

Link Logistics Policy on Corporate Social Responsibility (CSR)

At Link Logistics, we work in alignment with our core values, where we aim to ***be pioneers, be solution-oriented, take responsibility, and be friendly***

It is fundamental for our success that we live up to our customers' expectations. We wish to be a credible partner that creates trust for both our customers, suppliers, employees and society. Our responsible business conduct is based on managing potential and actual adverse impacts on areas for sustainable development.

Our commitment

Our commitment is based on the internationally agreed core areas of sustainable development: human rights (including labor rights), environment (including climate), and economic sustainability (including anti-corruption, anti-trust, and tax). The principles are listed by the UN Global Compact and made operational through the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises (OECD).

We comply with local regulations and respect the rule of law in any area we operate in. In addition, this policy describes our commitment to ***responsibility***. To manage potential and actual adverse impacts on human rights, the environment, or the economy through our activities.

We are ***pioneers*** and ***solution-oriented*** - we aim to do things better and more efficiently than yesterday. That is why we will conduct regular impact assessments to identify impacts from our business practices on areas of sustainable development to avoid any problematic risks we may contribute. It enables us to prevent or mitigate and account for such adverse impacts. Because as we learn, we improve. We will communicate how we manage our adverse effects on relevant stakeholders. If an actual impact occurs, we will seek to make the impact stop, prevent, or mitigate reoccurrences and provide access to remedy to impacted stakeholders where we have caused or contributed to the impact.

Our expectations to employees

We expect our employees to assist us in being **oriented** towards the best possible **solutions** within the internationally agreed areas of sustainable development. It includes being courageous, sharing good ideas for innovating our efforts to be a **responsible** business. We encourage our employees to act with kindness, be **friendly** to avoid adverse impacts on their own or others' human rights and take **responsibility** and inform us if they experience or identify adverse impacts that Link Logistics may be causing, contributing to, or linked to. Together, we wish to ensure a responsible business conduct. By managing our adverse impacts on human rights, we can create a business conduct founded on high **responsibility**.

Our expectations to business relationships

At Link Logistics, we appreciate our strong network of business relationships. Our expectations for business relationships are based on the same minimum standard for responsible business conduct, to which we also hold ourselves accountable. Our business relationships shall align with/implement the UNGPs/OECD; i.e., manage adverse impacts that they cause or contribute to in relation to international principles for human rights incl. Labor rights, the environment incl. Climate, and anti-corruption, and ask the same from their business relationships. Any severe adverse impacts that our business relationships cause, contribute to, or

are linked to, shall be communicated to us promptly. Our expectations for business relationships are further elaborated in our Code of Conduct for Business Relationships.

Integration

Our policy commitment is reflected in all policies, guidelines, and procedures throughout our business. The policy commitment is publicly available and is actively communicated to all relevant stakeholders. We encourage our employees and other stakeholders to inform us about challenges on human rights, the environment, or anti-corruption associated with us, our services, or our business relationships.

Policy commitment development

The development of our policy commitment has been assisted by external experts. The policy commitment has been approved by the most senior level of the business enterprise. The policy will be reviewed and, if necessary, revised every second year, reflecting the progress in implementation.

Charlotte Hansson
Chair of the Board

Anders Martens
CEO