

Appendix 6 Labour standards – self employees

This is to certify that those who carry out transport work in the network intended to be Nordic Ecolabelled, as contractors for an umbrella company, enjoy labour standards that at least correspond to those specified in the relevant country below:

Sweden:

Swedish Transport Workers' Union, Transport Agreement: [Arbetsrättsliga villkor för godsförare](#)

(Procurement authority's website, Requirement ID: 11367:3, in accordance with Appendix 1.)

SEKO agreement for Postal Services: [Avtal Kommunikation](#)

Norway:

Written labour agreement, the content of which complies with Norwegian legislation, with reference to the minimum requirements in Section 14-6 of the Norwegian Working Environment Act.

As a minimum, drivers must have a salary equivalent to that stated in the "Regulation on general application of wage agreements for goods transport by road" and be covered by the statutory insurance and pension insurance provision. [Forskrift om allmenngjøring](#)

If subcontractors are used for deliveries with vans (B driver's license), the license applicant must ensure that all points in the checklist (see appendix 5) are handled in the business.

Denmark:

One of the most common collective agreements according to the Danish Road Traffic Authority: <https://fstyr.dk/da/Erhvervstransport/Godskoersel/Overenskomstforhold>

For commercial vehicles, reference is made to the conditions found in the collective agreements for drivers who carry out goods transport, [Krav til varebilsvognmænd \(fstyr.dk\)](#)

Finland:

Any of the following collective agreements within Central Organisation of Finnish Trade Unions SAK member unions:

Transport Workers' Union <https://www.akt.fi/in-english/>

Finnish Post and Logistics Union, PAU Collective Agreement <https://www.pau.fi/>

Licence applicant's signature

Place and date	Company
Person responsible	Signature of person responsible
Tel. no.	E-mail address