

Logent Supplier Code of Conduct



Introduction by the CEO

Dear Valued Supplier,

Logent is an independent logistics partner providing tailor made logistics solutions for our customers. Our strengths are our competence and our capability to design, implement and operate logistics solutions with high quality and high efficiency, based on our customers needs. Our mission is to become our customers' trusted partner for day-to-day logistic needs and long term logistics development in order to support their long-term goals. We care about our customers, our employees, our communities, the environment and our owners. Caring, Innovative, Trustworthy and Resolute are Logents core values and act as guiding principles in our daily work.

Logent therefore expects our business partners to act in the same manor and to uphold the principles set out in this document. Logents Supplier Code of Conduct is based around three areas which are of importance to Logent:

- Lawful and ethical business practices
- Provide a respectful, diverse and safe working environment
- Contribute to a reduced environmental impact

By adhering to this code of conduct we will together contribute to a stronger, safer and fairer society and a cleaner environment. Logent thank you for your support and look forward to a sustainable business partnership.

Sincerely,

Linda Aidanpää Baronnet

CEO, Logent Group



LAWFUL AND ETHICAL BUSINESS PRACTICES

a) Legal compliance

Logent complies with all applicable laws and regulation in the countries where we do business. Logent always acts in an ethical, sustainable and social responsible manner and respects internationally recognized human rights. We expect Logent's supplier to do the same. Our suppliers should also comply with antitrust and competition laws which prohibits agreements among and activities by competitors that undermine competition.

b) Bribery and corruption

Logent has zero tolerance for bribery, which is the acceptance, offering, solicitation or promise of benefits in order to gain business advantages. Logent and its suppliers should promote the highest of ethical business conduct and Logent expects our suppliers to promote anti-bribery and anti-corruption compliance throughout their entire organization.

c) Giving and receiving gifts

As a supplier to Logent you must not offer, directly or indirectly any gifts (or similar) to Logent employees that create a conflict of interest. Modest gifts and hospitality may be permissible, but must be kept at a reasonable level and never in situations with contract bidding, evaluation or award.

The benefit must have a clear and legitimate business purpose. Any local laws regarding giving or receiving of gifts should always be adhered to.

d) Money laundering

Logent expects our suppliers to never engage in money laundering activities.

e) Confidentiality and privacy

Logent suppliers must respect and safeguard Logent's confidential information and only use Logent's confidential information for the purpose for which it was provided. Suppliers shall also respect personal information and comply with any applicable laws relating to protection and use of personal information.

PROVIDE A RESPECTFUL, DIVERSE AND SAFE WORKPLACE

a) Child labour

All work shall be performed by personnel who have attained the legal age for working.

Personnel shall be no less than 15 years of age, or older where local law stipulates a higher minimum age. Juvenile workers shall be employed under lawful conditions.

b) Freedom of association & Right to collective bargaining

The Supplier shall recognize and respect the right of personnel to enjoy freedom of association and collective negotiations, in alignment with applicable legislation.

In countries where freedom of association is limited, the supplier should encourage communication with the personnel on issues relating to occupational health and safety and employment conditions.

c) Employment terms & Working hours

Logents suppliers shall ensure that wages paid to employees and hired labours and working hours are in accordance with applicable laws and/or agreements. Logents suppliers shall also offer vacation time, leave periods and holidays consistent with applicable local law and/or agreements. 3



Furthermore, all personnel shall be informed as to their conditions of employment and be provided with a written employment contract.

All employees shall be free, to the extent allowed by relevant laws, to form and to join trade unions or any such similar representative organizations and may bargain collectively. Correspondingly an employee shall always have the right not to join such an organization.

Any form of modern slavery (e.g. human trafficking, forced labour, debt bondage, slavery of children etc.) is unaccepted among our suppliers and partners.

d) Employment ethics & discrimination

The Supplier shall offer an inclusive workplace characterized by diversity, equal opportunity and equal pay for equal work. No form of discrimination, harassment or victimization shall be tolerated.

Furthermore employees shall be treated with respect and dignity. Physical or verbal abuse or corporal punishment is prohibited; neither shall any other unlawful harassment or threats be permissible. No kinds of negative discrimination based on such things as (but not limited to) race, colour, sex, sexual orientation, religion, political views, nationality, ethnic background, social origin and status, disability and union membership is allowed and shall not be practiced. The principle of equal work – equal pay shall be applied for employees with the same qualifications, experience and performance.

e) Health & Safety

At Logent we value our workforce and we ensure our workers have a safe and healthy environment and as such Logent has implemented preventative and systematic procedures regarding work environment safety. Logents suppliers must meet and strive to exceed requirements of applicable health and safety laws and regulations.

CONTRIBUTE TO A REDUCED ENVIRONMENTAL IMPACT

a) General

Suppliers to Logent must meet all environmental requirements of applicable laws and regulations related to their business. Supplier must also strive to continually improve their environmental footprint.

b) Sustainability requirements

Logent is certified by standards ISO 9001 and ISO 14001 and require the same certification of its suppliers, should a supplier not be able to provide proof of certification, but that supplier is needed, a note shall be made explaining the motivation in the supplier evaluation protocol that Logent keeps.

c) Environmental impact for road transportation

Road Transportation Suppliers to Logent should:

- Have or work in the direction to have an environmental plan with activities to reduce carbon dioxide emissions
- Strive to use vehicles that meets the requirements of Euro 6 or at least use vehicles that meets the requirements of Euro 5
- Aim to invest in gas or electric vehicles when replacing old vehicles
- Prioritize to use fuel that are renewable
- Educate all drivers in eco-driving for most efficient usage of energy
- Report data about Euro classes on vehicles, types of fuel and proportion of these on request from Logent



d) Waste avoidance, energy efficiency and environmental impact

All suppliers to Logent should:

- Strive to minimize waste and water consumption in every part of their operations
- Strive to minimize energy use and focus on renewable sources
- Strive to minimize impact on climate change and minimize its climate footprint, including taking measures to minimize impact on air quality and ensuring a responsible way of using chemicals

GENERAL OBLIGATIONS

The supplier must conform to the obligations under Logents Supplier Code of Conduct. Logents reserve the right to verify that its suppliers meet the standards of the Supplier Code of Conduct. The supplier shall keep record of all relevant documentation and provide to us supporting documentation upon request. To verify the suppliers compliance, Logent reserve the right to audit and inspect the suppliers operations and facilities, at Logents own cost and upon reasonable notice, with or without support of a third party.

Any non-compliance with this Supplier Code of Conduct must be reported to your contact person at Logent.

Non-compliance with the Supplier Code of Conduct is taken seriously by Logent and the supplier is expected to take corrective actions to remedy such breach. In case of a serious or repeated breaches, Logent reserves the right to terminate the business relationship without any liability to the supplier with immediate effect.

ACKNOWLEDGEMENT

I hereby confirm on behalf of the supplier that the supplier accepts and conforms with the Supplier Code of Conduct

Supplier name:

Title:

Date and place:

Signature: