



ETHICS POLICY

The purpose of this ethics policy is to establish a culture of openness, trust and integrity in business practise. Effective ethics is a team effort involving the participation and support of every employee at Schultz Shipping. All employees of Schultz Shipping should familiarize themselves with the ethics guidelines that follow this introduction.

Schultz Shipping is committed to protect employees, partners, vendors and the company, from illegal or damaging actions by individuals, either knowingly or unknowingly. When Schultz Shipping addresses issues proactively and uses correct judgement, it will help set us apart.

Schultz Shipping will not tolerate any wrongdoing or impropriety at any time. Schultz Shipping will take the appropriate measures and act quickly to correct any possible issue if the ethical code is broken. Any infractions of this code of ethics will not be tolerated.

Purpose

Our purpose for authoring a publication on ethics is to emphasize the employee's and customer's expectation to be treated to fair business practices. This policy will serve to guide business behaviour to ensure ethical conduct.

Scope

This policy applies to employees, contractors, consultants, temporaries and other workers at Schultz Shipping A/S including all personnel affiliated with third parties.



Executive Commitment to Ethics

- Top management within Schultz Shipping must set a prime example. In any business practice, honesty and integrity must be top priority for executives.
- Executives must have an open-door policy and welcome suggestions and concerns from employees. This will allow employees to feel comfortable discussing any issues and will alert executives to concerns within the work force.
- Executives must disclose any conflict of interest regard their position within Schultz Shipping.

Employee Commitment to Ethics

- Employees of Schultz Shipping will treat everyone fairly, have mutual respect, promote a team environment and avoid the intent and appearance of unethical or compromising practices.
- Every employee needs to apply effort and intelligence in maintaining ethics value.
- Employees must disclose any conflict of interests regard their position within Schultz Shipping.
- Employees will help Schultz Shipping to increase customer and vendor satisfaction by providing quality service and timely response to inquiries.

Company awareness

- Schultz Shipping will promote a trustworthy and honest atmosphere to reinforce the vision of ethics within the company.



Maintaining Ethical Practices

- Schultz Shipping will reinforce the importance of the integrity message. The tone will start at the top. Every employee, manager and director needs to consistently maintain an ethical stance and support ethical behaviour.
- All employees at Schultz Shipping should feel encouraged to open dialogue, receive and give honest feedback and treat everyone fairly with honesty and objectivity.

Unethical Behaviour

- Schultz Shipping will avoid the intent and appearance of unethical or compromising practice in relations, actions and communications.
- Harassment or discrimination internally or externally at Schultz Shipping will not be tolerated.
- Unauthorized use of company trade secrets, marketing, operational, personnel and financial information integral to the success of our company will not be tolerated.
- Profane language is not acceptable both within and outside the company.
- Schultz Shipping will not permit impropriety at any time and we will act ethically and responsibly in accordance with laws.
- Employees of Schultz Shipping will not use corporate assets or business relations for personal use or gain.

ENFORCEMENT

Any infractions of this policy of ethics will not be tolerated, and Schultz Shipping will act quickly to correct potential issues in case the above ethical policy is broken. Furthermore, any employee found to have violated this policy may be subject to disciplinary action and may result in termination of employment.