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# Policy for Social Responsibility – Damco Sweden

## OUR VALUES

Damco Sweden AB strives to be socially responsible in the warehouse and distribution industry by promoting a positive culture of human rights and the continuous improvement of working conditions.

## OUR COMMITMENT

Damco Sweden AB has undertaken to apply and respect local and national laws, and international rules, such as the ILO conventions on wages, working hours, employment law, health and safety issues as well as migration. To achieve this, Damco Sweden AB will follow the requirements of SA8000:2008 standard for managing social responsibility in business. This commitment is supported by Damco Sweden AB's Code of Conduct.

## OUR PRINCIPLES

Damco Sweden AB will continuously identify, assess, manage and improve those parts of the business that affects social responsibility. This brings us to:

- Run our business with fairness, honesty , integrity and respect
- Comply with applicable laws and regulations in the countries in which we operate
- Prevent any use of child and forced labor
- Work to improve health and safety
- Support the right to freedom of association and collective bargaining
- Prevent discrimination and disciplinary actions
- Manage compensation and working hours according to laws and agreements
- Carry through continuous improvement
- Implement a management system that establishes responsibility , supportive policies, monitoring and review of our work
- Raise awareness of social responsibility among our employees and suppliers, and when required, get specific training for employees.
- Encourage our suppliers and contractors to support our principles, commitment to social responsibility and to accept our code of conduct

This policy will be posted on Damcos Sweden AB workplaces, communicated to all employees and be available to interested parties.

Soren Madsen, Nordic CEO Damco