

SAFEROAD[®]
Have a safe journey



Code of conduct

Key Principles



Saferoad shall operate in accordance with sound, ethical business practices, setting high standards for ourselves and our impact on the environment and society at large. We act with integrity, and in accordance with our ethical principles.

We shall:

- Keep our promises.
- Act as good ambassadors for Saferoad, both on and off the job.
- Treat everyone with respect and as equals, in a professional and open manner.
- Respect and comply with the laws, regulations and guidelines of the countries in which we operate.
- Engage in an open dialogue with regard to difficult issues and ethical dilemmas.
- Neither pass on, nor misuse, confidential information.
- Neither give nor ask for gifts or benefits which may influence our own integrity and decisions.
- Work to avoid accidents and personal injuries.
- Work to reduce the environmental impact of our activities.



Saferoad shall operate in accordance with laws and regulations, and sound, ethical business practices, setting high standards

both for ourselves and our impact on the society at large.

Our behaviour must stand up to public scrutiny without damaging the reputation of Saferoad. Irrespective of which Saferoad entity stakeholders come into contact with, they should experience the same integrity of conduct.

- Saferoad has expanded considerably in the past few years. Its organization is widely spread, and has a large number of employees, customers and suppliers.
- Saferoad's subsidiaries and associated companies have regular contact with public authorities and organizations in all the countries in which we are represented.
- The Code of Conduct provides clear guidelines for how entities, managers and employees of Saferoad shall behave.
- This Code of Conduct sets out the fundamental principles of how Saferoad operates its business.
- This document confers no legal rights on any customer, supplier, competitor, shareholder, person or company.



Violation of Saferoad's Code of Conduct will not be tolerated

and may result in internal disciplinary proceedings, dismissal or even prosecution.

The Code of Conduct applies to all employees,

contracted consultants and board members.

- Managers are responsible for ensuring that the Saferoad Guidelines are complied with and communicated to employees and suppliers.
- Saferoad entities shall make their suppliers and sub-contractors acquainted with Saferoad's Code of Conduct and the Saferoad Values.



The principles of ethics and integrity guide how we behave.

Saferoad operates its business with professionalism, showing respect and due care for customers, employees, shareholders, suppliers and other stakeholders. Furthermore, SafeRoad wishes to be perceived as a sound, reliable, long-term partner with a high degree of integrity and high ethical standards, and more specifically:

- We keep our promises.
- We provide correct, clear and credible information.
- We neither pass on nor use confidential information in situations for which it was not intended.
- We put Saferoad's interests ahead of our own.
- We should not give, receive or ask for gifts or benefits which may influence our own integrity and/or decisions of others.
- We treat everyone with respect and as equals, regardless of gender, race, religion or political convictions.



- We respect the cultures of all the countries in which Saferoad operates.
- We respect and comply with the laws and regulations of all the countries in which we are represented.
- We comply with Saferoad's internal guidelines.
- We seek advice from our superiors or colleagues.
- We engage in an open dialogue with regard to difficult issues and ethical dilemmas.
- We act as good ambassadors for Saferoad both on and off the job.

Saferoad plays an active role in the society.

Therefore:

- We treat public authorities and organizations in a professional, correct and open manner.
- We make no financial contributions to political candidates or parties.
- We work to achieve transparency and support efforts to combat corruption and bribery.
- We make sure that all transactions are recorded and documented correctly in accordance with local and international accounting principles.
- We give internal and external auditors access to any and all information.



The knowledge, competence and capacity of our employees make them our most important asset.

Consequently:

- Saferoad takes its employees' interests seriously and respects the rights of the individual.
- The UN Declaration of Human Rights and International Labour Organization (ILO) standards are respected.
- All workers shall have a written contract setting out working hours and wages.
- Wages shall be equal to, or higher than, the minimum required by law in the countries in question.
- We do not tolerate child or forced labour.
- We have zero tolerance for harassment, discrimination or similar behaviour.
- We respect the right to form and be a member of trade unions.
- We maintain high standards of Health, Safety and Environment (HSE).
- Employees shall be informed about any risks pertaining to their duties.
- The working environment shall be safe and secure.
- Employees shall have access to and use necessary personal protection equipment.
- We do our utmost to avoid accidents and personal injury.
- We endeavour to create an enjoyable and fulfilling atmosphere where employees experience job satisfaction.
- We ensure communication with all employees regarding matters that concern them.



Saferoad contributes to a sustainable environment to the best of our ability.

Therefore, Saferoad:

- Works to preserve the environment by showing consideration for our surroundings.
- Will comply with all relevant environmental legislation and regulations in the countries in which Saferoad operates.
- Works to make our production and products environment-friendly.
- Chooses sustainable products and resources.
- Prefers suppliers and sub-contractors with environment-friendly production and products.
- Makes strenuous efforts to avoid pollution.
- Handles and transports hazardous goods in an environmentally safe and secure way.
- Stores and treats waste in a secure manner.
- Sorts waste materials at sites for recycling.



Should an employee become aware of any circumstance in their own or another group company that may violate our Code of Conduct, they should report the issue

to their immediate supervisor or directly to a management representative. If an employee finds it difficult to raise the matter within their own company, they may contact the SVP Risk Management at Saferoad. Such reporting may also be made anonymously. Employees (whistle-blowers) who report an alleged violation of the Group's Code of Conduct will suffer no reprisals of any kind.



Respect

Respecting people and organizations is fundamental.

Respect generates **openness, honesty** and **security** in the working environment. **Equality** and **fairness** will characterize the way we deal with colleagues and partners.



Care

A **caring culture** makes a strong company. Through **humility, support** and a **constructive response** we can all contribute.

Colleagues at all levels have the right to be seen and heard. The free exchange of views and ideas is crucial if we are to make the best use of our available resources.



Drive

Enthusiasm and **drive** are essential to achieve results and success.

These qualities release the necessary **creativity, courage** and **will** that it takes to build a winning team and a great company. Drive attracts the most **demanding customers** and the **brightest colleagues**. We need them both.



Integrity

Integrity and **credibility** can only be earned through the **behaviour**, competence and performance of each and every one of us.

We deal with people in a **professional** way, whether they are customers, partners, colleagues or other stakeholders.

The Saferoad Values



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