

Code of conduct

Airmee, Rev 2021

Introduction

At Airmee, we believe that success is created together with the development in the society in which we operate. When customers and businesses demand new services and discover new needs, we get an opportunity to develop.

When we are involved in building society, we also need to take responsibility for how we affect it. We do this through a sustainable business model where there is room for both the environment, people, safety and sustainability.

Airmee must follow good business practices and act ethically within the company and in relationships with our partners and clients.

Background

Airmee was founded in 2016 with the vision of using modern technology and research to optimize deliveries in urban areas. By planning and executing deliveries in cities in a better way, modern man's need for fast deliveries can be met in a more cost-effective way, while minimizing the impact on the environment.

The purpose of this Code of Conduct is to clarify Airmee's principles and safeguard our brand.

Airmee requires that both employees within the company and suppliers and its potential subcontractors must follow this code of conduct.

Laws and regulations

We must always comply with applicable laws that apply to us, such as the

environment, privacy protection, procurement, competition, anti-corruption, marketing and the sectors in which we operate.

Customer

Our customers should be able to trust us. All customer relationships must be based on business acumen, customer agreements and other agreements must be documented.

Our starting point must be the needs of our customers and their customers.

Comments from our customers and their customers are handled as a source of improvement. Our management must be efficient, professional and lead to change.

Customer satisfaction must be measured continuously.

Based on their roles and functions, both suppliers and employees must contribute to Airmee being able to achieve its vision and fulfill customer promises. Applicable law, our agreements, internal rules and processes must be followed.

Through good control, we must ensure that we live as we learn. It is based on risks and opportunities.

Reliable and secure information management

Information assets must be handled in a secure manner, and the need for information must be evaluated on an ongoing basis. Information used in the business must be reliable and

relevant and made available to the right person at the right time.

Airmee employees and suppliers must be aware of how they use available information and maintain the requirements for information security that follow from our internal rules and applicable laws.

Road safety

Road safety is an important issue for Airmee, our customers and the rest of society. Everyone who drives any type of vehicle in the service or in front of a vehicle on behalf of Airmee must follow the applicable traffic rules and Airmee's internal rules.

Airmee will conduct systematic traffic safety work that is continuously evaluated and improved.

Anyone who drives a vehicle on behalf of Airmee must have sufficient knowledge of road safety to minimize the risk of injury to their own person and to others. This means that laws and regulations must be complied with, for example to comply with speed regulations, keep the distance from vehicles in front, adjust the speed and use a seat belt.

All vehicles must be in a safe condition and have the necessary permits for its purpose.

All traffic must be performed without the influence of alcohol, drugs, medication and fatigue.

Human rights

Airmee supports and respects measures to protect internationally recognized human rights. We must

not be involved in human rights violations. No form of forced or punitive work or child labor is accepted.

The right to freedom of association must be respected in all activities.

If we become aware of human rights violations that have taken place within the framework of our activities, we must always remedy the concrete problem. The problem must be remedied urgently and further analyzes must lead to the corresponding violation not being repeated

Health and work environment

All employees have a right to a safe and healthy work environment. Airmee will continuously map and prevent risks in the work environment to prevent occupational injuries and illness.

In development projects such as new establishments and changes in processes and organization, the work with health and work environment must be included.

Airmee has the overall responsibility for the health and work environment, but all employees must contribute to that work. All employees, as well as contractors, who work at Airmee's workplaces, are responsible, for example, for ensuring that their own work is carried out in the prescribed manner and that the necessary protective equipment is used.

Airmee shall actively work to inform employees and other contractors about risks in the work environment. Everyone who performs work for Airmee must have the necessary

knowledge and skills to minimize the risks.

No employee or contractor may perform work or stay at Airmee's workplaces under the influence of alcohol or drugs.

Diversity and equal treatment

Airmee recruits and takes care of, without discrimination, all employees regardless of gender, beliefs, age, disability, sexual orientation, nationality, political beliefs, union affiliation and social and ethnic origin.

Airmee encourages diversity in the workplace. We believe that people's differences contribute to a dynamic and attractive workplace.

Airmee employees must treat all people with respect and be good representatives of the business.

An employee who finds out that another employee is violating, harassing or discriminating against a colleague or external contact, therefore, has a responsibility to act.

Managers, leaders and key people at all levels must be role models and work actively with diversity and gender equality. This means, among other things, that they must prevent and remedy violations, harassment or other negative treatment.

Improvements

Airmee is committed to working with its suppliers to achieve continuous improvement.

If Airmee finds that a supplier does not comply with the requirements and expectations set out in this

Code of conduct, Airmee will work with the supplier and provide guidance on appropriate measures, provided that the supplier shows a clear will to improve.

In these cases, the supplier must take corrective action and commit itself to making progress. In cases where the supplier does not show a clear will to improve, Airmee reserves the right not to cooperate with the supplier and terminate the business relationship.

Consequences of violations

Measures will be taken against suppliers who violate applicable laws, who do not comply with the Code of Conduct or who repeatedly and without justification refuse to provide information regarding situations covered by the Code of Conduct.

Airmee reserves the right to take action and to terminate partnerships with suppliers that violate this Code of Conduct.

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