



Code of Conduct Connexus AS

At Connexus, our Code of Conduct serves as the cornerstone of our commitment to ethical, sustainable, and responsible business practices. It reflects our values, guides our decision-making, and sets the standards for how we engage with clients, employees, and partners. This Code underscores our dedication to building trust, fostering collaboration, and achieving long-term success in the dynamic logistics industry.

Integrity and Ethics

Connexus is steadfast in its commitment to conducting business with integrity. We operate with honesty, transparency, and fairness at every level of our organization. Compliance with all applicable laws, regulations, and industry standards is fundamental to our operations. By actively avoiding conflicts of interest, we ensure objectivity and uphold the trust placed in us by our stakeholders.

Client Commitment

Our clients are at the heart of everything we do. At Connexus, we deliver tailored logistics solutions designed to address unique challenges and optimize supply chain efficiency. We leverage our expertise and innovative strategies to meet our clients' evolving needs. Through consistent performance and reliability, we build lasting partnerships founded on trust and mutual success.

Respect and Inclusivity

We believe that diversity and inclusion are essential to fostering a productive and innovative workplace. Connexus is committed to creating an environment where every individual is valued, empowered, and treated with respect. Discrimination, harassment, or any form of unfair treatment has no place within our organization. By promoting collaboration and teamwork, we unlock the full potential of our diverse workforce.

Human Rights and Labor Practices

Connexus upholds the highest ethical standards by respecting internationally recognized human rights principles. Employees are provided with safe and equitable working conditions, fair compensation, and the freedom to associate. Our commitment to ethical labour practices is unwavering.

Environmental Responsibility

Connexus actively pursues eco-friendly logistics solutions, including multimodal transport, HVO100 fuel, and the use of low-emission vehicles such as EURO6 trucks, gas trucks,

and electric vehicles. We also champion innovative approaches like short sea shipping with green-powered vessels. Our goal is to minimize our environmental impact by helping clients reduce their CO2 footprint through sustainable logistics practices.

Professional Growth and Collaboration

At Connexus, we are dedicated to empowering our employees by fostering continuous learning and development. We cultivate a collaborative culture that values innovation, accountability, and teamwork. By equipping our teams with the tools and knowledge they need, we ensure they are well-prepared to exceed client expectations and contribute to the growth of our organization.

Employee Well-Being

Connexus places a strong emphasis on the well-being of our employees. Beyond regulatory benefits, we offer initiatives that enhance work-life balance, mental wellness, and professional development. By celebrating individual and team achievements, we foster a sense of pride and motivation among our workforce, with reflects on how we do our business.

Health and Safety

The health and safety of our employees, partners, and clients are paramount. Connexus adheres to rigorous health and safety protocols to maintain a secure working environment. We proactively identify and address potential risks to ensure operational continuity and the well-being of all stakeholders.

Accountability

We believe in taking full responsibility for our actions and decisions. Accountability is central to our approach, enabling us to maintain transparency and uphold the trust of our stakeholders. Connexus is committed to addressing challenges with professionalism and urgency while continuously improving our processes to deliver exceptional outcomes.

Anti-Corruption and Fair Competition

Connexus maintains a zero-tolerance policy toward corruption, bribery, and unethical behaviour. We conduct business fairly and respect intellectual property and competition laws. Our partnerships are built on a foundation of mutual respect, shared values, and unwavering ethical standards.

Compliance and Reporting

The Connexus Code of Conduct applies to all employees, stakeholders, and partners.

Closing Statement

At Connexus, we believe that adherence to our Code of Conduct strengthens trust, collaboration, and sustainability in the logistics industry. Together, we can achieve our shared goal of ethical, responsible, and innovative business practices. For further information, please contact the Connexus team or access our comprehensive policy document.