

## Link Logistics Policy on Sustainability

It is fundamental for our success that we conduct our business responsibly. We continuously work to ensure that we are a credible partner that creates security for both our customers and suppliers, while pushing ourselves to contribute to a sustainable future.

### **Our commitment**

In 2021 we first committed to conduct our business in alignment with the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises (OECD). 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). In this 2023 update, we reiterate our commitment to responsible business conduct in alignment with the expectations set out in the UNGPs and OECD Guidelines.

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 will conduct regular impact assessments to identify impacts from our business practices on areas of sustainable development. This enables us to prevent or mitigate and account for such adverse impacts. We will communicate how we manage our adverse impacts to 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 from our employees that they assist us in respecting the internationally agreed areas of sustainable development. This includes sharing of good ideas for our efforts to be a responsible business. We encourage our employees to inform us if they experience or identify adverse impacts on their own or others human rights, which Link Logistics may be causing, contributing to, or linked to. Our expectations to our employees are further elaborated in our Code of Conduct for Employees.

### **Our expectations to business relationships**

At Link Logistics we appreciate our strong network of business relationships. Our expectations to 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 the UNGPs/OECD, i.e., manage adverse impacts that they cause or contribute to in relation to international principles for human rights incl. labour 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 to business relationships are further elaborated in our Code of Conduct for Business Relationships.


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## **Integration**

Our policy commitment will be reflected in all other 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.



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Anders Martens, Group CEO



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Charlotte Hansson, Chair of the board