



Scandinavian Express Code of Conduct (SCNEX)

1. Respect

At the SCNEX team:

- We have the right to have and express our own opinions based on facts.
- We can make a mistake but we need to learn from it.
- We excel at performing tasks and want to reach the WOW level!
- We are punctual.
- We do not interfere with the competences of others without their direct request.
- We are tolerant towards others.
- We support each other.

2. Openness

- We do not sweep under the carpet. Bad information given on time is a good information.
- We focus negative feedback on the issue not the person.
- We focus positive feedback on the person.

3. Engagement

- We leave our comfort zone.
- We do more than it is expected of us.
- We are effect-oriented.

4. Responsibility

Each of us takes responsibility for:

- Areas of operation.
- Decisions.
- Order.
- Property of SCNEX.

Unacceptable behaviours include:

- Disclosing confidential information to third parties or unauthorised entities.
- Gossiping, confabulation and defeatism.

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Every member of the SCNEX teams observes adherence to the Code of Conduct. Feel free to reprimand anyone who breaches the Code of Conduct.

Gdańsk, 31.03.2016