

BJÖRCKS SUPPLIER CODE OF CONDUCT

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Introduction

Björcks aims to be a part of the sustainable development efforts in the people transport business and thereby contributing to sustainable society development. Björcks has committed to environmental and social issues. By following the UN Global Compact, Björcks is committed to ensure reduced environmental impact, defend and promote human rights and to fight corruption, discrimination and all forms of forced labour. It is essential that the same requirements are undertaken also by Björcks Suppliers.

Björcks primary focus is to create responsible and sustainable traffic growth while reducing its environmental impact and optimizing resource management by reducing emissions, reducing consumption of energy and water, reducing noise and treating waste as a resource, among other measures.

The Björcks Supplier Code of Conduct is the result of Björcks' following in the United Nations Global Compact. This is a program for companies and organizations that wish to contribute to the international work of ten universal principles related to human rights, labour, environmental challenges and anti-corruption. Björcks does not have the resources to be a sponsor, however by following, we do our best as a small company. All Björcks employees follow the Björcks Code of Conduct, and by adopting this Supplier Code of Conduct, we make sure that Björcks and our Suppliers are aware of our joint sustainable commitment and expectations. A Björcks Supplier shall always act in a way that does not negatively affect Björcks brand or goodwill.

This Björcks Supplier Code of Conduct applies to all Björcks suppliers, including sub-suppliers, providing products and/or services to companies in the Björcks Group.

The Supplier shall on an ongoing basis keep itself updated on changes to and updates of the Supplier Code of Conduct. Björcks will post updates of the Supplier Code of Conduct at: <https://www.bjorcks.se/csr>

Legal Compliance

Compliance with laws and regulations is an obvious and absolute requirement for doing business with Björcks. This Supplier Code of Conduct, which contains rules for Björcks' business conduct, in some cases goes further and must be applied entirely throughout any dealings with Björcks.

All Suppliers doing business with Björcks shall comply with laws and agreements that apply to their operations and employment in the countries where they work as well as that the Suppliers' employees must know and follow the laws that govern their individual tasks.

Human Rights

Fundamental human rights

The respect of human rights, and when possible the promotion of such rights, shall be integrated in all business activities and operations. All employees shall be treated fairly, with dignity and respect, in accordance with fundamental human rights.

Equal Rights and Non-Discrimination

The Supplier shall not discriminate, but shall promote equal opportunity, in hiring and employment practices. The Supplier shall not accept and actively mitigate any form of harassment, violence or verbal abuse of its employees. Björcks Suppliers are expected to support diversity and equal opportunity in their workplaces.

Labour Rights

Freedom of Association and Collective Bargaining

The Supplier should promote its employees the right to Freedom of Association and Collective Bargaining, as permitted by and in accordance with applicable labour laws.

Forced Labour

The Supplier shall not use, or in any other way benefit, from forced or bonded labour. No one shall be subject to working under menace of any penalty.

Child Labour

Use or support of any child labour, or other child exploitation, is not tolerated in any form.

Wages and Benefits

All Suppliers shall ensure that employees are paid a wage which should at least meet national or industry minimum standards. All employees shall have reasonable working hours in relation to the nature of performed work.

Health & Safety

Björcks' number one priority for its customers and employees' is to put safety first; safety at work is part of Björcks' DNA. The safety culture includes a collaborative work with our Suppliers to learn, adapting and modifying with the objective to constantly improve operations and reduce exposure to risk.

The Supplier shall provide its employees with a safe, hygienic and healthy workplace, including physical and psychosocial health. The Supplier shall ensure that appropriate health and safety information is provided to its employees, sub-suppliers and contractors and that relevant training and protective equipment is provided.

Environment

Environmental Management System

Björcks has an ambitious long-term environmental program, and the environmental targets are monitored within the framework of the established environmental policy.

Suppliers shall adopt a proactive approach towards minimizing environmental impacts. Suppliers shall be able to demonstrate environmental management according to ISO 14001 or equivalent, or as a minimum be able to document an environmental program or system.

The Supplier shall also have an activity program to reduce environmental impact in the production and transport chain, including but not limited to:

- (a) reduced consumption of materials
- (b) reduced discharge of substances alien to nature (earth, water, air) and minimized use of products harmful to humans and wildlife
- (c) reduced greenhouse gas emissions
- (d) reduced waste volumes
- (e) reduced energy and water consumption
- (f) focus on recycling

Compliance with Environmental Legislation

All Björcks Suppliers shall operate in full compliance with applicable environmental legislation and requirements. Relevant environmental aspects shall be identified and appropriate actions taken to address these issues, including resource consumption, emissions, chemicals and waste reduction.

Anti-Corruption

Bribery and Corruption

All Suppliers shall act with integrity and without actions involving bribery and/or corruption. The Supplier shall ensure that its employees and third parties do not offer, promise, give or accept any advantage, directly or indirectly, nor accept improper payments to obtain new business or secure any other improper advantage.

Conflict of interest

The Supplier is required to avoid situations where there is conflict of interest between the Supplier and Björcks. Such as participate in activities where personal or other inappropriate relationship has or may influence a business decision.

Fair Competition and anti-trust etc

The Supplier is required to honour fair competition and act according to anti-trust legislation.

Counterfeit parts should be avoided.

Export controls and economic sanctions should be taken into consideration, if any doubts this should be communicated to Björcks.

Other requirements

Information exposure

In the Björcks business, a lot of personal data is handled on behalf of our customers. Privacy and personal records shall be cared for according to GDPR.

Intellectual property rights shall be honoured. In case of doubt, Björcks should be consulted and the issue should be solved before further actions is taken in the issue of concern.

In the business process Björcks share a lot of information with the Supplier. The information shared is strictly for use in the business transaction. No information may be disclosed to any other party.

Protection of identity and non-retaliation

Supplier employees, including managers and supervisors, may not retaliate, directly or indirectly, or encourage others to retaliate, against any employee who reports a violation of this Code. If you believe that retaliation has occurred, you should report the conduct to Björcks immediately. The Company does not condone retaliation of any kind against good faith reports or complaints of violations to this Code or other illegal or unethical conduct.

Financial status

The Supplier is required to keep accurate financial records, comply with applicable legislation and report timely. Björcks regularly check the financial status of suppliers.

Monitoring and Compliance

Compliance

Suppliers shall ensure own compliance with the Björcks Supplier Code of Conduct and throughout the value chain. Any non-compliance must be reported to Björcks, where Björcks has established “whistleblowing” procedures to ensure safe and responsible handling of the report. The “whistleblowing” function can be used via e-mail to: [Code of Conduct@Björcks.se](mailto:Code_of_Conduct@Björcks.se)

Monitoring

Björcks may request Supplier proof of performance regarding topics included in this Code and reserves the right to audit activities relevant to Björcks Supplier Code of Conduct. Should the Supplier not meet the requirements in Björcks Supplier Code of Conduct, the Supplier will have to implement a corrective action plan to improve level of performance.

Acknowledged and Accepted

Supplier Name.....

Signed by.....

Title.....

Date.....