



Supplier Code of Conduct

This document defines the requirements Scandinavian Logistics Partners (Scanlog) put on our subcontractors and supplier partners. By accepting the Supplier Code, the supplier commits to meeting these requirements within its own operations and supply chain.

General

Sustainability is a part of our company purpose and the value that we create for our stakeholders. We care about sustainability throughout the value chain, and we expect our suppliers to do the same.

Scanlog expects you to carry out business activities with integrity, in particular to comply with the laws of human rights, labor standards, anti-corruption, data privacy, competition, cartels, and environment.

All business relations between Scanlog and our suppliers must be based on honesty, trust, responsibility, and cooperation. As a supplier, you must comply with all applicable laws and regulations. Our Supplier Code of Conduct is based on, amongst others, the UN Global Compact, the UN Guiding Principles for human rights, and the OECD Guidelines.

Transport conditions

All assignments are conducted according to the CMR and NSAB regulations.

Scanlog requires you to employ adequately trained personnel with all required licenses. All your personnel should be able to communicate adequately in all situations both with Scanlog and with our customers. Time slots booked for loading and unloading shall be respected and if you for whatever reason cannot meet them, we shall be informed immediately.

Health and safety

Scanlog requires that:

- You provide a safe and healthy working environment and take all feasible steps to prevent incidents and injuries
- You are to ensure that your personnel are not under the influence of drugs or alcohol while performing services for us.
- Drivers must use adequate safety equipment while performing or overseeing loading and unloading operations.

Environment

Scanlog expects its suppliers to manage their operations responsibly in relation to the environment and systematically work to reduce the environmental negative impact and risks, in particular regarding climate change.

As a supplier to Scanlog, you must comply with local and national environmental legislation in the country in which it operates.

Anti-corruption

Scanlog does not tolerate any form of corruption and other unfair business practices. You must comply with local laws and international anti-corruption conventions and not engage in, or cause Scanlog to engage in, any form of corrupt practices.

GDPR

All suppliers that process personal data of clients to Scanlog, must comply with GDPR.

Subcontractors

If you use subcontractors, it is your duty to ensure that they also comply with the conditions in this Code of Conduct. If requested, you need to provide Scanlog documents supporting this.

Protection of Scanlog's brand

You are acting as a Scanlog representative and interface with customers, authorities and other supplier partners and must always protect the value of our brand.

Damaged goods & claims

You should inform Scanlog in writing immediately any damages or missing goods of the incoming loads or damages

- All equipment used by you should be in good working condition. The loading compartments must be clean and free of any odor to prevent damage to the goods. When loading food products, the floors must be swept and the loading compartments free of any odor.

We expect you to ensure safe and correct securing of the goods.

Human and labor rights

You must respect and support internationally proclaimed human rights and you shall ensure fair labor conditions. You are expected to comply with laws, regulations and industry standards concerning working hours and minimum wages. Your employees shall be able to associate freely as well as join trade unions or workers' councils in accordance with national laws and international conventions.

You will not tolerate or use child labor or forced labor in any stage of your activities other than in accordance with all applicable laws and regulations.

You will not tolerate any type of discrimination based on gender, age, ethnicity, nationality, religion, disability, union membership, political affiliation, or sexual orientation.

occurred during loading at pick-up, during transport or unloading.

Deviation reporting

You shall report all deviations to Scanlog without delay, when reporting you shall always give the correct reason for the deviation.

Continuous improvements

We expect you to work together with us to continuously improve our operational routines and our communication to improve quality and cost efficiency and to minimize our environmental footprint.

Compliance

Scanlog has the right to evaluate compliance with the requirements set out in the supplier code. If a supplier to Scanlog does not comply with the Supplier Code of conduct, Scanlog reserves the right for adequate sanctions against the supplier. This can also lead to an immediate termination of the business relationship and the assertion of claims of damages and other rights.

I/We the undersigned authorized representative/s of the supplier, hereby certify that the Supplier accepts and complies with the Supplier Code.

