



# Supplier Code of Conduct

VERSION: 0.1

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## 1. SCOPE:

DXI LOGISTICS's Code of Ethics reflects the high standards of governance and ethical behavior to which DXI LOGISTICS, its management and employees are committed.

We expect our suppliers to observe similar standard and to undertake their business in an ethical manner by complying with all applicable laws and regulations as well as the requirements set out in this document.

## 2. HEALTH, SAFETY, SECURITY AND ENVIRONMENT

DXI LOGISTICS's suppliers must at all times provide a healthy, safe and secure work environment for all its employees.

### DXI LOGISTICS's suppliers will:

- 2.1 Refrain from causing harm to the environment
- 2.2 Actively seek methods to reduce the environmental impact of their actions
- 2.3 Maintain an effective program of management and reporting of health, safety, security and environmental issues

## 3. EMPLOYMENT

### DXI LOGISTICS's Suppliers Will:

- 3.1 Ensure that labour conditions are in accordance with local regulations
- 3.2 Compensate employees fairly and at least at a level where their basic needs are met
- 3.3 Maintain a work environment in which all employees are treated with respect and which precludes any form of harassment, exploitation or abuse

### DXI LOGISTICS's suppliers will not:

- 3.4 Directly or indirectly either employ child labour or use forced labour in any form
- 3.5 Discriminate based on age, ancestry, race, marital status, disability, nationality, religion, political affiliation or sexual orientation.

## 4. BUSINESS ETHICS

### DXI LOGISTICS's Suppliers Will:

- 4.1 Protect all confidential information provided by DXI LOGISTICS
- 4.2 Respect the intellectual property of DXI LOGISTICS
- 4.3 Procure goods and services from suppliers from which a similar degree of governance and ethical behavior is demanded as that envisaged by this DXI LOGISTICS Supplier Code of conduct

### DXI LOGISTICS's suppliers will not:

- 4.1 Engage in or tolerate fraud, extortion or the payment of bribes and any other form of corruption
- 4.2 Give gifts which are of more than nominal value
- 4.3 Engage in or facilitate money-laundering



4.4 Breach trade sanctions

4.5 Breach anti-trust or competition laws

## 5. HUMAN RIGHTS

DXI LOGISTICS suppliers will not engage in any form of conduct which is in breach of internationally declared human rights.

## 6. COMPLIANCE AND RIGHT TO AUDIT

DXI LOGISTICS may request and receive documentation evidencing compliance with the requirements of this DXI LOGISTICS Supplier code of conduct and to/physical audit supplier facilities

## 7. NON-OBSERVANCE

In the event a supplier breaches the terms of this DXI LOGISTICS Supplier Code of conduct, action may be taken against the supplier including termination of DXI LOGISTICS's contract with you.