

Kim Johansen International Transport A/S's Code of Conduct

I. Introduction

Purpose of the Code of Conduct

The purpose of this Code of Conduct is to ensure that a supplier to Kim Johansen International Transport A/S operates in accordance with internationally recognised minimum standards on human rights, labour and the environment. Kim Johansen International Transport A/S adheres to the principles of this Code and expects the same of its suppliers. Kim Johansen International Transport A/S is therefore willing to work with our suppliers to achieve compliance with the provisions of this Code. We will not conduct business with a supplier engaged in violations of fundamental human rights (see zero-tolerance standards below).

Scope of Application

The terms of this Code extend to all workers, regardless of their status or relationship with a supplier. This Code of Conduct therefore also applies to workers who are engaged informally, on short-term contracts, or on a part-time basis. Any questions or disputes regarding the interpretation of the terms of this Code shall be resolved by Kim Johansen International Transport A/S. This Code is not and should not be interpreted as a means to avoid or undermine national laws.

International Standards

This Code of Conduct is based on the general principles contained in the Universal Declaration of Human Rights (1948), the International Covenant on Civil and Political Rights (1966), the International Covenant on Economic, Social and Cultural Rights (1966), the Eight Fundamental ILO Conventions and other relevant international human rights and labour standards.

II. Standards in the Code of Conduct

Child Labour

Kim Johansen International Transport A/S respects the children's right to development and education. Therefore Kim Johansen International Transport A/S does not accept the use of child labour as a part of the full-time work force. This includes employing children under the age of 15, children younger than the legal minimum age, or children younger than age of completing compulsory school.

Juvenile (children between the age of 15 and 18) are only allowed to be employed, provided that the work complies with local laws and the ILO Minimum Age Convention. In general, all children under the age of 18:

- must not be employed in hazardous work
- must not work night shifts
- are entitled to more breaks than adults

Discrimination

Kim Johansen International Transport A/S respects cultural differences and is against the discrimination at work based on race, religion, gender, age, nationality or sexual orientation. Employees must not be exposed to any physical punishment, threats of violence or physical, sexual, psychological or verbal harassment or maltreatment in the work place or in work related situations.

Forced Labour

Kim Johansen International Transport A/S is against any kind of forced work, that includes forced prison work; work on a forced contract, slavery and other forms of work, which are done against one's will or choice.

Working Environment

Kim Johansen International Transport A/S supports the fundamental human right to have sound working conditions. Therefore good and safe working environment, which complies with all applicable rules and laws, should be ensured. As a minimum:

- Workers must not be exposed to dangerous work without being properly protected. Workers must be provided personal protection equipment and be instructed in its proper use.
- Facilities must comply with applicable laws and rules about construction safety as well as fire protection – and fire alarms.
- Facilities must provide appropriate light and ventilation
- All dangerous materials must be stored in safe places and used in safe and controlled ways.
- All machinery must be properly maintained and shielded.
- Facilities for meals, resting and sleeping, must, if provided, be kept clean and safe.

Working Hours and Salary

Kim Johansen International Transport A/S and the Suppliers shall comply with local laws and regulations regarding working hours and salary.

The Right to Organise and Collective Bargaining

Kim Johansen International Transport A/S supports freedom of association. The Supplier must not interfere with the worker's right to form and join unions or to bargain collectively nor discriminate against employee organizations or trade unions.

Environment

Environmental considerations are an integral part of Kim Johansen International Transport A/S business practices. Supplier shall commit to reducing the environmental impact of its manufacturing and operational processes and to comply with all applicable environmental laws, standards and regulations.

Corruption

Corruption and bribery are recognized as barriers to sustainable development and free trade. Kim Johansen International Transport A/S does not accept these practices and therefore does not offer or accept any kind of undue payment in any of our business transactions. Supplier shall act accordingly.

III. Zero Tolerance Standard

Kim Johansen International Transport A/S will not conduct business with a supplier engaged in violations of fundamental human rights and may monitor the Supplier's sites in order to verify that the Supplier is in compliance with the Code.