



HUMAN RIGHTS POLICY

Version 4.0

» INTRODUCTION

This Human Rights Policy is binding for all employees and subsidiaries in all countries of the Scan Global Logistics Group.

Our purpose is to make the world a little less complicated, while acting responsibly and with integrity. We believe that our purpose can be best fulfilled by bringing a human approach to everyone anywhere, by respecting human rights and the equality of all human beings and by promoting good intentions and honesty.

This Human Rights Policy reflects our commitment to respect human rights as described in relevant international legislation and standards. It further covers our activities to promote improvement of environmental, social, societal, and humanitarian performances.

» OUR COMMITMENTS

As a global group, we impact and affect the communities in which we work in various ways. Therefore, we are committed to leave a positive impact where human rights are protected and respected. We operate our business following the UN Global Compact's ten principles in which we have been a participant since 2015. We respect the principles of the 1998 International Labour Organization "Declaration on Fundamental Principles and Rights at Work" in accordance with national law and practice. We are committed to enforce and respect key national and international human rights standards such as the International Bill of Human Rights. These international standards, among many, are key factors in the way we shape our work on ensuring a responsible and ethically irreproachable business conduct.

By following these international standards and conventions, we commit to ensure the effective abolition of child labour, the elimination of discrimination of employment and occupation, the freedom of association and many more. We further prohibit forced and compulsory labour, all forms of modern slavery, human trafficking and are dedicated to ensuring a safe and healthy work environment. We believe that by doing so, the highest productivity, creativity and efficiency can be attained.

Our employees are respected, and we do not tolerate any form of discrimination concerning gender, race, religion, age, disability, sexual orientation, national origin, or any other characteristic protected under law. We acknowledge that some employees may be at greater risk of negative human rights impacts, due to their place of living. We embrace these risks and understand our responsibility to make sure that additional activities are put in place. Further, we acknowledge the importance of dialogue with employees, suppliers and other stakeholders and expect them to build awareness and knowledge on human rights and report any malicious behaviour.

» STAKEHOLDER ENGAGEMENT

We expect all our business partners to adhere to the same ethical principles and standards as our own. We share information and explain our expectations and require every stakeholder whether internal or external comply with our Code of Conduct policy, which further extends our human rights initiatives. Our human rights expectations are also reflected in various other policies such as our Diversity and Inclusion Policy, Environmental Policy, Health and Safety Policy, Quality Policy and Anti-corruption Policy.

» OUR HUMAN RIGHTS ACTION

We recognise that climate change is of great threat and will have negative impact on humanity now and for the future. The Scan Global Logistics Group is therefore strongly committed to help reduce climate change and have set targets aligned with the scenario of limiting global warming to 1.5°C through the Science Based Target initiative. We will reduce climate change by establishing partnerships with stakeholders and developing sustainable transportation solutions for our customers as well as reducing our own company footprint.

We are also very proud of our collaborations with various UN organisations and NGOs, which the Scan Global Logistics Group have been serving since its incorporation. We help these organisations with Aid & Relief by transporting medical and emergency supplies to countries in need whether from war, natural disasters, man-made disasters, or poverty. All these activities are done within the realms of the ILO conventions.

We are committed to complying with the local laws in every country where we conduct business. In case of a contradiction between international and local laws, Scan Global Logistics Group will comply with the highest standard. In case of a contradiction between national laws and international standards we will adhere to national law, while still seeking ways to respect international human rights to the greatest extent possible.

» COMPLIANCE WITH THE UK MODERN SLAVERY ACT 2015

Modern slavery is one of the most complex and important human rights challenges of our time. Scan Global Logistics Group recognises the importance and seriousness of this challenge and have a zero-tolerance policy against all forms of modern slavery. We follow the principles set out in the UK Modern Slavery Act 2015 and take appropriate steps to ensure that modern slavery and human trafficking is not taking place in any part of our supply chain or in any part of our business. As a global group we understand our responsibility in ensuring the abolition of such crimes against humanity and further recognise that some of our supply sectors are potentially higher risk due to their place of business. We embrace these risks and understand our obligation to make sure that

additional activities are put in place. Each year a statement in relation to the provisions set out in the Modern Slavery Act 2015 are published. This statement covers our specific actions, commitments, and risk assessments areas against modern slavery for the relevant financial year.

» PRIVATE OR PUBLIC SECURITY FORCES

All security forces engaged by us are obliged to respect all internationally recognised human rights. We will ensure that they receive adequate guidance and training, and their actions will be monitored.

» MANDATORY TRAINING

Training in human rights and other Scan Global Logistics Group policies are conducted for all new employees and every two years in the global mandatory e-learning platform 'Academy' together with tests which all employees must pass to finally receive a diploma for the training as documentation. All training is registered and stored digitally in the system.

» GOVERNANCE

Our Compliance and Legal team supported by our Global General Counsel, oversee, and monitors our compliance with the human rights standards and conventions, and further monitors the implementation of this policy.

Risk assessment is done based on the internal Scan Global Logistics dedicated SOP "21414 Risk Management" and using the controlled template "21585 Template – Risk Analysis" maintained in the global company "Quality Management System".

This Policy is reviewed and updated (if necessary) annually.

» HOW TO RAISE A CONCERN

You are encouraged to raise concerns about any issue, violation, or suspicion of malpractice at the earliest possible stage. If you are unsure whether a particular act constitutes breach of human rights standards and conventions, or if you have any other queries, these must be raised with the Global General Counsel or if you wish to raise your concern anonymously you may use our Whistleblower System at scangl.com.

For questions related to the Human Rights policy, please contact our Global General

Counsel at hchr@scangl.com.