

Supplier Code of Conduct

Introduction

1.0 EV Cargo Global Forwarding operates on the guiding principle of absolute customer focus and we strive to deliver excellence. High standards of corporate conduct, ethical behaviour and compliance are critical to our success as a business.

1.1 Our Supplier Code of Conduct sets out the standards, practices and behaviours we expect our suppliers; i.e all companies who do business with any company or division of EV Cargo Global Forwarding, to adhere to the same ethical standards and to demonstrate and comply when doing business with EV Cargo Global Forwarding. For this purpose, EV Cargo Global Forwarding has drawn up this supplier code of conduct which sets out the minimum standards for doing business with any company or division.

Laws and Regulations

2.0 The Supplier shall comply with all laws and regulations applicable to its business.

Ethical Trade, Human Rights and Fair Labour Practices

3.0 The following principles must be practiced and maintained by all Suppliers:

- a. Employment is freely chosen, and there is no forced or compulsory labour.
- b. Freedom of association and the right to collective bargaining are respected to the extent permitted by local law.
- c. Child labour shall not be used. Children under the legal age of employment in any country or jurisdiction shall not be employed.
- d. Living wages shall be paid. Wages and benefits paid shall meet, at a minimum, national legal standards.
- e. Working hours are not excessive and comply with national laws.
- f. No discrimination is practiced in hiring, compensation, access to training, promotion, termination, or retirement based on race, caste, national origin, religion, disability, gender, marital status, sexual orientation, union membership or political affiliation.
- g. The supplier shall promote an inclusive work environment that values the diversity of its employees. The supplier shall not discriminate or tolerate discrimination with respect to gender, race, religion, age, disability, sexual orientation, national origin, or any other characteristic protected under law.

Health and Safety

4.0 Suppliers shall demonstrate and maintain excellent standards within health and safety and comply with all aspects of health and safety legislation and other relevant requirements. We expect suppliers to provide a work environment that promotes health and safety, provides an environment that is safe and conducive to good health, in order to preserve the health of employees, safeguard third parties and prevent accidents, injuries and work related illnesses. This includes regular workplace risk assessments and the implementation of adequate hazard control and precautionary measures. All employees are to be adequately educated and trained in health and safety subjects along with any other health and safety requirements pertinent to their area of work.

Data Protection and disclosure of information

5.0 The supplier shall adhere to all relevant data protection and security laws and to respective regulations, in particular with regards to personal data of customers and employees. The supplier shall comply with all requirements stated above when personal data is collected, processed, transmitted or used. Suppliers shall safeguard and only make appropriate use of confidential information. The supplier shall not disclose any information that is not known to the general public.

Bribery and Corruption

6.0 We expect suppliers to comply with all national and international anti-bribery and corruption laws, regulations and standards, including the UK Bribery Act and the USA Foreign Corrupt Practices Act. The supplier is to conduct business with integrity and is expected not to practice or tolerate any form of corruption, extortion, or embezzlement. The supplier shall not either, (directly or indirectly) offer or accept bribes or other incentive to influence a public official or gain an improper advantage to obtain or retain business.

Money laundering & Financial records

7.0 The supplier shall comply with applicable laws and regulations designed to combat money laundering activities. The supplier shall maintain financial records and reports according to international laws and regulations.

Trade regulations

8.0 The Supplier shall comply with all applicable trade and import regulations including sanctions and embargoes that apply to their activities.

Conflicts of Interest (CoI)

9.0 A Conflict of Interest arises when an individual has a private or personal interest, which could appear to influence their decisions. Such CoI situations include a relationship by blood or marriage, partnership, business partnership or investment. The supplier shall disclose any actual or potential CoI with EV Cargo Global Forwarding management teams or the Ethical Trade Manager.

Open and Fair Competition

10.0 The supplier shall comply with all applicable competition and anti-trust laws.

Business Continuity and Resilience

11.0 Suppliers shall be prepared for any disruption to its business by ensuring an appropriate business continuity and resilience plan is in place for operations supporting the EV Cargo Global Forwarding business is implemented. The potential disruptions from natural disaster, terrorism, cyber-attacks, illness, pandemics, national fuel strikes, national incidents, infectious disease; this list is not exhaustive; however, a mitigation plan should be in place to counteract the possibility of disruption and minimise it.

Environment

12.0 The supplier shall conduct business in an environmentally responsible manner and in accordance with applicable environmental laws, regulations and standards. The suppliers shall also implement an effective system to identify and eliminate potential hazards to the environment.

Identification of Concerns

13.0 Suppliers will provide a means for employees to report concerns. Any report should be treated as confidential. Suppliers will investigate such reports and take corrective action as required.

Compliance with the Supplier Code of Conduct

14.0 EV Cargo Global Forwarding reserves the right, upon reasonable notice to ensure compliance with the Supplier Code of Conduct. Any non-compliance by you or your supply chain must be effectively remedied both in a timely manner and at no additional cost to us or our customers. Breaches of the Supplier Code of Conduct may negatively impact your business relationship with EV Cargo Global Forwarding.

Whistleblowing

15.0 In order to provide an effective channel for reports of misconduct EV Cargo Global Forwarding has a dedicated confidential Whistleblowing hotline accessible by this link <https://evcargo.ethicspoint.com>

15.1 If you are outside of the UK, you should refer to Appendix 1 for a list of contact numbers. These are all operated 24/7 by Navex Global. (Once contract is updated with Navex Global, they will issue new contact list to be attached to this policy).

Useful contact information:

Ethical Trading Manager

Email: ethical.trade@evcargo.com

Signed:



Paul Coutts
Chief Executive Officer, EV Cargo Global Forwarding Ltd.