



CODE OF CONDUCT





Peter Grönholm

ALLU Finland Managing Director

A letter from our Managing Director, Finland:

Dear ALLU Team,

At ALLU we are driven by acting responsibly, demonstrating we are a trusted partner for our customers and partners. By having an open transparent working culture, we build trust and business relationships. We are driven by the right thing to do.

Our Code of Conduct is important for our business. It guides us to act with transparency, ethically and with respect. We expect our partners to align with our Code of Conduct.

ALLU's values: Customer, Safety and Together, and Code, are reflected in our daily operations and decision-making. Every decision we make reflects who we are as a company.

Our Code of Conduct will help us all shape and drive the success of ALLU and our partners, upholding our shared vision together going forward.

Yours,

Peter Grönholm

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1. Safety:

We always operate safely.



The safety of ALLU employees is our priority. Everyone's wellbeing matters, we care for the safety of our customers and partners. Safety is a core value rooted in our working culture which guides our actions and decisions every day. We identify safety risks and continuously look for ways to improve our safety practices and encourage everyone at ALLU to share their ideas. Only together we can create a culture where safety is part of our DNA, with us 24/7.

How to act:

- I will keep safety in mind no matter where I am or what I am doing.
- I will always follow the safety rules.
- I will share my ideas for improving our safety.
- If something seems unsafe to do, I will stop what I'm doing and contact my supervisor.
- I influence others by showing a good example to those around me.

2. Working culture:

We create and maintain a good working atmosphere.



Together is one of our core values. Our transparency, clear and open communication is the foundation for our agile working-together culture. We treat our coworkers, partners and customers with honesty and respect. Making fact-based decisions, we work together to build long-term relationships.

Every ALLU employee and their wellbeing is important. It is important that everyone understands their own roles and responsibilities and gets the support that they need. We are all in this together, so when ALLU succeeds, we win as a team. By being performance driven and agile, we evolve with a world full of opportunities.

How to act:

- As a supervisor, I will set clear goals for my team and help them when needed.
- As an employee, I will acknowledge different opinions and show respect towards differing perspectives and support others at ALLU.
- Our company values guide my actions.

3. Environment:

We care about the environment.



At ALLU we follow environmental laws and regulations. To do business in a more responsible way, we identify risks and continuously look for ways to improve our daily operations. Our aim is to prevent harm to the environment caused by our operations and in exceptional situations, minimise the harmful impact.

How to act:

- I will think about the environment in my daily tasks.
 - Can I reduce waste?
 - Can I recycle more?
 - Can I reduce unnecessary travel?
 - Can the freight be more environmentally friendly?
- I will share my ideas for making our practices more environmentally friendly.

4. Laws and commitments:

We stick to the law and our commitments.



ALLU acts in accordance with the law, which provides the minimum level for what we do. We stick to the commitments we have made and comply with the principles of good governance.

How to evaluate actions:

- Is my action in accordance with the law?
- Is my action correct and fair?
- Is my action also acceptable in the eyes of the public?

Be transparent in your actions. If the answer is not 'yes' to each of the questions listed above, or if you are unsure, contact your supervisor or country manager.

5. Human rights:

Every individual deserves respect.



ALLU is a global team. We treat everyone with kindness and respect, no matter where they come from or what their culture is. ALLU is also against any form of child labour, forced labour and exploitation. We stand behind every human being.

How to act:

- I will treat everybody with equal respect and kindness.
- I will report any activities by ALLU or its partners that in my opinion, violate human rights.

6. Corruption and bribery

We are incorruptible.

ALLU stands firmly against any form of bribery or corruption. Corruption means all activities which aim to unfairly influence business operations or decision-making. Our employees or anyone associated with us, should not offer, request, or accept bribes or any other illegal advantages. Be cautious when giving or receiving hospitality or gifts and avoid repeatedly accepting hospitality and gifts from the same source. Our business interactions, whether internal or external, are expected to be transparent and ethical. Every transaction, no matter its scale, should reflect our core values. All employees are urged to immediately report any discrepancies or suspicions.

How to act:

- If I experience or suspect bribery attempts, or other unacceptable influencing, I will immediately notify my supervisor or country manager.

Reporting concerns and violations

If you notice any activities which violate our Code of Conduct, report immediately. As part of our open working culture, we encourage our employees to first report to their supervisor or country manager.

To uphold our commitment to transparency and ethics, we also provide a whistleblowing channel. All reports whether made via the whistleblowing channel or directly to a supervisor or country manager are investigated confidentially, carefully and without delay.

How to act:

- I will report any violations of the Code of Conduct, primarily to my supervisor or country manager.
- As a last resort, I can use the whistleblowing channel.

