

The background features a large, semi-transparent white globe with a grid of latitude and longitude lines. Inside the globe, the IAT logo is centered. The globe is set against a background of a cloudy sky. Below the sky, there is a horizontal strip showing various industrial and transportation elements: an airplane in flight, a ship on the water, a wind farm, and a highway with several trucks. A red triangle points downwards from the top center of the page.

CODE OF CONDUCT

Our responsibility

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At IAT we strive to develop our business in a responsible way. We know that long-term success is only achieved, if we provide value to our clients, partners or colleagues – and act responsibly towards the environment and the communities that we are a part of at the same time. Sustainability and profitability must go hand in hand, and we believe that it will benefit us commercially, if we act responsibly

Code of Conduct – Our responsibility – covers all aspects of our business and is an integrated part of all daily decisions at all levels and in all corners of the organization. We want all our partners to know what they may expect from us, and what we expect from them. Dialogue, cooperation, openness and transparency are at the core of achieving this. We all play a part, and responsibility is ingrained in our culture.

The Code of Conduct is our foundation, and in this document you find the principles governing our conduct. It may sound simple, but it is a challenge to always live up to ambitions.

Introduction



A company's ethical, social and environmental responsibilities are constantly challenged. We are proud of our opinions and this document, which is continually amended, as our business develops and we gain new knowledge.

IAT acts locally and globally as a unique business partner within transport of dangerous goods, industrial goods, intermodal transport as well as logistics and customs clearance. We wish to do this in a responsible way. In addition to this Code of Conduct, we follow a string of principles and guidelines, which control our behavior, and the way in which we do business.

To IAT, profitability and ethical behavior go hand in hand. This does not, however, happen by itself. It takes knowledge, determination and hard work. We hold as a top priority the delivery of safe solutions, and constantly work towards a reduction of climate exposure while maintaining a mutual respect for and understanding of people, organizations and the community.



IAT Vision & Mission



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Vision

IAT acts globally and locally as preferred partner within transport of dangerous goods, industrial goods, intermodal transport as well as logistics and customs clearance. We see, seek and use growth potential as well as identify and use new business opportunities. Through involved and skilled staff, we ensure that our clients and business partners gain value from our cooperation.

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Mission

As present, efficient and responsible business partner, **IAT** increases the competitive power of our clients. We solve our clients' requirements for transport, handling and storage of products. We support the business processes of our clients with selected products and services.

Responsibility



Legislation & observance

- ✓ IAT is committed to observe all current legislation, rules and provisions in the countries, where we operate
- ✓ We respect the legal rights of people
- ✓ We respect and support international accords on human rights
- ✓ Our internal policies and procedures apply to all staff

Corruption & fraud

- ✓ We uphold a zero tolerance for fraud and bribery
- ✓ We never offer, give or receive presents or payments, which could be considered bribery
- ✓ We never offer or provide contributions to political parties
- ✓ We work to ensure that risk of corruption is identified and handled
- ✓ We expect from our staff that their personal interests is not in opposition of that of IAT

Accounting principles

- ✓ Our accounting principles and financial reporting is in full adherence of applicable legislation and international standards
- ✓ We adhere to tax laws in the countries in which we operate, and pay taxes according to this legislation



The supplier

We expect of our suppliers that they adhere to the principles described in our Code of Conduct, including environment, social and human right aspects as well as adhering to our demands for quality and food safety.

We ensure that confidential information from our suppliers will not be passed on to unauthorized persons or companies.



Environment



- ✓ We strive to ensure a minimal product waste and its environmental impact
- ✓ We ensure that our production facilities, equipment and offices fulfill or exceed current environmental demands and contribute to the fulfillment of the environmental objectives of the company
- ✓ We limit and work to avoid pollution from our equipment and offices by applying work processes, which minimize risk
- ✓ We expect from our suppliers and other supply chain business partners that they strengthen their environmental efforts and contribute to the fulfillment of our environmental and climate objectives
- ✓ Multiple IAT departments are certified for environment so that we ensure regular follow-up



Accidents



- ✓ We work specifically to prevent accidents, damage or work related illnesses
- ✓ We ensure that our staff work under fair and attractive work conditions
- ✓ We strive to achieve a high work environmental standard for own production facilities as well as those of our business partners, and we expect to everyone to contribute
- ✓ We strive to create a work environment which provides our staff with the possibility to carry out work assignment which, if necessary, are adapted to their abilities
- ✓ During crisis situation, we provide special attention
- ✓ We have developed safety procedures which ensure work place safety and safety in areas of high risk



Pay & work conditions

- ✓ We offer fair and competitive pay and remunerations, which – as a minimum – satisfy the basic need our staff and their families in all the locations in which we do business.
- ✓ We run our business as responsible citizens.
- ✓ We respect and support international treaties on human rights.
- ✓ We ensure that working hours provide time for free time and rest.
- ✓ We respect the free choice of union for our staff, and the right to set up and join organisations of their own choice as well as participate in collective negotiations.
- ✓ We do not accept child labour, defined as work carried out by persons of less than 15 years of age or a higher age if defined by legal legislation and the length of compulsory schooling.
- ✓ We do not accept discrimination when hiring, compensations, access to education, promotion, termination of employment or retirement based on a person's race, sex, age or religion.





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Top Management



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