



CSR Policy

30th June, 2014

Human Rights and Labour Policy

KIM JOHANSEN TRANSPORT GROUP (KJTG) supports and respects human rights. We are committed to developing principles supporting internationally recognized human rights and eliminating the abuse of human rights, in compliance with the International Bill of Human rights, which includes The Universal Declaration of Human Rights, The International Covenant on Civil and Political Rights and The International Covenant on Economic, Social and Cultural Rights.

We support fundamental labour principles that protect workers rights, which are defined in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. The principles include prohibition of forced labour, prohibition of child labour, protection from discrimination, freedom of association and right to collective bargaining. As a company operating on an international level, we recognize that discrimination shall include employment decisions based on race, colour, sex, sexual orientation, religion, political opinion, or national or social origin.

Health and Safety

Employees are a central asset of KJTG; therefore, the safety and health of our employees is essential to our business. We recognize that not all work-related accidents can be prevented; however, we strive to provide our employees with a healthy physical and psychological working environment and the necessary training to minimize the risk. At KJTG, no employee is exposed to unnecessary risk.

Workshops

To minimize accident and health risks in our workshop(s), employees are required to follow safety requirements established in accordance with the Danish Working Environment Authority. In the workshop, the employees are obligated to use the necessary safety equipment and to follow safety guidelines and

instructions. Employees in the workshop are expected to share any concerns regarding their safety or safety of their colleagues.

Drivers

Our drivers are encouraged to drive safely and to take the necessary precautions before a trip following the guidelines established by the *Trade Association for the Danish Road Transport of goods*. KJTG drivers are continuously trained to follow environment-friendly driving techniques and to comply with the rules governing driving and rest times and the guidelines established by the *Trade Association for the Danish Road Transport of goods* (ITD). All of the above mentioned guidelines are available in the Drivers Manual.

The Office

KJTG strives to achieve health, safety and well being of its employees by complying with the requirements of relevant European Union Directives, such as Council Directive 89/391/EEC on the introduction of measures to encourage improvements in the safety and health of workers at work, the VDT Checklist of OSHA, other guidelines and any other relevant standards or best practices guidelines notes. However, these standards and legislation will always be seen as the minimum to be achieved. Our employees are expected to co-operate with us and ensure that they work, insofar as it is reasonably practicable, in a manner that poses no risk to themselves and others.

Business Ethics

KJTG is committed to conducting its business in an ethical manner and in full compliance with all applicable laws. KJTG strives to operate in compliance with OECD Guidelines for Multinational Enterprise. Our employees are expected to prevent, detect, report and address any allegations of delinquency.

KJTG and its employees shall not accept or offer bribes in any form, neither shall they accept or offer inappropriate gifts or entertainment, or engage in any type of fraud or anti-competitive behaviour. Any employee who engages in or assists others with theft, fraud or anti-competitive behaviour will be subjected to disciplinary action that might include termination of employment. Employees must report suspicious activity immediately.

At KJTG, employees are expected to prevent conflicts between personal interests and the interests of KJTG. When an actual or potential conflict arises, the staff member must report it to the closest manager.

KJTG employees shall not misuse confidential information obtained through business transactions or otherwise. All employees should take steps to ensure that confidential information pertaining to KJTG and its suppliers and customers is protected. Such steps should include the safeguarding of confidential information by ensuring appropriate use of technical equipment, as well as avoiding discussions involving confidential information in public areas.

Environmental Policy

Our Environmental policy is focused on both our internal and external activities and is an important component of our strategy. The internal policy mainly concerns our employees in all the departments in different countries and offices. The external policy is aimed at our suppliers and the facilitation of the everyday work of our customers and customers' customers, in order to meet their requirements in terms of environmental awareness.

To address the concerns of all the stakeholders, KJTG will strictly follow legal norms, requirements and regulations. Furthermore, the company will try to stay ahead of the existing legislative requirements of the government.

In order to offer sustainable transport, KJTG commits to the following goals:

- To achieve transparency about our environmental impact;
- To reduce the emission of carbon dioxide (CO₂);
- To reduce the impact of our activities on the environment;
- To protect the climate;
- To rise environmental awareness in every day business; and
- To achieve a sustainable network in terms of suppliers, customers, employees and other stakeholders.

Internal Environmental Policy

KJTG is willing to offer environment-friendly services to its customers. To reach this goal, KJTG will take in to consideration the newest/most advanced technologies at the time of procurement of trucks and trailers, as the main goal is to reduce CO₂ emission and noise.

By constantly focusing on innovation, KJTG will monitor and respond to emerging environmental issues. This will enable the company to enhance the quality of data regarding the carbon footprint of KJTG's fleet and the fleet of subcontractors.

An open and constructive dialogue with employees, customers, suppliers, authorities, different environmental groups and other stakeholders about environmental issues is key.

The main objectives of KJTG are as follows:

- To develop and to maintain the Environmental Management System;
- To comply with regulations;
- To measure carbon efficiency and to improve the quality of data;
- To train and educate our employees; and
- To appoint its own "green ambassadors" in every department.

KJTG employees

Employees are key in the process of implementing and constantly improving KJTG's environmental policy. Therefore, it is vital for the company to reinforce and strengthen the knowledge about the environment and environment-related skills of its employees not only in relation to work at KJTG, but also beyond. As we are aiming to improve our environmental performance, KJTG offers its employees an opportunity to get involved in the process and to show initiative to protect the environment.

External Environmental Policy

Our external environmental policy is aimed mostly at our suppliers, customers and customers' customers. In order to strengthen the environmental policy of KJTG and to establish an environmentally conscious value chain, KJTG commits to procuring environmentally friendly goods and services. Environmental aspects will be taken into consideration before making investment decisions.

Furthermore, KJTG commits to working closely with customers in terms of environmental policy. Our aim is to comply with the goals of our customers and meet their requirements within the legal framework and

help to reduce the environmental footprint of our customers as much as possible. Within the limits of our expertise, we are committed to consulting our customer regarding the possibilities of emission offsetting if such a requirement is made.

KJTG is aware that in order to reduce the environmental footprint effectively, our suppliers have to be involved in environmental protection. We expect all our suppliers to remain aware of current legal environmental requirements that are relevant to the environmental impact of its activities, products and services and to ensure legal compliance through training, awareness, operational control and monitoring. The supplier shall demonstrate continuous improvement in the overall performance as relates to relevant environmental aspects.