



CODE OF CONDUCT

Baltic Control[®] seeks to adhere to the values embedded in the UN Charter of respect for fundamental rights, social justice and human dignity as well as respect for the equal rights of all human being.

Our Code of Conduct serves as a common guideline for our decisions and our actions throughout the world. We have outlined minimum standards for our suppliers and business partners and they are all expected to adhere and actively confirm to our principles:

Baltic Control[®] Principles:

1. Respect the dignity and individual rights of employees and third parties with whom we have business relations.
2. Condemning and not allowing forced or child labor.
3. Protection against involuntary labor, human trafficking and anti-slavery.
4. Not to tolerate discrimination against employees because of race, national or ethnic origin, gender, pregnancy, marital or parental status, age, disability, religion or belief, sexual orientation or any other characteristics specified under international laws of anti-discrimination.
5. Believe in fair wages, fair treatment, fair working hours and good working conditions and exercise the rights.
6. Adhere to international laws for a safe, healthy and sound work environment.
7. Adhere to EU Law of Data Privacy and Protection of all employees.
8. Freedom to speak out without retaliations. Persons that experience retaliation should contact the helpdesk of Baltic Control[®] on baltic@balticcontrol.com.

Baltic Control[®] and its management have the full responsibility of ensuring that the Baltic Control[®] Code of Conduct is adhered to and that quality management systems are implemented to monitor the progress and possible necessary corrective actions that there might be.

In regards to ethical conduct and compliance we refer to Baltic Control[®] Code of Ethics and Baltic Control[®] Compliance Code available on www.balticcontrol.com.

Denmark, Aarhus 23rd of March 2020

Martin Engstrøm Pedersen, CEO

Karina Engstrøm Nielsen, Chairman of the Board