



Code of Conduct

Our demands on responsibility for co-workers and business partners within the XR group are high – both when it comes to themselves, each other and our environment. In light of this we have put together our set of rules and regulations, our Code of Conduct. This is to be followed by everyone in the XR group, from co-workers to the board of directors and management. We also hand out our Code of Conduct to contracted suppliers, contractors, subcontractors and other partners and expect them to follow it.

XR'S VISION

“XR strives to be the leading supplier within the field of services and products we offer. We intend to be the first choice for both customers and co-workers.”

BUSINESS ETHICS AND FAIR BEHAVIOUR

The most important task for all companies in the XR group is to develop and uphold an economically sound and successful business. Our responsibilities applies to our working environments, our co-workers, business partners and the society at large. Because of this we have defined a set number of basic rules for our actions:

- We run our businesses in accordance with applicable laws, regulations, agency regulations and other applicable requirements.
- We follow the United Nations Declaration of Human Rights and accept our responsibility to adhere to the rights governing our actions toward our co-workers and the environment in which we operate.
- We offer a high degree of transparency and are always honest in our dialogue with those affected by our businesses. We will reply to inquiries from third parties and communicate with affected parties within a reasonable period of time and in an effective way. We will also show humility, understanding and tolerance for other peoples views and ways of being.



BUSINESS INTEGRITY AND COMPETITION

Corruption, bribery and measures for unfair competition distorts markets and stands in the way of economical, social and democratic development.

- We always follow the applicable competition law.
- We never offer, or accept, neither direct or indirect, any inappropriate payment or other compensation from persons or organizations in order to obtain or offer others improper advantages.
- We disclose all our transactions according to Generally Accepted Accounting Principles (GAAP) and we follow all applicable laws, policies and accounting rules.

CONFLICT OF INTERESTS

Business decisions should always be made based upon what is best for XR. Co-workers and contracted suppliers should never use their position or influence for any other purposes than to promote XR's interests. Personal relations and considerations should never affect the decision making. This applies to potential benefits for co-workers or contracted suppliers, but also benefits for relatives or friends.

COMMUNICATION

XR seeks to ensure a strong and durable relationship with all its interested parties based on mutual understanding, loyalty and humility. XR follows IT routines to ensure adequate data protection for our customers and co-workers. From a communications point of view, the information and IT-environment should be used for the purpose of the work and for what is best for XR. Information is handled with care and is only made available to relevant staff. The use of social media by individuals and the company should be kept separate so as not to confuse the views of individuals with those of XR, and vice versa.



HUMAN RIGHTS, HEALTH AND SAFETY

The terms of employment offered to co-workers within XR should follow the minimum requirements of national law and relevant ILO Conventions.

- We offer a safe and healthy working environment with risk-aware thinking, which helps prevent accidents.
- We do not hire people under the age of 16.
- We recognise the right of co-workers to establish and join trade unions in accordance with applicable laws and regulations.
- We offer our co-workers opportunities for personal development and learning.
- We offer individuals equal opportunities irrespective of race, skin colour, sex, nationality, religion, ethnic background or other particularities. We do not allow any discrimination or harassments.
- We do not allow any form of forced labour, slavery or involuntary work. We do not allow any procedures that limits our co-workers freedom of movement.

ENVIRONMENTAL CONCERNS

XR takes responsibility for the environmental impact of our businesses, for the benefit of future generations and our stakeholders.

- We have organizational structures, managements systems, policies and plans for education in place to make sure that all relevant laws, regulations and norms are followed.
- Our environmental management system is certified in accordance with ISO-14001. The system is integrated in our main processes and business plans.
- We take the newest technology and environmental impacts into account when making purchases and we work together for a more sustainable use of resources.
- We involve our co-workers, and if applicable, contracted suppliers and subcontractors in the environmental management work, in order to achieve a continuous improvement.

REPORTING DEVIATIONS - WHISTLEBLOWER

XR encourages co-workers and other persons connected to XR to report any unsatisfactory state of affairs and concerns so that XR can conduct a proper investigation. Any measurements taken will be under the ensurement that the reporting person will not be subjected to any retribution. Such reporting will be made within XR directly to the chairman of the board for the XR group, who then reports to the board of directors for XR Logistik AB. Updated contact information for our whistleblower function can be found on XR's website: www.xr.nu