

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



SUPPLIER CODE OF CONDUCT

- Values
- Introduction
- Standards



HUMAN RIGHTS

- Health & Safety
- Human rights
- Labor



INTEGRITY

- Business ethics
- Gifts and Entertainment
- Due diligence



RESPONSIBLE

- Environment
- Speak up!

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, share-holders, 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 over 100 years

INTRODUCTION

Eimskip suppliers play a key role in the Company's development and operations, and through mutually sustainable objectives growth can be achieved.

Eimskip works with suppliers on doing business with integrity and asks the suppliers to comply with the Companies Supplier Code of Conduct.

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 any and all means of goods or services to Eimskip.

All parties that participate in significant business, both sales of company assets and purchases need to go through Supplier Assessment process.



STANDARDS

Eimskip is a signatory to 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 managing 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 advocating the UN Global Compact and its Ten Principles through available communication channels and communicating annually on implementation efforts.



EIMSKIP

HEALTH AND SAFETY

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.

HUMAN RIGHTS

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

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.

BUSINESS ETHICS

All relevant and applicable laws and regulations supplemented with rules and general standards of business ethics apply to suppliers. Any conflict of interest should be avoided in business transactions with Eimskip. Any possible match should be reported, including the risk of corruption and bribery. Suppliers avoid making decisions that lead to conflicts of interest 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 practices for financial undertakings.



GIFTS AND ENTERTAINMENT

Reasonable and appropriate gifts and entertainment are allowed, given, or received for normal and legitimate business purposes. Gifts and entertainment of higher value than €75 should be pre-approved. Cash or cash equivalents may not be given or received.

DUE DILIGENCE

It is essential for Eimskip to know preferred supplier. Eimskip appreciates the time that they spend providing answers to the Supplier Assessment Survey. All questions are related to ESG and in accordance with previous slides. Selected suppliers are also required to answer questions to Data and Security Information.

ENVIRONMENT

Suppliers respect their environment and seek to limit any impact on the ecosystem and reduce their environmental footprint. Operate according to applicable laws, regulations and international conventions.

SPEAK UP!

Eimskip encourages that all suspected behavior is reported. If suppliers want to notify any behaviour or situation, please visit our Whistleblower platform at www.eimskip.com or contact compliance department.

The Eimskip Whistleblower platform is secure to make anonymous suggestions that can lead to information about violations or reprehensible behavior that can cause damage to the Company and society.



REVIEW

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, June 20th 2023

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