



ColliCare Logistics Code of Conduct

What we expect of everyone

We affirm to all our employees, customers and the public, that we will conduct our business with respect and care for the law. All of us working for ColliCare Logistics are subjects to laws in many different jurisdictions around the world. We are all expected to comply with the law and this corporate policy. In the unlikely event that the policy might be in conflict with the law, the law always prevails over the corporate policy.

Equal opportunities

We at ColliCare stand for equal opportunities and shall never accept any kind of discrimination.

Harassment is not tolerated.

All ColliCare co-workers have the right to work in a place that is free from harassment. This includes (but is not limited to), intimidation, discrimination or abuse, sexual, racial or otherwise, as well as acts or threats of physical or mental violence.

Drugs and alcohol are prohibited

ColliCare does not allow any use of alcohol or drugs on any ColliCare premises or while carrying out ColliCare's business. This includes medical prescription drugs that might influence the ability to work.

Avoid conflicts of interest

We avoid conflicts of interest. A conflict of interest occurs when an individual's private interest interferes in any way, or even appears to interfere with the interests of ColliCare Logistics. Conflicts of interest also arise when any co-worker or immediate family members receive improper personal benefits because of his or her position within ColliCare Logistics.

Corruption

We as ColliCare Logistics have zero tolerance towards corruption in any way, shape or form. We define corruption as the misuse of an official position by ColliCare Logistics co-worker for unofficial and personal enrichment, and/or the enrichment of others, through bribery, fraud or favour. Such conduct is always improper and, in most cases, unlawful.

No one, acting in behalf of ColliCare Logistics, may accept or offer bribes, kickbacks, loans or other corrupt practices when conducting ColliCare business.

Gifts and hospitality

We at ColliCare do not request gifts and hospitalities, nor do we accept gifts and hospitalities. We also do not provide gifts or hospitalities to any business partner or third party. In such case, that acceptance or offer of any gifts or hospitalities and events may be a legitimate contribution to building or maintaining good business relationships, these gifts should be limited to items of little commercial value. Such gifts should not influence any professional business decision-making process.