

# DANSKE FRAGTMÆND

## SUPPLIER CODE OF CONDUCT



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## ABOUT DANSKE FRAGTMÆND AND SUPPLIER COLLABORATION

The following outlines the minimum requirements we expect all our suppliers to meet. We recognize that it takes time and resources to establish the necessary processes to comply with these requirements. We are undergoing the same process at Danske Fragtmænd. We look forward to continued good cooperation with our suppliers.

### ESG and our Supplier Collaboration

At Danske Fragtmænd, our focus on sustainability is rooted in our corporate strategy and fundamental values. Based on the principle of "Freight with care", we have developed a procurement policy to ensure an efficient, environmentally friendly and responsible procurement process.

New EU legislation requires companies to document their environmental, social and corporal impact on the world (ESG). The work is extensive and reaches out into the business value chain. At Danske Fragtmænd, we subscribe to the development of documenting the business's work with sustainability; together with our suppliers, we can actively do something to take responsibility for moving the development of both people and the environment in a more sustainable direction.

### Danske Fragtmænd's Code of Conduct for Suppliers (Supplier Code of Conduct)

Together, we can create environmental, social and economic improvements in the value chain. It is therefore a requirement that all Danske Fragtmænd's suppliers undertake to comply with the requirements of Danske Fragtmænd's Code of Conduct for Suppliers and ensure that the requirements move on in their own value chain. We therefore request that the relevant party review our code of conduct and sign it using the company's MitID.

Best regards



Bjarne Krogh Jensen  
Chairman of the Board of Directors

## CODE OF CONDUCT FOR SUPPLIERS

The following outlines the minimum requirements we expect all our suppliers to meet. We recognize that it takes time and resources to establish the necessary processes to comply with these requirements. We are undergoing the same process at Danske Fragtmænd. We look forward to continued good cooperation with our suppliers.

### HUMAN RIGHTS

#### Respect for human rights

We expect our suppliers to support and respect international human rights: The civil, political, economic, social and cultural rights.

We expect our suppliers to ensure that they do not contribute to, or are not complicit in, human rights violations and to stop any such violations as soon as the individual supplier becomes aware of them.

#### Due diligence

The UN has adopted UN Guiding Principles on Business and Human Rights in order to avoid human rights violations. The UN requires that the company:

- Identifies where there may be a risk of them having a negative impact on human rights. The company must include the entire value chain in the risk analysis.
- Prevent the risks identified and work to remedy negative impacts on human rights.
- Require that their suppliers in the first link of the value chain do the same.

#### Personal data

Danske Fragtmænd expects our suppliers to respect the right to privacy and personal data of Danske Fragtmænd's employees, customers and partners.

#### Discrimination

At Danske Fragtmænd, we want to be a diverse workplace, which is representative of the society we are part of. We have zero tolerance for all forms of discrimination and believe that everyone should have equal opportunities.

We therefore expect the Supplier to treat its employees fairly, ethically, respectfully and with dignity. We also expect the Supplier to protect its employees from harassment and workplace violations including all forms of discrimination based on gender, ethnicity, religion, political opinion, age, disability, sexual orientation, trade union membership or any other form of status recognized by international law.

#### Corruption

It is a requirement that our suppliers work to combat all forms of corruption, extortion, and bribery, including financial crime and money laundering.

At Danske Fragtmænd, we expect suppliers to comply with all applicable national and international laws and regulations regarding anti-corruption.

Suppliers must not—either directly or indirectly—offer, provide, or accept anything of value with the intention of influencing their position to gain a business advantage.

## **RIGHTS OF EMPLOYEES**

### **Child and forced labour**

Suppliers for Danske Fragtmænd may not use child labour. The legislation in force for child labour must always be observed in the country concerned. According to Danish law, companies are allowed to employ children between the ages of 13 and 15 for lighter tasks for a period of two hours a day on school days and seven hours a day on days off (maximum 12 hours a week). Young people between the ages of 15 and 18 may work for a period of two hours a day on school days and eight hours a day on days off (maximum 12 hours per week). Young people under the age of 18 may not perform night work or dangerous work.

### **Trade union freedom**

We our employees' right to organise themselves into a trade union and do not get involved in the choice thereof. We therefore also expect our suppliers to recognise the right of our suppliers' employees to trade union freedom and collective negotiations.

### **Salary**

Suppliers for Danske Fragtmænd must pay their own employees a fair salary in accordance with statutory minimum rates or industry standards regarding salaries and employee benefits. Equal pay for equal work rules must be adhered to by suppliers, and employment-related decisions must be based on relevant professional criteria.

### **Working hours**

Our suppliers must ensure that overtime only takes place to a limited extent and that national legislation on working hours and rest periods is always complied with. The average weekly working hours over 4 months may not exceed 48 hours (without overtime). If the Supplier includes overtime, the employee's weekly working hours must be no more than 60 hours. Overtime should always be voluntary.

### **Health & Safety**

At Danske Fragtmænd, our employees are our most important resource. We therefore work to ensure a good working environment where the safety and health of employees, physically as well as mentally, are in focus.

We also expect our suppliers to offer their employees a safe and healthy working environment with appropriate policies and procedures in this area. It is a requirement

that employees use statutory and adequate safety equipment, and that they receive the necessary training to be able to perform the tasks safely.

## **ENVIRONMENTAL CONDITIONS AND SUSTAINABILITY**

### **Environmental legislation**

It is a requirement that our suppliers are familiar with and comply with the environmental laws and regulations relevant to their activities, products and services.

CO<sub>2</sub>emissions are a major challenge in the transport industry. We therefore expect suppliers for Danske Fragtmænd to work towards the reduction/prevention of their own CO<sub>2</sub>emissions via long-term reduction goals. We also expect our suppliers to work with long-term plans to ensure high biodiversity in the future.

### **Documentation requirements**

Suppliers must accept that Danske Fragtmænd addresses questions and requirements regarding the documentation of ingredients, environmental impact and CO<sub>2</sub>emissions from the products we purchase from our suppliers. This is a prerequisite for Danske Fragtmænd in order to continue to develop and document Danske Fragtmænd's own work for creating more sustainable service solutions.

## **IMPLEMENTATION**

### **Violations**

In the event that suppliers for Danske Fragtmænd deliberately violate our Code of Conduct for Suppliers and refuse to cooperate with Danske Fragtmænd on the implementation of improvement plans, Danske Fragtmænd may choose to terminate the collaboration.

In the event of serious violations of, e.g. human rights, significant damage to the environment or bribery, Danske Fragtmænd may terminate the collaboration with immediate effect.

### **Signature**

As a supplier for Danske Fragtmænd, I confirm that I have read and understood Danske Fragtmænd's Code of Conduct for Suppliers. The company I represent will operate in accordance with the requirements set forth both now and in the future.

By signing with the company's MitID, it is thereby accepted that Danske Fragtmænd may follow up on the consent with additional questions via oral and written communication or onsite visits. The company will submit relevant documentation upon Danske Fragtmænd's request.

