


Code of Conduct Uppförandekod		02		
Approved by: CEO	Created by: Finance Manager	200921	Sid:1 (2)	

Following policy has been established for Ahréns Åkeri AB, hereinafter referred to as “the company”.

Background

The company's code of conduct is a guideline for all employees in the company and should be used as a tool in daily operations.

Purpose

We want to ensure that the company's operations are permeated by responsible behavior towards employees, shareholders, customers, suppliers, stakeholders, authorities and society at large. We also urge our business partners to act in accordance with this code and we take this into account when choosing who we work with.

Guidelines

Each employee is responsible for following the code of conduct.


Human Rights

- The company must support and respect the protection of internationally recognized human right.
- The company must not be involved in human rights violations.

Labor law

- *Freedom of association*
The company must respect the right of every employee to join, or refrain from joining, trade unions or other organizations.
- *Forced labor*
The company must not use, support or benefit from any form of forced labor. The employee has the right to terminate his employment in accordance with applicable laws and agreements.
- *Child labor*
The company should not use, support or benefit from child labor. The minimum age of employment must never be lower than 15 years, and for particularly demanding tasks, the person must be at least 18 years old.
- *Discrimination*
The company does not accept any type of discrimination based on skin color, gender, ethnicity, religion, political opinion, national origin, social origin, age, disability or sexual orientation.

The company does not tolerate any form of bullying, harassment, abuse or threats in the workplace.

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- *Respect and sensitivity*
Each employee must show respect in his treatment of others and treat other employees in the way the employee himself wants to be treated. Every employee must be loyal to both the company and other employees.

In our company all individuals shall be treated equally and with respect.

Each employee must act as a good ambassador for the company

Environment and social responsibility

- The company strives to create optimal conditions for reducing environmental impact.
- All employees have a responsibility to actively participate in our environmental work to meet, or exceed, the requirements of applicable legislation.
- The company must reduce the use of harmful substances in the business and ensure that waste is disposed of and disposed of in a safe and environmentally friendly manner.

Counter-corruption

- The company does not tolerate any form of corruption, bribery or theft of the company's assets.
- The company's employees may not give, promise, offer, request or receive compensation or benefits that are contrary to applicable law and good business practice or may affect, or be perceived to affect, the objectivity of decisions.

Responsibility

The company's managers are responsible for ensuring that the employees understand and act in accordance with the code of conduct.

Each employee is responsible for following the code of conduct.