

Oy Beweship Ab Code of Conduct



INTRODUCTION

This code describes Beweship's ethical principles, moral perceptions and values which guide the management, employees and its partners' operations.

In addition to compliance with laws and decrees, Beweship also respects the norms and moral perceptions of other cultures, as long as they do not conflict with the applicable laws and regulations or Beweship's own values. The code of conduct supports decision making, consistency, fairness and quality of operations.

The code of conducts contributes to safety and reliability of operations. It advances the transparency of management by giving them consistent principles for decision making and operations.

Employees of Beweship are expected to report to their manager or CEO if they become aware that either a Beweship employee or a partner is breaking these guidelines.

APPLICATION / SCOPE

These principles apply to all employees of Beweship, and all management representatives. Beweship also requires its partners to comply with similar ethical and moral principles.

COMPLIANCE WITH LAWS, REGULATIONS AND GUIDELINES

Beweship operates in compliance with national and international laws and regulations. In addition, we follow guidelines that have been approved by the organization as well as generally approved operational principles and procedures. We respect different cultures' norms and legal procedures wherever we operate.

When interpreting laws and regulations, we follow the precedents set by courts of law and we request experts' help before taking action.

BUSINESS ACTIVITY

We operate according to generally approved ethical and honest principles, with openness and transparency. In our operations, we follow Beweship's own values, high moral standards and we respect the promises we have made to our customers and other stakeholders. We inform our customers and stakeholders about our operations transparently, equally and honestly. We interact and cooperate with authorities.

We do not use unethical business practices or pay bribes or other illegal financial benefits or payments in order to obtain business or retain business, obtain favourable decisions or other services from authorities. Our employees do not give or receive gifts or services that exceed the regular standards of hospitality. In unclear situations, our employees must clarify in advance with the management what is considered company-approved code of conduct.

RIGHTS OF EMPLOYEES

As an employer we adhere to the basic rights of an employee as stated by the International Labour Organization (ILO). We respect employees' rights which include freedom of association, trade union rights and the right to negotiate employment contracts.

We aim to provide employees an interesting and exciting place to work with equal opportunities, a place where employees trust and respect each other and are open with each other. In case of changes within the company, our primary aim is to offer a new position inside the company or else aid the employee's re-employment in some other company.

EQUAL OPPORTUNITIES AND NON-DISCRIMINATION

We follow all laws and regulations concerning equality and non-discrimination. We maintain a system in order to advance and secure equal opportunities and equal treatment of employees. We do not approve of discrimination of personnel at work or in the terms of employment, based on race, religion, age, nationality, gender, sexual orientation, disability, union membership, political affiliation or similar matter. Our employment decisions are made based on the professional skills and qualifications of the individuals. We think our employees are all equal and we follow principles that enhance equality in our operations.

OCCUPATIONAL HEALTH AND SAFETY

We want to provide our employees a safe and healthy working environment. We strive to avoid work-related injuries and health hazards in advance. We strive to minimize health risks that can be caused by the work environment. We maintain systems which support our employees' health, well-being and working ability, and perceive and prevent possible threat and problem situations in advance. In case of perceived threats or danger situations, we take action quickly and efficiently.

Our employees commit to follow instructions given in operations, and report perceived threat and danger situations. Employees contribute in part to the existence of an operational and open working environment. They enhance occupational well-being and respect amongst personnel.

CONFLICTS OF INTEREST

We expect our employees to always do what is best for the company by abstaining from business which might cause conflicts of interest. Our employees must avoid personal and financial actions which might cause a conflict of interest with their responsibilities towards the company.

Our employees must report to company management if they become aware of something unusual in the business activity and if they think it might cause a conflict of interest.

ENVIRONMENT

We support solutions that are eco-friendly and sustainably developed. We develop and use products and practices that are environmentally efficient.