

EXTERNAL DOCUMENT – FOR SUPPLIER USE ONLY

Supplier Code of Conduct

1.0 Introduction

- 1.0.1 Powercargov Logistics Ltd is committed to upholding the highest standards in service quality, safety, and business ethics within the logistics and freight forwarding industry.
- 1.0.2 We aim to ensure safe working conditions, respect for human rights, and environmentally responsible logistics operations throughout our supply chain.
- 1.0.3 This Supplier Code of Conduct outlines the fundamental expectations for all suppliers and service providers who engage with Powercargov Logistics Ltd.
- 1.0.4 These standards focus on ethical conduct, environmental sustainability, and compliance with relevant laws.
- 1.0.5 Suppliers are expected to fully implement this Code of Conduct across all their operations and subcontractors. Suppliers must display this document in a visible and accessible location, in the local language and in languages spoken by migrant workers when necessary.
- 1.0.6 Training on this Code should be provided annually. Compliance will be enforced through both internal and independent third-party audits.

2.0 Supplier Operations

- 2.0.1 Labour and Human Rights: Suppliers must adhere to the highest standards in their labour practices, ensuring the dignity, safety, and well-being of their employees. Powercargov Logistics Ltd expects suppliers to follow local and international laws regarding labour and human rights, and to demonstrate a commitment to ethical business conduct.
- 2.0.2 Forced Labour: Suppliers must not use any form of forced, bonded, or indentured labour. Employees should not be compelled to work through threats, coercion, or punishment.
- 2.0.3 Child Labour: Suppliers are expected to comply with the minimum legal working age requirements in all jurisdictions where they operate, ensuring no employment of individuals under the age of 15 or below the age required to complete compulsory education, whichever is higher.
- 2.0.4 Discrimination: Hiring and employment decisions should be based solely on job performance, without discrimination based on personal characteristics, beliefs, or any other legally protected status.
- 2.0.5 Wages & Working Hours: Suppliers must ensure that wages meet or exceed the local minimum standards, and that employees are not required to work beyond legal maximum working hours. Overtime must be voluntary and compensated at the appropriate legal rates.
- 2.0.6 Freedom of Association: Suppliers must respect the rights of workers to join associations, engage in collective bargaining, and resolve disputes fairly.
- 2.0.7 Disciplinary Practices: Workers must be treated with respect, without the threat of harassment or abuse.

3.0 Health and Safety

- 3.0.1 Suppliers must provide a safe working environment in line with applicable safety laws and best practices.

- 3.0.2 This includes ensuring that workplaces are free from hazards that could cause injury or illness, and providing necessary training and protective equipment.
- 3.0.3 For logistics suppliers, additional emphasis should be placed on vehicle safety, the safe handling of goods, and ensuring compliance with transportation safety standards.

4.0 Sustainability and Climate Action

- 4.0.1 In the logistics sector, sustainability goes hand-in-hand with reducing carbon emissions, minimising fuel consumption, and promoting environmentally friendly transportation methods.
- 4.0.2 Suppliers are expected to continuously improve their environmental performance by:
 - Reducing emissions related to freight transportation.
 - Utilising energy-efficient vehicles and optimising routes to reduce fuel consumption.
 - Complying with local and international environmental laws and regulations.
 - Minimising waste and responsibly managing natural resources used in logistics operations.

5.0 Supplier Practices

- 5.0.1 Suppliers must demonstrate ethical practices throughout the supply chain, ensuring that their logistics services meet the legal and ethical standards expected by Powercargov Logistics Ltd.
- 5.0.2 Responsible Sourcing of Services: Freight forwarding suppliers should ensure they partner with legitimate third-party logistics providers who adhere to similar ethical standards. They must not engage in any illegal practices such as money laundering or human trafficking.
- 5.0.3 Due Diligence: Suppliers must conduct due diligence on any subcontractors they work with to ensure compliance with legal, ethical, and environmental requirements.

6.0 Trade Compliance

- 6.0.1 Suppliers must ensure full compliance with all applicable laws governing the import and export of goods, as well as other logistics-related regulations.
- 6.0.2 This compliance adherence includes:
 - Adhering to customs regulations, obtaining necessary permits, and providing accurate documentation for all shipments.
 - Complying with sanctions, export control laws, and regulations in all jurisdictions where they operate.
- 6.0.3 Suppliers must ensure that goods are transported in accordance with all relevant international trade rules, avoiding involvement with any restricted or denied parties.

7.0 Ethics

- 7.0.1 Powercargov Logistics Ltd expects all suppliers to maintain the highest ethical standards. This includes:
 - Full compliance with anti-bribery, anti-corruption, and anti-money laundering laws.
 - Upholding principles of transparency and fairness in all business dealings.
 - Reporting any unethical behaviour or violations of law to Powercargov Logistics Ltd.

8.0 Conflicts of Interest

- 8.0.1 Suppliers must avoid situations where personal interests may conflict with the best interests of Powercargol Logistics Ltd.
- 8.0.2 Any gifts, entertainment, or other benefits provided should be reasonable and consistent with local laws and this Code.

9.0 Service Quality & Safety

- 9.0.1 Suppliers are expected to maintain the highest levels of service quality and safety. This includes:
 - Ensuring the safe and timely delivery of all shipments.
 - Complying with all relevant transportation safety regulations.
 - Providing accurate and transparent reporting on service performance, including any delays or incidents.

10.0 Anti-Bribery and Corruption

- 10.0.1 Powercargol Logistics Ltd maintains a zero-tolerance policy towards bribery and corruption.
- 10.0.2 Suppliers must not engage in any form of corrupt practices, including offering, receiving, or soliciting bribes.

11.0 Supplier Commitment

- 11.0.1 Powercargol Logistics Ltd expects its suppliers to fully commit to the principles and standards outlined in this Code of Conduct.
- 11.0.2 This commitment must be demonstrated through appropriate policies, processes, and practices to ensure compliance.
- 11.0.3 Suppliers are encouraged to work collaboratively with Powercargol Logistics Ltd to continually assess and improve their practices in line with our ethical, environmental, and legal expectations.

12.0 Code Adherence

- 12.0.1 Suppliers are required to comply with all elements of the Powercargol Logistics Ltd Supplier Code of Conduct, which forms part of the terms and conditions of doing business with us.
- 12.0.2 Suppliers must have systems in place to effectively implement the standards outlined in this Code.
- 12.0.3 Internal Policies and Procedures: Suppliers must establish policies and procedures that are aligned with the requirements of this Code and integrate these into their daily operations.
- 12.0.4 Employee Training: Suppliers should provide regular training to their employees to ensure that they fully understand and adhere to the principles of this Code. This includes areas such as ethics, environmental responsibilities, and health and safety standards.
- 12.0.5 Auditing and Monitoring: Powercargol Logistics Ltd reserves the right to audit suppliers' compliance with this Code. Audits may be conducted by internal teams or independent third-party assessors. These audits may be both scheduled and unannounced to ensure transparency and adherence to the Code at all times.

- 12.0.6 Evidence of Compliance: Suppliers must be able to demonstrate compliance with the provisions of this Code. This includes maintaining accurate and up-to-date records of policies, procedures, and actions related to ethical, social, and environmental responsibilities. Powercargo Logistics Ltd reserves the right to review this documentation upon request.
- 12.0.7 Continuous Improvement: Suppliers are expected to work with Powercargo Logistics Ltd to continuously improve their practices, particularly in areas of sustainability, human rights, and safety. This may involve setting targets for reducing environmental impacts, improving working conditions, or enhancing service quality.
- 12.0.8 Failure to comply with this Code of Conduct may result in consequences ranging from corrective action plans to the termination of the business relationship, depending on the severity of the non-compliance.

13.0 Working with Others

- 13.0.1 Suppliers are responsible for ensuring that all third parties they engage with—including subcontractors, agents, and service providers—also adhere to the principles outlined in this Code of Conduct.
- 13.0.2 Suppliers must conduct due diligence on these third parties to ensure compliance.
- 13.0.3 Third-party Accountability: Suppliers are responsible for communicating this Code to their third-party partners and ensuring they understand the expectations set forth by Powercargo Logistics Ltd. Suppliers should monitor these partners' compliance and take corrective actions when necessary.
- 13.0.4 Collaborative Approach: We expect suppliers to foster strong relationships with their partners and local communities by acting ethically and in accordance with all applicable laws. Powercargo Logistics Ltd encourages suppliers to engage in dialogue with stakeholders to address concerns and to seek opportunities for contributing to the communities in which they operate.

14.0 Business Partner Concerns

- 14.0.1 Powercargo Logistics Ltd is committed to maintaining open and transparent communication with all its business partners.
- 14.0.2 We expect suppliers to report any concerns or potential violations of this Code of Conduct.
- 14.0.3 We uphold a non-retaliation policy to ensure that suppliers and their employees can raise concerns without fear of negative consequences.
- 14.0.4 Reporting Violations: If a supplier becomes aware of any breach of this Code, including ethical, legal, or environmental violations, they are encouraged to report it to Powercargo Logistics Ltd. Reports can be submitted in confidence, and anonymity will be respected if requested.
- 14.0.5 Addressing Issues: Powercargo Logistics Ltd takes all reports seriously and will work with suppliers to address any concerns raised. This may involve initiating an investigation, requesting corrective actions, or taking steps to improve compliance with the Code.
- 14.0.6 Powercargo Logistics Ltd views compliance with this Code of Conduct as fundamental to maintaining a strong, trustworthy, and sustainable business relationship. We are committed to working with our suppliers to ensure mutual success through responsible and ethical business practices.

15.0 Issues and Concerns

- 15.0.1 We would like to know if our Suppliers violate any of these codes. Please bring these issues to our attention by emailing info@powercargo.co.uk.
- 15.0.2 All information we receive will be kept in strict confidence, and your identity will be protected.

