



CODE OF CONDUCT FOR SCANIA FINANCE IRELAND LIMITED AND ITS SUPPLY CHAIN

Introduction

Introduction by Alan Rhodes, Managing Director of Scania Finance Ireland Limited (“SFIL”)

SFIL is committed to conducting business with integrity and in a socially responsible and sustainable manner. This includes upholding the principles of the United Nations Global Compact in relation to human rights, labour practices, the environment and anti-corruption. SFIL expects its suppliers to share in this commitment.

This Code of Conduct sets out the minimum standards at SFIL. SFIL requires its suppliers to comply with this Code of Conduct both within their own business and within their supply chain.

SFIL may at any time review or request a supplier to complete a self-assessment and/or allow SFIL upon reasonable notice to perform on site audits at the supplier’s premises.

SFIL reserves the right to terminate any agreement with any supplier which does not comply with this Code of Conduct.

Alan Rhodes, Managing Director

Legal Compliance

SFIL and its suppliers shall ensure that all activities are conducted in accordance with all applicable international, national and regional laws and regulations.

Social Sustainability

Social sustainability relates to all practices that contribute to the quality of life of both employees and communities that could be impacted by the company’s operations. SFIL and its suppliers shall ensure that they meet the following basic standards:

Human Rights

- To respect and support human rights wherever they operate and to ensure that neither the supplier nor their employees are complicit in human rights abuses.

Child Labour

- To comply with all applicable child labour laws.
- Not to employ any person below the minimum legal age for employment.
- Not to employ children (persons under the age of 18 years) for any hazardous work, or work that is inconsistent with the child’s personal development, or to interfere with their education, and protect against their economic exploitation.
- Where a child is employed (i.e. aged 16 or 17 years), to keep the best interests of the child as the primary consideration.



Forced Labour

- To employ all workers voluntarily. Forced, bonded or compulsory labour shall not be used and employees shall be free to leave their employment after a reasonable period of notice.
- Not to require employees to lodge deposits of money or identity papers.

Modern Slavery

- Not to tolerate any form of modern slavery, child, forced, bonded or compulsory labour or servitude by or in relation to suppliers' employees or those of the supplier's suppliers.
- Not to be involved in any human trafficking activity.

Health & Safety

- To operate in a safe, responsible manner and to protect the health and safety of all persons, including workers, contractors, customers and the wider community.
- To provide a healthy and safe working environment for employees, in accordance with international standards and national laws.
- To provide employees with appropriate health and safety information and training.
- To control hazards proactively and to take appropriate measures to prevent accidents, including the assessment of operational risks.

Freedom of Association

- As far as any relevant laws allow, to permit all employees to join or not to join trade unions or similar external representative organisations. To observe applicable laws regarding collective representation.

Discrimination

- To provide all employees with a safe, respectful work environment free from all forms of discrimination, abuse and harassment.
- To provide equal treatment of individuals irrespective of their particular characteristics and to prohibit any form of discrimination.
- To choose, employ and support employees on the basis of their qualifications and capabilities.

Disciplinary Practices

- To at all times treat employees with respect and dignity. To prohibit physical or verbal abuse or other harassment and any threats of other forms of intimidation from the workplace.

Working Hours

- Working hours of employees shall comply with national laws.

Wages and Benefits

- To provide employees with details of their employment terms and conditions.
- To provide fair and reasonable pay and terms, which at the very least correspond to the legal minimum requirement.



Environmental Sustainability

Environmental sustainability relates to practices that contribute to the quality of the environment on a long-term basis. SFIL and its suppliers shall ensure that they meet the following standards:

Environment

- Compliance with all applicable environmental legislation and regulations.
- To put into place processes which actively improve the efficiency with which finite resources (such as energy, water and raw materials) are used.
- Take due care to keep the negative impact on the environment to a minimum in all activities.
- Avoid waste by actively encouraging the recycling of resources.
- Dispose of residual waste in a safe and responsible manner.
- Have appropriate measures in place to improve the environmental performance of products and services.

Business Ethics

Business ethics refers to the principles that guide business conduct in its relations with its business partners and customers, and to compliance with applicable laws and regulations. SFIL and its suppliers shall ensure that they comply with the following principles:

Anti-Bribery and Corruption

- No form of bribery, including improper offers for payments, commissions or kickbacks in monetary or any other form to or from employees or organisations, is tolerated. Neither will other techniques (e.g. subcontracts, rebates, purchase orders, consulting agreements or similar arrangements) be utilised to channel payments to a third party other than compensation properly agreed.
- Decision-making should not be influenced by personal interests or relationships.
- Only objective criteria should be observed.

Fair Market Behaviour

- Compliance with competition and anti-trust law.
- Business shall be conducted ethically and in accordance with the law. Relationships between SFIL and the supplier should be reasonable and transparent.

Money Laundering

- Compliance with relevant anti-money laundering provisions.

Whistleblowing

- An environment where any employee may raise concerns in good faith, anonymously and without fear of retaliation or reprisal. A culture of openness and accountability is encouraged.

Confidentiality

- Any information received in the course of business must be kept confidential, only to be used for the intended purpose and never used for any personal or illegal financial benefit or gain.