



BHS LOGISTICS

PASSION FOR SOLUTIONS - SINCE 1946

Code of Conduct, BHS Logistics A/S

BHS works to ensure that employees and business partners have a common and formalized set of values. The purpose of the BHS Code of Conduct is to ensure that employees and business partners are aware of correct behavior, according to BHS, when doing business.

BHS Values are:

Credibility – Stability – Flexibility – Quality – Dynamics

BHS Code of Conduct follows the principles in the UN “Global Compact”:

Respect for

Human rights and Fair Labour Practices, Environment, Anti- corruption and Compliance

Morten Studsgaard
Managing Director



This Code agree that we will abstain from partaking, directly or indirectly, in human degradation of any kind. Human trafficking, forced labour, child labour or any kind of violation of human rights are not tolerated. Additionally, legal requirements regarding maximum working hours and minimum wages must be respected. In particular, we aim to comply with Article 24 of the United Nation’s Universal Declaration of Human Rights, stating that everyone is entitled to rest and leisure, including reasonable limitation of working hours. This is reinforced by our demand that our own drivers and hauliers we work with always comply with Regulation (EC) No. 561/2006 on maximum daily and fortnightly driving times.



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1. Human Rights and Fair labour Practice

a. Child Labour

BHS supports effective elimination of children labour under the prevailing legal age of employment. In countries where no legal provisions exist, the minimum hiring age for minors shall be 15.

b. Forced Labour

Elimination of any form of forced, bonded, involuntary labour or human trafficking. The company shall ensure that employees are not required to pay fees or make payments of any kind in return for employment. Punishments and physical and mental coercion are prohibited.

c. Standards for Remuneration and Working Hours

National laws and binding industry standards apply with regard to working hours, overtime and compensation. BHS pays their employees according to the employment contract and provide them with clear and concise information about the basis on which they are paid. If the accommodation is part of the employment, this accommodation must comply with all applicable laws and regulations. The haulier is responsible for ensuring that the drivers are offered accommodation and rest facilities. Expenses, eg transport to and from vehicle etc. for holding statutory rest, is held by the haulier.

d. Freedom Association and Collective Bargaining

Employees are free to join or not to join a union or employee representative body of their choice. In addition, business partners shall recognize and respect the right to collective bargaining within the framework of the applicable law.

e. Diversity

BHS promotes an inclusive work environment in which the diversity of its employees is valued. BHS eliminates discriminate and don't tolerate discrimination with respect to gender, race, religion, age, disability, national origin or any other characteristic protected by law.

f. Health & Safety

BHS provides a safe and healthy workplace environment and takes effective steps to prevent potential accidents and injury to workers' health.

There are clear rules and procedures for working environment and safety. BHS strives to create a work environment that is safe and conducive to good health. Cooperation between colleagues must take place in a good spirit with respect and empathy for each other's differences and attitudes.

g. Business Continuity planning

BHS is prepared for any disruptions of its business (e.g Fire, power failure, fuel shortage, software failure, robbery, terror, natural disaster, epidemic). This preparedness especially includes disaster plans to protect both employees as well as the environment.



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2. Environment

- a. BHS complies with all applicable environmental law, regulation and standards. BHS act after the precautionary principle to protect the environment. We work towards environmentally friendly technologies and promote greater environmental responsibility to encourage the development. BHS is ISO 14001: 2015 certified and works with environmental goals within its own fleet, drivers, staff and buildings.

3. Competition, anti-corruption and whistleblowing

- a. All BHS employees work in a culture where the core values are credibility and accountability. Our business ethics and ethics towards all partners are to conduct business according to the principles: fair, free and open competition. BHS are committed to comply the current legislation. BHS is continuously expanding its European network with a constant focus on selecting business partners who work according to the same high standards of quality as we do.
- b. BHS complies with all national and international laws regarding to anti bribery. BHS works against corruption in all its forms including extortion.
- c. BHS commits to ensuring an ethical environment in the company. The Whistle system consists of a cloud-based online platform that can be accessed from www.bhslogistics.dk, BHS's employees and stakeholders have the opportunity to anonymously report offenses or any suspicions and violations of the UN Global Compact initiative.

4. Social media policy

BHS has a Social Media Policy to ensure how our organization and its Employees conduct when being on the social media. It's a safeguard for our brand. Our CEO is the superior responsible to enter into any dialog with local or international news or media coverage.

The employees generally speak positively and share the company's messages responsibly to customers and business associates.

4. Compliance

- a. Legal Compliance with all applicable laws, regulations and industry minimum standards in Denmark and in the countries where we operate.
- b. Data Protection and Disclosure of Information. BHS adheres to relevant data protection and security laws as well to respective regulations, in particular with regard to personal data of customers and employees.

Rønne d. 10-05-2021

