



## Human Rights Policy of C4 Logistics

### Purpose

This Human Rights Policy outlines C4 Logistics' commitment to uphold and promote human rights in accordance with international standards and best practices, such as the United Nations Guiding Principles on Business and Human Rights and the Universal Declaration of Human Rights.

Our policy underscores our dedication to integrating these principles throughout our business operations and relationships.

### Scope and Application

This policy is applicable to all employees of C4 Logistics, at every level and location, including our contractors, suppliers, and business partners globally.

C4 Logistics commits to embedding this policy into our business processes, strategic planning, and daily operations to ensure compliance and advocacy across our network.

### Commitments

- **Non-Discrimination:** We ensure a work environment free from discrimination on any basis, such as race, ethnicity, religion, age, sexual orientation, gender identity, or disability.
- **Fair and Just Work Conditions:** We uphold fair labour practices, including just compensation, reasonable working hours, and safe working conditions that meet or exceed international standards.
- **Freedom from Harassment:** C4 Logistics strives to maintain a workplace where all employees are treated with respect and dignity, free from harassment, violence, or bullying.
- **Prohibition of Forced and Child Labor:** We strictly prohibit forced labour and child labour in all our operations and expect the same high standards from our partners and suppliers.
- **Right to Privacy:** We respect and protect the privacy rights of our employees, clients, and partners, managing personal information with the utmost care and in accordance with global data protection regulations.
- **Community Engagement:** We engage actively and respectfully with the communities where we operate, aiming to make a positive impact on their social and economic development.
- **Environmental Stewardship:** C4 Logistics recognizes the right to a sustainable environment and commits to practices that minimize our environmental impact and promote long-term ecological sustainability.

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### **Due Diligence and Risk Assessment**

- Conduct thorough human rights impact assessments to identify, prevent, and mitigate any adverse impacts, and to improve our human rights performance throughout our operations.
- Implement appropriate remedial actions to address any identified human rights abuses.

### **Training and Awareness**

- Provide comprehensive training for all employees to ensure awareness and understanding of this Human Rights Policy and their individual responsibilities.
- Promote a culture of human rights awareness through ongoing education and communication initiatives within C4 Logistics.

### **Reporting and Compliance**

- Encourage reporting of any instances of human rights violations associated with our operations, with guarantees of non-retaliation and confidentiality.
- Establish a robust and accessible grievance mechanism for effectively receiving, investigating, and resolving complaints.

### **Monitoring and Review**

- Regularly monitor the effectiveness of this policy and related practices and conduct periodic reviews to ensure continuous improvement.
- Publicly disclose our progress and challenges in annual sustainability and human rights reports.

### **Implementation**

- The leadership team at C4 Logistics, supported by all management levels, is responsible for implementing this policy.
- All strategic and operational decisions will consider the principles and commitments stated in this policy to ensure consistent application across the organization.

C4 Logistics is committed to leading by example in the logistics industry by promoting a culture of respect and responsibility towards human rights. This policy will be regularly reviewed and updated to respond to new challenges and to reflect our ongoing learning and commitments.

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