



SMALL ENOUGH TO KNOW YOU - BIG ENOUGH TO SERVE YOU

ICT Logistics A/S – Code of Conduct

ICT Logistics A/S are global players in the Logistics & Freight Forwarding industry and provide logistics solutions throughout the world ensuring the company focuses on their main core values – Safety, Quality, Innovation and the Environment.

All ICT Logistics business areas will be conducted with integrity and in compliance of all laws, rules and regulations governing its activities, regardless of the location.

It is therefore vitally important to build, develop and maintain the trust of clients, employees, consultants, service providers, governmental departments and the general public to ensure they conduct their business relationships in a socially and environmentally responsible manner.

General Responsibilities

All Service Providers, Sub Contractors, Consultants, Employees & Clients and governmental departments are expected to comply with the laws and regulations of each country or region regardless of location.

All parties are expected to be familiar with and embrace this Code of Conduct and to ensure they operate within the guidelines of this code.

Report any deviations, violations or breaches of the Code of Conduct to the Managing Director of ICT Logistics A/S.

All Parties are expected to comply with all applicable laws and regulations relating to the protection, disclosure and use of confidential and commercially sensitive information.

Reporting & Accounting

ICT Logistics will report all financial transactions in line with normal & generally accepted accounting procedures, which will be transparent and truthful - all financial reports must be produced in a timely manner.

Anti-Corruption

Employees, consultants, customers, potential clients, suppliers / service providers and government agents must not offer or accept rewards or benefits in order to obtain or retain business or to gain other inappropriate advantages.

Furthermore, ICT Logistics employees, their agents or consultants will not accept bribe payments, kickbacks, gifts, gratuities or other types of reward that could be deemed to affect their objectivity in their decision-making or impartiality.

Conflicts of Interest

All employees and agents of ICT Logistics will conduct their private activities and financial interests in such a way that it cannot and will not conflict with the interests of the company. Employees and agents of ICT Logistics will not allow their private interests to influence their decisions or actions in performing their duties.

Money Laundering

ICT Logistics will not accept, facilitate or support money laundering.

Company Property & Equipment

ICT Logistics' property and equipment will be used solely for company purposes. The company property, vehicles and other resources will not be used for personal gain, criminal purposes or other inappropriate uses.

Company Services

The company will ensure that the services it offers its clients and the equipment used to deliver these services will be totally legal and meet all regulatory requirements applicable at that time. The company will also ensure that all service providers and sub-contractors adhere to this principle without exception.

Non-Discrimination

ICT Logistics is an equal opportunity employer. The company supports and defends the protection of internationally proclaimed human rights.

All employees will have equal opportunities based on experience, competencies, and experience regardless of age, race, religion, gender, disability, sexual orientation or ethnic origin. All employees, agents and clients will be treated with respect and without discrimination.

Workplace Conditions & Ethics

The company, its agents, service providers and sub-contractors, will provide a safe and healthy environment for all employees and ensure everyone has access to all required amenities, etc.

Child Labour

The use of child or under-age labour will not be tolerated or condoned. The minimum age for employment is the age, where people have completed their compulsory education, but this will never be less than 16 years of age.

Forced Labour

ICT Logistics will not engage in or support the use of forced or compulsory labour and the company, and its agents will not require any form of financial deposit or confiscate identity cards or passports from employees.

Compensation & Working Hours

ICT Logistics will comply with all laws, rules, regulations and agreements applicable to the logistics industry standards for compensation and working hours.

Environment

ICT Logistics respects the global environment and operates within the company Environmental Policy and all applicable laws, rules and regulations. Service providers, sub-contractors and agents are expected to provide services in such a way that they protect the environment. Furthermore, all parties will comply with all applicable laws, rules and regulations in the locations where they operate.

Deviations

Deviations from this Code of Conduct can only be approved by the CEO of ICT Logistics A/S. This document will be reviewed and updated when necessary.
