**Code of conduct First Row Shipping and Logistics AB**

Purpose and Scope of our Code of conduct  
The purpose of our Code of Conduct is to emphazize our continuous improvement in Corporate and Social Responsibility and to ensure that we comply with all applicable laws and regulations that affects our business.

It also helps us to avoid situations that can lead to legal issues or damage our reputation.  
The Code of Conduct clarifies the standards of behavior that we expect from ourselves, and our business partners.   
It can also be used as a reference if guidance is needed in a particular area.

We believe that acting responsibly is the right thing to do and also the right thing for the future development of our business.  
The Code of Conduct is approved by our Owner and the Board of Directors.  
  
Environment and climate  
Our respect for the environment, including water and air conditions, drives us to minimize the environmental footprint in all of our solutions.  
We are all responsible that our solutions are safe and that they meet their respective laws and regulatory requirements.  
The goal is to provide as climat-friendly and cost-efficient solutions as possible.  
We constantly work to improve our own handling and disposal of waste and we also have a demand on our suppliers to reduce their impact on the environment.

Respect and tolerance of Human rights  
We are committed to respect human rights in line with the United Nations Guiding Principles. We have zero tolerance to modern slavery, child labour and human trafficking and expect all of our suppliers and partners to comply with our values.  
  
We don’t tolerate any kind of discrimination based on employee’s different background, ablities, skills or other characteristics. We don´t tolerate bullying, sexual harassment or addiction problems. We promote safe and decent working conditions.   
  
Decisions concerning employees as hiring, payment or working conditions should be based on a person’s ability or performance only.  
Our decisions comply with applicable laws and agreements on working and resting hours and compensation and benefits.  
We are constantly working to improve the environment for our employees.

Our employees right to form and join any association to represent their interests as employees is respected by us.

Health and Safety  
We never compromise on safety, and we only work with business partners that share our commitment to health and safety.  
We are all responsible for working safely at all times, and we must comply with relevant laws and regulations for our business.  
It’s also expected that all our partners and suppliers follows these norms.

In our opinion accidents, incidents, injuries, work-related illnesses, and unsafe conditions are possible to prevent.   
  
By prioritizing compliance with safety requirements, we ensure our work environment meets applicable health and safety laws and requirements.  
  
Even events that do not lead to an incident must be reported and handled in a positive way so that we learn for the future.  
  
Business partners and stakeholders  
We seek partnerships only with suppliers that are transparent and meet and comply with our demands and all applicable laws, rules and regulations where they operate.   
  
Our businesspartners is evaluated against our Sustainability requirements.   
This evaluation covers all important areas of our code of conduct such as modern slavery, human rights, child labour, wages and benefits as well as freedom of associations. It also includes if they have a health and safety policy and zero tolerance for corruption and bribery.

Companys assets and information  
Our employess have an obligation to work in the best interest of the company, and to avoid or disclose any conflict of interest.  
We all have an obligation to protect information that is considered confidential.  
Theft or any unauthorized use or disclosure could significantly hurt our business. This includes any non-public information about our processes, products, solutions, and financial or strategic plans. This is valid for both intellectual property and any other kind of assets.  
  
Safeguarding all information about individuals and taking appropriate steps to protect it from misuse is a matter of course for us.   
We observe all applicable privacy laws when we collect, use, and share information.   
We comply and act according to the GDPR regulations from 2018.

Business Integrity  
We compete only on the merit of our services and do strictly follow the competition laws.

Our tolerance for bribery and corruption is zero as well as for excessive gifts or payments. Our opinion is that such events and activities both distort the market and interfere with free competition and is against applicable laws.

Suppliers or partners that offer bribes or are involved in corruption and similar activities are not accepted. Any conflict of interest must be avoided not only by ourselves but also by our partners.  
  
Whistleblowing

Every individual has the obvious right to speak freely.   
Whistleblowing openly or anonymously is an obvious right and also obligation for our employees. All information will be handled confidentially.  
We expect all employees to promptly report any suspicious or observed breach of this Code of Conduct.  
Recipients of their information may be their nearest Manager or company CEO/owner.