

An aerial photograph of a port and industrial area. In the top right, there's a blue rectangular logo with the white text 'TST'. To its right, the text 'THOR SHIPPING & TRANSPORT AB' is written in blue. The background shows a mix of paved areas, greenery, and various vehicles including trucks and containers. In the bottom right, several large blue ships are docked at a pier. The overall scene is a busy logistics hub.

**TST**

**THOR SHIPPING &  
TRANSPORT AB**

# **SUPPLIER** *CODE OF CONDUCT*



# WHY A SUPPLIER CODE OF CONDUCT?

Thor Shipping & Transport AB are dedicated to maintain a high quality and ethics standard on all services offered to our customers and clients, and are actively working on being a sustainable business and organization. Our Supplier Code of Conduct is a way for us to communicate what our hopes and expectations are in terms of our suppliers and their ways of working, and should be seen as an encouragement to create and implement sustainable routines and code of conducts of their own.

## Who do we expect to follow this?

The word 'supplier' in this supplier code of conduct includes—apart from staff and the board of the supplier itself— temporary hired staff and businesses conducting work in the supplier's name, subcontractors, representatives and partners.

## What is it built upon?

This Supplier Code of Conduct has its foundation in the UN's Global Compact with its 10 principles, as well as in all underlying conventions and declarations. These principles and values have always been acknowledged by us as a company, but is also something we wish our suppliers follow and respect. If we were to find that any of our suppliers is having a hard time owning up to these expectations, we aim to work together with them to improve and keep the business relation we have intact. Actions taken by the supplier that violently, continuously and without planned change keeps conflicting with this document instead risks losing the business relation existing between them and Thor Shipping & Transport.

## Legislation

As a supplier to Thor Shipping & Transport AB you are expected to abide by all laws, rules, conventions and regulations applicable on your industry and business—both national and international. In cases where the national legislation differs from the international ones, the national legislation shall be prioritized first while respecting the rest. When two laws do not correspond, the one with the higher criteria should be the one to follow.

Acting according to regulations is a minimum demand for the suppliers of Thor Shipping & Transport, and all actions and ideas providing better circumstances for the people involved in or out of the organization is appreciated and welcomed.

# WORKPLACE SAFETY

**As an employer, the supplier is expected to enable and provide their employees with a well taken care of and sustainable working environment—both when it comes to safety and with the employees’ wellbeing in mind.**

## Fire safety

The workplace shall be equipped with necessary fire protection. This includes providing the places where your employees work with proper routines for controlling the fire safety systems and functions —alarms, smoke detections, fire extinguishers, clearly marked emergency exits, fire drills and other similar precautions.

## Physical working conditions

The employer is to make sure that the employees’ working spaces are clean, well lit, has good ventilation and air, as well as maintain a reasonable noise level. The employees should also have access to clean water, a clean space for meals and hygienic toilets.



## Living situations

If spending the night between shifts at work is necessary, the employee is entitled to a proper bedside, separate from his or her colleagues or superiors.

## Working preventative

Every employer is expected to have active routines on preventing work place accidents and/or illnesses. Information regarding safety procedures, systems and first aid kits should be easily accessible to all employees, as well as training and education on learning these.

Suppliers are expected to make sure everyone in their organization are sober at work.

# HEALTHY AT WORK

It is of great importance for us that our suppliers to show respect and great consideration for the universally acknowledged human rights - hence treating and working with people according to them at all times.

## Human rights

All suppliers are expected to acknowledge, support and act accordingly to the UN's declaration of Human rights. If in violation of any of them, immediate actions to eliminate the issues are expected.



## Forced labor and conditions

Employees and workers of the supplier - or in its supplier chain - needs to be at work by their own, free will. Participating in, supporting or not acting against forced labor, trafficking or involuntary work is not accepted.

Work should be scheduled under legal and regulated hours with the right to compensation for the performed task. The pay and conditions of the position needs to be specified in the language of the worker and follow national legislation regarding minimal wage. The conditions are also to follow the regulations on the employee's right to paid leave, rest and sick-/parental leave.

## Child labor

The supplier shall not use, support or act through any form of illegal child labor. The minimum age for employment is not allowed to be lower than the national set age for mandatory schooling, and never under the age of 15.

# Discrimination and bullying

The supplier is expected to distance themselves from, and actively work with preventing, discrimination, sexual harassments and bullying in its supplier chain. They should recognize that we are all equal, and that equality and diversity is a great contribution to a strong and healthy organization and the world.

## Union engagements

The supplier should respect people's wishes to participate in union engagements, organizations, issues or rights.

## Right to report

All employees should have the right to report their suspicions and fears on whether the organization is following the laws, regulations, policies or routines applicable to them or not, without having to feel fear or anxiety.





# ENVIRONMENTAL WORK

Contributing to a more sustainable world, and continuously aiming to improve ones organization's work on environmental reforms is important to us. Our suppliers are expected to work towards reducing their negative effect on the climate and improving their positives, through active environmental control and risk management.

## Programs for improvement

Suppliers are expected to act towards:

- ◇ Safe chemical handling
- ◇ Lower energy consumption
- ◇ Reduced green house gas emissions
- ◇ Well established waste management

Routines and policys for the above mentioned aspects are expected.



# ANTI-CORRUPTION

**Business ethics and acting with integrity is essential to succeed and to gain respect. A sustainable organization is accomplished through honest business, and suppliers should act with moral in all aspects.**

## Bribes and the receiving of bribes

It is not accepted to participate in any kind of fraud or illegally paid business. Suppliers are not allowed to receive, give, promise or demand any form of compensation or benefits apart from the officially agreed upon deal. Contracts are to be made in accordance to applicable legislation, and gestures and deals which might affect the supplier's objectivity in decision-making are not supported.

## A competitive market

A free and well functioning market is a requirement for organizational growth and development, and suppliers are expected to act to promote healthy competition and business practice. Slander, cartels or incorrect/false comparisons with competition is prohibited.



## Conflict of interests

The suppliers are expected to actively work to prevent conflicts of interest, and if they still appear—take actions to eliminate them.

## Reporting

All cases of suspected or investigated corruption should be reported, documented and evaluated to avoid similar events in the future.