



CONVOY

SUPPLIER CODE OF CONDUCT

Supplier Code of Conduct under the direction of the Head of Sustainability,
General Counsel, and Director of Diversity, Equity and Inclusion.

JULY 2022, VERSION 1.0

MEET CONVOY

Being a responsible freight partner is in our DNA

Convoy is solving fundamental issues in the freight industry while building a more sustainable future. We move thousands of truckloads daily through an optimized, connected network of carriers, saving time and money for shippers, increasing earnings for carriers, and eliminating carbon waste for our planet. Our digital freight network uses technology and data to solve problems of waste and inefficiency in the \$800 billion U.S. trucking industry, which generates over 87 million metric tons of carbon emissions from empty trucks. Our reliable and flexible capacity maximizes efficiency and makes us the partner of choice for many of the nation's largest shippers, as well as small and medium businesses across America.

At Convoy, we're committed to doing our part to help achieve a zero emissions trucking industry. Our path to accomplishing this goal is rooted in collaboration with our Suppliers, as we define in section "Scope", who play an essential role in our continuous journey to be the leading responsible freight partner.

OVERVIEW

Purpose

The Convoy Supplier Code of Conduct reflects our commitment to doing business with integrity. We expect that our business partners read, understand, and acknowledge the importance Convoy places on the ethical principles stated in this Supplier Code of Conduct.

This Code has been developed to incorporate international norms on human rights and the protection of the environment. The Code outlines the expectations that we have regarding the operations of our Suppliers and addresses the principles found in the United Nations Global Compact (UNGC), for which Convoy is dedicated to incorporating as a signatory, derived from the Universal Declaration of Human Rights, the International Labor Organization's Declaration on the Fundamental Principles and Rights at Work.

Scope

Convoy defines “Suppliers” as any organization or entity that directly provides goods and/or services to Convoy. The Code is meant to act as a reference during our selection and retention of all Suppliers that provide goods or services supporting our operations worldwide. While Convoy understands and respects that there are different legal frameworks and cultural environments in which our Suppliers conduct their operations, this Code will provide our Sourcing Organization with a foundation to assist in contracting decisions and Supplier selection, and a framework by which to hold our Suppliers accountable to the Guiding Principles and international norms. In an effort to create a responsible and effective supply chain, Convoy will encourage business partners to adopt the same commitment to human rights and our Guiding Principles.

Convoy believes in continuous improvement and recognizes that implementing the standards of The Code into Suppliers' operations and supply chains is dynamic, rather than a static process. Convoy is dedicated to sharing best practices to meet the standards of The Code and seeking continuous improvement over time to show progress in all areas covered by this Supplier Code of Conduct.

EMPLOYMENT PRACTICES & STANDARDS

All work is conducted freely and on a voluntary basis

Convoy does not tolerate any forms of modern slavery or forced labor, including but not limited to forced, bonded or compulsory labor and human trafficking including Supplier recruitment agencies. They shall not engage in or tolerate restrictions of movement, confiscation of identity documents and/or passports, withholding of wages, abusive working conditions, debt bondage, violence or any other kind of exploitation, or abuse.

All employees are of a legal working age

Convoy does not tolerate unlawful child labor, and Supplier shall prevent all forms of unlawful child labor.

All employees should be paid fair wages pursuant to applicable law

Supplier to always respect and comply with applicable laws and collective bargaining agreements, if applicable, on working and resting hours, including overtime working hours, as well as annual, sick and parental leave and any other applicable laws.

All employees are treated equally and with respect and dignity

Supplier shall treat everyone with dignity and respect and provide equal employment opportunities and conditions based on the individual's ability to do the job, regardless of employee or job applicant characteristics including, but not limited to: gender, gender identity or expression, age, nationality, race, ethnicity, skin color, cultural background, marital status, religion or spiritual belief, disability, genetics, political views, sexual orientation, health information including reproductive rights and gender affirming care, or union affiliation. Supplier shall not tolerate humiliating or physical punishment or allow any employee to be subject to verbal, psychological, physical or sexual harassment or abuse.

All employees have the right to freedom of association and collective bargaining pursuant to applicable law

Suppliers must respect, and not interfere with, the right of employees to discuss the terms and conditions of their employment, in accordance with applicable law.

BUSINESS ETHICS

All business is conducted with integrity

Anti-Corruption and Anti-Bribery

Convoy does not condone, under any conditions, the offering, making or receiving of kickbacks or bribes or any other form of payments that are illegal under applicable law or regulation - including those known as “facilitating payments.”

Avoiding and Disclosing Conflicts of Interest

We define a conflict of interest as any situation involving our business in which there is actual impediment, or a reasonable appearance of impediment, of a Convoy employee’s ability to act, objectively and independently, in the best interest of Convoy. Suppliers must avoid situations where a conflict of interest may occur and must disclose to Convoy any conflict of interest.

The health and safety of all employees are protected

We expect Suppliers to demonstrate diligence and good judgment in using adequately skilled and trained personnel. Suppliers are expected to have implemented procedures to ensure a healthy physical and psychological working environment and to have taken appropriate measures to prevent the abuse of alcohol, drugs, etc., by your personnel and suppliers.

ENVIRONMENTAL RESPONSIBILITY

All business is conducted lawfully

Suppliers must comply with all applicable environmental laws in which they operate and follow environmental regulations with respect for our environment.

All business aspires to reduce the environmental impact of their operations

Suppliers are encouraged to understand and mitigate the environmental impact of their business operations. Suppliers work to develop initiatives to reduce their environmental impact through initiatives such as developing adequate management systems using recognized methodologies to measure resource consumption including waste, water, or fuel consumption and further identifying and implementing efforts to reduce environmental footprint of operations.

All business embraces sustainable and innovative solutions

Suppliers are encouraged to work to continuously improve their environmental performance, and move toward establishing metrics and targets that reduce the environmental impact of their activities.



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Contact Convoy

Convoy is the most efficient digital freight network.

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AS OF AUGUST 2022

Sustainability

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