

GENERAL POLICY

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Approved by The Board
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Introduction

The General Policy describes Hector Rail on the highest level.

Target Group

- All staff in Hector Rail
- All Stake holders to Hector Rail

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1. General policy

1.1. Purpose of the company (our passion)

- To take railway transport to next level, again and again
 - We want to look back on our time in Hector Rail and state "I was part of changing the railway industry"

1.2. Business model

- Independent line-haul traction between facilities/ terminals of
 - industrial shippers
 - freight forwarders
 - intermodal operators
 - passenger traffic operators
 - other railway companies.
- Within traction concept, we also offer:
 - Wagons (rented during contract period)
 - Shunting

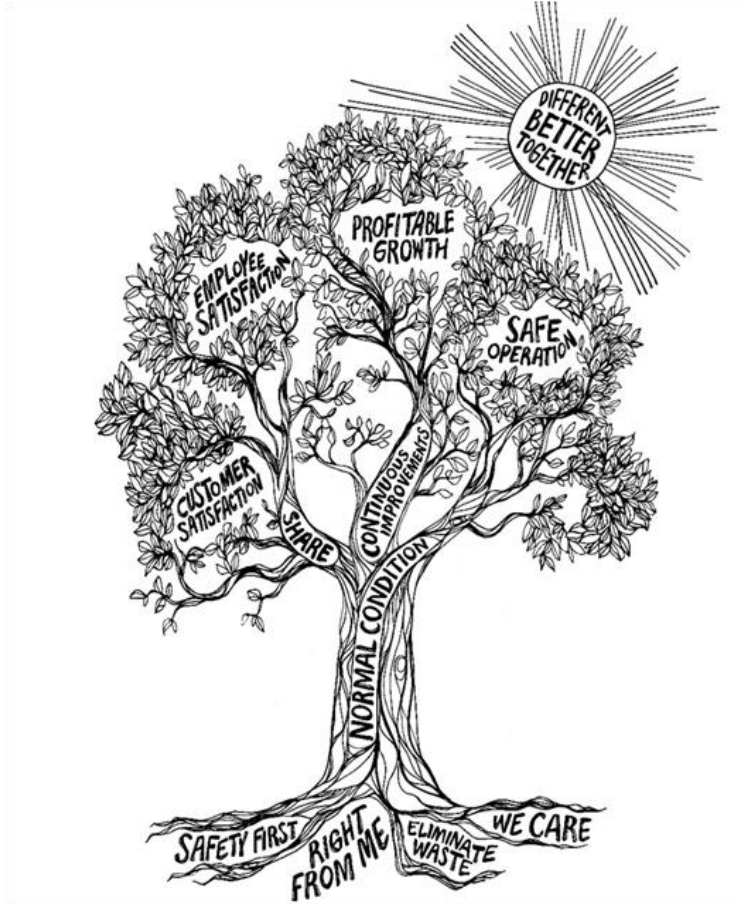
1.3. Vision

Based on successful execution of the business model and sustainable high profitability become the leading independent Traction Provider in Europe

- Independent = Not majority owned by a state or transportation company
- Leading = Producing most train kms

1.4. The Hector Rail Tree

The Hector Rail tree visualises the mind set of Hector Rail.



The sun gives us the **energy** to work towards achieving results. Our **passion** is to develop the railway. We do it by doing things differently and better and we want to do it together. In the **crown** the **results** of our business are growing, what we want to achieve

In the **trunk**, we describe the **methods or procedures** we use to translate the principles into results.

Moving down to the **roots** we find the **principles**, which are the mainstay of what we undertake. You can also call them **values** or **ways of thinking**.

1.5. Hector Rail and its stakeholder

Hector Rails activities support a general positive development. We always strive to find win-win solutions between the company Hector Rail and its different stakeholders.

The most important stake holders are

- Customers and market
- Employees
- Owners
- Ecological environment
- Society
- Authorities
- Suppliers and Partners

We expect from our stakeholders to share the ambition to find win-win solutions. To make this possible it is necessary to respect also the other stakeholders' expectations on the relation with Hector Rail.

Hector Rail is a straight forward company. We are open and honest in all relations. We respect our stakeholders as a group and as separate organisations and as individuals. We honour relations based on mutual respect and on sound and sustainable conditions. We believe in relations based on mutual demands. Our operations, and through this all other stake holders, are based on the trust in Hector Rail from our customers.

If a stake holder runs into problem it is Hector Rails ambition in this situation to support and help even if this in short terms will mean negative consequences. By acting responsible in such a situation we support a long term relationship based on mutual trust.

1.6. Validity

This policy is valid until further notice, but shall be revised in the board every calendar year. Responsible for this is done is the Managing Director.