



Supplier Code of Conduct

Values:

WOW Logistics Company, LLC. was founded in 1977 on a strong pillar of values, ethics, and company culture that remains the same today. Our [Little Orange Book](#) outlines the foundation for how we work with our partners, our customers, and ourselves. Simply stated, operating with integrity and with high ethical standards is the WOW Logistics way of doing business.

Therefore, our Suppliers must abide by the standards set forth in this Supplier Code of Conduct. Failure to comply with this Supplier Code of Conduct will result in review, and possible termination of, the business relationship by WOW Logistics Company.

Social Compliance Standards:

Supplier Social Compliance Standards (SSCS) are driven by the belief that good corporate citizenship is essential to our long-term business success. These beliefs must be reflected in our relationships and actions in our workplaces, and the workplaces of those who are authorized to supply our business.

Recognizing that there are differences in laws, customs, and economic conditions that affect business practices, we believe that shared values must serve as the foundation for relationships between WOW Logistics Company and its suppliers. Supplier Social Compliance Standards communicate our values and expectations and emphasize the importance of responsible workplace policies and practices that generally comply, at a minimum, with applicable occupational safety and health, environmental and labor laws and regulations.

WOW Logistics Company Requirements:

✓ No Child Labor

- Suppliers shall not employ any person under the age of 15. If local law sets minimum age lower but is in accordance with developing country exceptions under the International Labor Organization Convention 138, the lower age will apply. Suppliers shall not recruit child labor nor exploit children in any way. If children are found to be working directly for the supplier, the latter shall seek a sensitive and satisfactory solution that puts the best interests of the child first.

✓ No Forced Labor or Abuse of Labor

- Prohibit physical and mental abuse of employees as a form of discipline and prohibit the use of all forms of forced labor, including forced prison labor, indentured labor, bonded labor or slave labor and the human trafficking associated with such abuses.

✓ Abuse, Harassment, and Disciplinary Action

- Suppliers must treat all employees with respect and dignity and comply with Applicable Laws in relation to disciplinary practices. Suppliers shall not engage in or permit any form of physical, mental, verbal, sexual or other abuse of employees. Disciplinary Action shall not include monetary fines or take deductions from wages.

✓ Fair and Equal Treatment/No Discrimination or Harassment

- Prohibit discrimination and harassment based on legally protected characteristics in all aspects of employment, including the recruitment, hiring, placement, training, compensation, treatment and advancement of employees.

- ✓ **Compensation, Benefits, and Working Hours**
 - Compensate employees relative to the industry and/or local labor market. Operate in full compliance with applicable wage and hour and benefits laws.
- ✓ **Freedom of Association and Collective Bargaining**
 - Respect employees' rights to freedom of association, to engage in other protected activities, and the right to refrain from such activities. Where employees are represented by a legally recognized union, the right to have their chosen representatives have reasonable access to the employees to represent them and bargain in good faith with such representatives.
- ✓ **Health and Safety**
 - Strive to provide a secure, safe and healthy workplace. Maintain a productive workplace by complying with all applicable occupational safety and health laws, rules and regulations as well as by mitigating the risk of accidents, injury, and exposure to health risks. Our suppliers shall maintain records of health and safety training and accidents and injuries at the workplace.
- ✓ **Environment**
 - Conduct business in compliance with all applicable environmental laws, rules, and regulations. All required environmental permits shall be obtained and kept current. The safe handling, movement, storage and disposal of hazardous materials and waste, and shall be monitored and recorded.
 - Our suppliers are encouraged to implement programs to make their businesses more environmentally friendly, including the reduction of waste, recycling where possible and monitoring and recording emissions and water usage with the aim of increasing sustainability.
- ✓ **Ethical Business Practices**
 - Our Suppliers must strive to provide a workplace free of bribery and corruption by complying with all applicable laws relating to bribery, money laundering and/or corruption as well as prohibiting the exchange of money or anything else of value to or from anyone, including government officials, to influence actions or obtain an improper advantage.
 - Our suppliers are expected to promptly report to any WOW Logistics request or demand for undue financial or other advantage of any kind received by it in connection with the performance of its agreement with or services to WOW Logistics Leadership.
 - Our Suppliers are prohibited from providing or soliciting, directly or indirectly, payments, gifts, entertainment or other business gratuities from individuals that contradict WOW Logistics Company's policies or present a potential conflict of interest.