

Code of Conduct

Corporate Social Responsibility (CSR)

LOGSTOR has CSR policies, which all employees, customers and business partners must adhere to. The policies aim to ensure proper business conduct.



What's in it for you? By demonstrating a commitment to social and environmental issues, we build credibility with our customers.

IMPORTANCE OF SOCIAL RESPONSIBILITY AND PROPER BEHAVIOUR

Corporate social responsibility (CSR) has become an increasingly important aspect of business in recent years. It refers to the responsibility of companies to contribute to sustainable development by balancing economic, social, and environmental concerns.

Code of conduct / Corporate Social Responsibility (CSR)

- LOGSTOR recognizes the **United Nations'** (UN) and the **International Labor Organization's** (ILO) declarations regarding human rights, labor rights, environment, and anti-corruption.
- LOGSTOR has implemented policies on **Corporate Social Responsibility (CSR)**, which all employees, customers and business partners must adhere to. The policies aim to ensure **proper business conduct**. The policies further outline requirements for optimal working, hereunder health and safety conditions for our employees. Thus, creating and maximizing long-term economic, social, and environmental values.
- CSR – what we do and **how we act at our premises and within the LOGSTOR organization** in six specific areas:
 - **Environment and climate**
 - **Minimize** the consumption of resources, waste during production, and prioritize optimization in production.
 - Prioritize the use of **cleaner technology** during product development.
 - Observe and comply with the international **Business Charter for Sustainable Development** (ICC) requirements.
 - Year by year **targets for reduction** of energy consumption, CO2 emission from production, and reduction of waste from processes.
 - **Safety**
 - **Training** of employees in safe behaviour and LOGSTOR's safety standards, risk and consequence assessment of unsafe behavior, and improvement of processes and tools.
 - Daily monitoring of performance and monthly award for the best work and safety improvement suggestion.
 - **Human rights**
 - **Zero-tolerance topics** hereunder forced labour, child labour, discrimination, freedom of association, workplace health, safety and conditions of employment.
 - Similar demand on suppliers including external audits.
 - **Behavior of employees and partners**
 - LOGSTOR's employees are trained in several topics **such as; Anti-Corruption, Anti-Bribery, Anti-Trust, GDPR and Cyber Risk**. In addition to a full-scope course, the courses include annual updates/brush-ups to ensure a continued high level of awareness.

- **Anti-bribery**
 - A **zero-tolerance policy** regarding any kind of bribery.
- **Gender representation**
 - LOGSTOR recognizes the importance of a **diverse workforce** and wants to **encourage diversity** and create equal opportunities for all regardless of gender, age, ethnicity, political and religious convictions.
 - Following this we pursue specific objectives on how to secure and improve a diverse workforce.