

EIMSKIP GROUP

SUPPLIER CODE OF CONDUCT



Eimskip is a leading transportation company in the North Atlantic providing container and reefer liner services with connections to international markets and is specialized in worldwide freight forwarding services with focus on frozen and chilled commodities.



OVERVIEW

EIMSKIP'S VALUES

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SUPPLIER CODE OF CONDUCT

Categories

Human rights

Labor

Health and Safety

Environment

Business Ethics

OUR VALUES



ACHIEVEMENT

We simplify things for our customers. That's how we achieve our goals.

PROGRESSIVE

- we're always thinking ahead, we are ambitious, driven by initiative and eager to create new ideas and implement innovative solutions.

PASSIONATE

- we inspire others with our drive for excellence. We celebrate the big and small wins and aim for success.



COOPERATION

We offer outstanding solutions and services. We do that through cooperation.

TEAMWORK

- we believe our continued success and great achievements are only possible with teamwork and collaboration.

POSITIVE

- we have fun and smile, we enjoy our work, we celebrate the successes and we're team players.



TRUST

We show responsibility towards customers, shareholders, society and the environment. That's how we earn trust.

RESPONSIBLE

- we're caring. We work for a better society, preserve and protect the environment and strive to be a role model when it comes to responsibility and trust.

ACCOMPLISHED

- we connect the world. We make the trip safe, we provide excellent service - and we have been doing it for 106 years.

INTRODUCTION

EIMSKIP - SUPPLIER CODE OF CONDUCT

Eimskip acknowledges that suppliers play key role in the company's development and operations, and through mutual sustainable objectives growth can be achieved.

We require our suppliers to work according to this policy.

This policy applies to all suppliers, business partners, vendors, contractors, agents, and consultants of Eimskip and all companies within its group.

A "supplier" is a person, company, or organization that sells or supplies with any and all means goods or services to Eimskip.

Eimskip is a registered participant of the UN Global Compact, the United Nation's initiative for social responsibility with respect to human rights, labor, environment, and anti-corruption. With its participation, the Company has committed to manage its business operations so that the UN Global Compact and its Ten Principles become a part of the Company's strategy, culture, and day-to-day operations. The Company has also committed to advocate the UN Global Compact and its Ten Principles through available communication channels and communicate annually on implementation efforts. Eimskip's Sustainability Policy is based on the Nasdaq ESG Reporting Guide. The Nasdaq voluntary reporting guide focuses on 30 environmental, social and governance (ESG) performance indicators.



Atlantic Trucking



SUPPLIER CODE OF CONDUCT CATEGORIES

The Supplier Code of Conduct is divided into five categories:

- Human Rights
- Labor
- Health and Safety
- Environment
- Business Ethics



HUMAN RIGHTS

EIMSKIP GROUP - SUPPLIER CODE OF CONDUCT

Suppliers of Eimskip commit themselves to comply with all applicable laws and regulations on human rights concerning freedom of association, forced and compulsory labor, child labor and discrimination in respect of employment and occupation. Eimskip embraces diversity and inclusion and asks suppliers to enthusiastically support those efforts.



LABOR

EIMSKIP GROUP - SUPPLIER CODE OF CONDUCT

Suppliers are expected to comply with international laws and regulations on the minimum age of employees. Employees of suppliers have the right to join or not to join a labor union. Also, the right to reject and act against all forms of forced and compulsory labor.

Pay their employees no less than the minimum wage as required by law and/or wage agreements in the country of occupation. Adhere to all laws and regulations on the rights of employees e.g., for rest, length of working hours, holidays, sick leave, and other benefits. Suppliers further reject any kind of discrimination regarding employment, occupation, and human rights. Eimskip is committed to comply with all applicable laws and regulations governing the professional activities and expect the same of their suppliers. As well as compliance to general standards of business ethics and corporate governance.

HEALTH AND SAFETY

EIMSKIP GROUP - SUPPLIER CODE OF CONDUCT

Suppliers are expected to offer their Employees equal opportunities in a safe and healthy working environment and recognize the responsibility to work in partnership with the communities in which they operate. Ensure safety of their workforce by providing appropriate and applicable personal protective equipment suitable to the nature of work and relevant training on health and safety matters.



ENVIRONMENT

EIMSKIP GROUP - SUPPLIER CODE OF CONDUCT

Suppliers respect their environment and seek to limit any impact on the ecosystem and reduce their environmental footprint.

BUSINESS ETHICS

EIMSKIP GROUP - SUPPLIER CODE OF CONDUCT

All relevant and applicable laws and regulations and supplemented with rules and a general standards of business ethics apply to suppliers. Any conflict of interests avoided in business transactions with Eimskip and any possible conflict should be reported. Suppliers avoid making decisions that lead to conflict of interests of any kind. Adhere to anti-trust and other competition laws. Eimskip conducts its actions against money laundering and terrorist financing in accordance with best practice for financial undertakings.

REVIEW

EIMSKIP GROUP - SUPPLIER CODE OF CONDUCT

Human Resources & Communication department is responsible for Eimskip's Supplier Code of Conduct Policy and will initiate audits of it every two years.

Approved by the Executive Board of Eimskipafélag Íslands hf.
Reykjavík, 16.2.2021.

IN THE EXECUTIVE BOARD OF EIMSKIPAFÉLAG ÍSLANDS HF. ARE:

Vilhelm Már Thorsteinsson
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Bragi Thor Marinósson
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Egill Örn Petersen
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