



Diversity, Equity, and Inclusion Policy of C4 Logistics

Purpose

This Diversity, Equity, and Inclusion Policy outlines C4 Logistics' commitment to creating and maintaining a work environment where differences are valued, practices are equitable, and everyone feels included and respected. We believe that leveraging the diverse backgrounds, experiences, and perspectives of our employees enhances our creativity, decision-making, and service delivery.

Scope

This policy applies to all employees, contractors, and business partners of C4 Logistics, across all levels and locations of the organization.

Policy Statement

- **Diversity:** C4 Logistics is committed to fostering a diverse workplace where all employees, regardless of their gender, race, ethnicity, national origin, age, sexual orientation, gender identity, religion, disability status, or any aspect of diversity, are welcomed and valued.
- **Equity:** We are dedicated to ensuring fairness across our organization. C4 Logistics will provide opportunities for all staff to develop and advance, free from discrimination and based on performance and business needs.
- **Inclusion:** C4 Logistics strives to create an inclusive culture that encourages, supports, and celebrates the diverse voices and contributions of our employees. We aim to provide an environment where everyone feels involved, respected, and connected.

Commitments

- **Recruitment and Employment:** Implement recruitment strategies that actively seek out and encourage diverse candidates to apply. Ensure that hiring, promotions, and compensation are based on qualifications, merit, and business needs, free from bias.
- **Training and Development:** Provide training on diversity, equity, and inclusion for all employees, promoting an understanding of DEI principles and practices and their importance to our success.
- **Workplace Culture:** Cultivate a workplace culture that supports flexible working arrangements and work-life balance, accommodating diverse life circumstances and promoting employee well-being.
- **Leadership and Accountability:** Leaders at all levels are responsible for implementing DEI initiatives and holding their teams accountable for contributing to a culture of inclusivity.
- **Communication:** Maintain open and honest communication channels where feedback on DEI matters is encouraged and valued.

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Implementation

- DEI objectives will be integrated into business planning and performance management processes.
- Regularly measure and report on the effectiveness of DEI initiatives, adjusting strategies as necessary to meet our objectives.

Grievance Mechanism

- Establish clear procedures for employees to report discrimination, harassment, or other breaches of this policy. All complaints will be investigated promptly and confidentially, ensuring no retaliation against those who make complaints.

Review and Monitoring

- This policy will be reviewed annually to ensure it remains relevant and effective in meeting its goals.
- Regularly collect and analyse demographic and employment data to monitor our progress towards achieving a diverse and inclusive workplace.

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