



**SUPPLIER
CODE OF CONDUCT**

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Introduction

Sparta Logistics is a small, Danish privately-owned transport and logistics company. We are independent and cooperate freely with other logistics companies, so that we can always ensure our customers the best and most sustainable solution. Together with our local freight forwarders, who all operate from our own offices in each country, we ensure a safe and responsible transport of both small and large orders. This Supplier Code of Conduct defines the minimum requirements that our suppliers and sub-suppliers must comply with when conducting business with Sparta Logistics.

Cooperation with suppliers

By collaborating with suppliers who share our values, we combine our expertise to promote sustainable progress. Together with our suppliers, we will work to create social, environmental and economic improvements in the value chain through dialogue and enhanced cooperation.

It is a fundamental requirement that suppliers to Sparta Logistics comply with national and international law as well as the international conventions to which all countries and companies are subject, including the International Bill of Human Rights, the Rio Declaration on Environment and Development, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises.

We also encourage the supplier to actively contribute to the UN Sustainable Development Goals by working with the goals that best support the supplier's core business. Similarly, we encourage our suppliers to adhere to the UN Global Compact, thereby committing to respect and promote the 10 principles of corporate responsibility.

We recognise that it can take a lot of resources to become engaged in the above.

That is why we are happy to enter a dialogue on what each supplier should do to ensure compliance with the requirements in this Code of Conduct.

Human rights

The suppliers to Sparta Logistics must support and respect international human rights, whether they be civil, political, economic, social or cultural rights. If the supplier is directly or indirectly violating human rights, this must stop immediately. It is a requirement that the supplier identifies and remedies human rights infringements resulting from its activities.

The supplier must respect the right to privacy and personal data of their employees, customers and partners. The supplier must not discriminate against or treat differently employees, customers and business partners on the grounds of gender, ethnicity, religion, political opinion, age, disability, sexual orientation, membership of trade unions and any other status recognised by international law.

Labour practices

The suppliers to Sparta Logistics must recognise the right of employees to freedom of association and collective bargaining. Where independent trade unions are opposed or prohibited in the area in question, the supplier must seek to enable employees to meet in other ways to discuss work-related issues and to ensure that designated spokespersons can negotiate with management.

The supplier must not use or derive benefit from any form of forced labour or involuntary work. All employees must have freedom of

movement during their period of employment. The withholding of identification cards, travel documents or other important personal documents is prohibited. The supplier must not use child workers. The minimum age for employment must not be less than 15 years (unless national legislation determines that children aged 14 may work). Young workers under the age of 18 may not perform night work or any kind of hazardous work.

The supplier must not discriminate against employees on the grounds of gender, ethnicity, religion, political opinion, age, disability, sexual orientation, membership of trade unions and any other status recognised by international law. The supplier is expected to base employment-related decisions on relevant and professional criteria.

Working conditions

The suppliers to Sparta Logistics must offer their employees a working environment that is safe and sound. Appropriate policies and procedures for health and safety must be developed and followed. Employees are required to be provided with statutory and adequate safety equipment. Employees are expected to undergo the necessary training to be able to perform their tasks safely.

The supplier must ensure that overtime work is limited and always complies with national legislation on working hours and rest periods. The average weekly working hours across four months must not exceed 48 hours (excl. overtime). If overtime is factored into this, the maximum working hours must not exceed more than 60 hours. Exceptions may only be made in exceptional cases. The overtime must always be voluntary. The supplier must ensure that the employees have reasonable breaks and rest periods. Any form of corporal punishment, mental and physical coercion or harassment is prohibited in the workplace. We expect the supplier to pay their employees a reasonable and fair wage in accordance with statutory minimum rates or

industry standards on salaries and staff benefits.

Environment and climate

The suppliers to Sparta Logistics must be familiar with the environmental laws and regulations relevant to the supplier's activities, products and services.

The supplier must ensure compliance with legislation through understanding, operations management and monitoring.

The supplier must work systematically to prevent, minimise and mitigate any adverse effects on the environment as a result of its activities.

The supplier is expected to follow the precautionary principle in the event of uncertainty in relation to environmental consequences.

The supplier is expected to focus on environmental improvements in the continuous operation of its business, e.g. by reducing its energy consumption, greenhouse gas emissions, pollution and waste generation.

The supplier must permit Sparta Logistics to get in touch with questions and requirements for the documentation of services that Sparta Logistics purchase from the supplier, as this is a prerequisite for Sparta Logistics continued work on the development of mitigating negative environmental impacts.

Anti-corruption

The suppliers to Sparta Logistics may not offer, promise, authorise or use any form of corruption, bribery, extortion or facilitation payment to improperly influence civil servants, courts, business partners or others. The supplier must also not encourage or receive any bribes. These requirements also apply to the supplier's agents, intermediaries and advisors.

Consequences of non-compliance

Sparta Logistics reserves the right to audit suppliers to ensure that they can verify that they live up to the requirements set by Sparta Logistics Code of Conduct, and that they have correct due diligence processes in place to ensure compliance from subcontractors.

If a supplier fails to meet the requirements of the Sparta Logistics Code of Conduct, and if

no solutions can be agreed upon and implemented within a reasonable amount of time, Sparta Logistics may choose to halt current services, cancel corresponding contracts, suspend future contracts and/or terminate the business relationship with the non-conforming supplier.

Signature

As a supplier to Sparta Logistics, I confirm that I have read and understood the Sparta Logistics Code of Conduct for suppliers. The company I represent will work in accordance with the requirements stipulated, now and in the future.

Place and date

Signature

Company name