

DANSKE FRAGTMÆND

ANTI-CORRUPTION POLICY



Danske
Fragtmænd

PURPOSE

At Danske Fragtmænd, we place high value on credibility and integrity, and we maintain a clear stance on ethical and proper conduct. The purpose of this policy is to establish clear guidelines on anti-corruption, enabling the company to prevent and manage corruption cases. We comply with all applicable legislation and do not accept any form of corruption, bribery, or abuse of position or power.

SCOPE

The policy applies to all employees, managers, and members of the Board of Directors.

GUIDELINES

Conflicts of Interest and Nepotism

Personal interests and relationships must not influence decision-making. Favoring family members, friends, or acquaintances based on personal relationships is not permitted.

Decisions regarding procurement, partnerships, recruitment, delivery of services, and related matters must be made objectively and fairly, without regard to private interests.

Non-Discrimination and Equal Opportunities

At Danske Fragtmænd, we see diversity among our employees as a great value to the company. We treat all employees equally regardless of gender, race, religion, disability, sexual orientation, nationality, social origin, or political opinion.

Gifts and Representation

Danske Fragtmænd only permits the receipt and giving of gifts of limited monetary value and primarily symbolic character. Gifts must not be perceived as attempts to influence decisions or create reciprocal obligations. They must be reasonable, proportionate, and appropriate in relation to normal business practice, for example as part of courtesy, representation, or customary tradition.

No specific monetary limit has been set; instead, each case must be assessed individually. In cases of doubt, the nearest manager must be consulted before accepting or offering anything.

Sponsorships and Donations

Danske Fragtmænd supports sponsorships and donations that serve a legitimate and well-founded purpose and align with the company's values and business objectives. We do not accept sponsorships or donations used as disguised bribery or as a means to obtain business advantages. All donations are handled by the Procurement Department.

Extortion

Danske Fragtmænd strongly rejects any form of extortion, where threats, coercion, or undue pressure are used to influence employees, managers, or business partners to make decisions that contravene legislation, internal guidelines, or ethical practice. We regard extortion as a serious threat to free and independent decision-making.

Fraud

We do not accept any form of fraud or fraudulent behavior at Danske Fragtmænd. This includes any action where data, documents, accounts, or processes are deliberately manipulated to obtain undue advantages—financial, material, or strategic—at the expense of the company, customers, suppliers, or society.

Embezzlement

Danske Fragtmænd has zero tolerance for embezzlement, which includes any unauthorized appropriation, use, or disposal of funds, products, or other assets belonging to the company or entrusted to us. Regardless of the amount, embezzlement is considered a breach of trust and a serious violation of the company's values and rules.

Competition Law Compliance

Danske Fragtmænd rejects any actions that could lead to violations of competition law. Special caution must be exercised, and participation in activities, collaborations, or information exchanges that could restrict free and fair competition is prohibited.

Supplier Selection

At Danske Fragtmænd, supplier selection must be based on objective and fair criteria such as quality, price, delivery reliability, responsibility, and compliance. Favoritism of suppliers based on personal relationships, gifts, or other benefits is not permitted.

CONDUCT CONTRARY TO THE COMPANY'S ANTI-CORRUPTION POLICY

Danske Fragtmænd encourages all employees and business partners to report suspected corruption or attempts related to the above situations. Reports can be made through the company's whistleblower scheme or by contacting HR at HR@fragt.dk.

SANCTIONS

Violations of this policy will result in employment-related consequences, including possible dismissal depending on the nature of the violation, or immediate termination of collaboration. In cases of legal infringement, the matter will also be reported to the police and other relevant authorities.

IMPLEMENTATION AND COMMUNICATION

Danske Fragtmænd's management is responsible for ensuring that the policy is implemented throughout the organization and across all stakeholders.

The policy is publicly available on <https://www.fragt.eu/about-us/delivering-freight-with-care/our-policies/>.

REVIEW AND IMPROVEMENT

Danske Fragtmænd A/S reviews the anti-corruption policy annually to ensure it continues to reflect the company's objectives and current legislation. We are committed to maintaining and safeguarding the policy's relevance and effectiveness.

APPROVAL

The anti-corruption policy has been approved by management and takes effect as of 1 August 2025.

QUESTIONS

If you have questions regarding DFM's anti-corruption policy, you can contact HR at HR@fragt.dk.

