives to promote greater environmental responsibility; and

Principle 9 encourage the development and diffusion of environmentally friendly technologies.

### Anti-Corruption

Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery.