



SOCIAL RESPONSIBILITY STATEMENT

Schumacher Cargo Logistics have implemented and maintained a commitment to be a responsible company and positive contributor to the global community.

We expect all our employees to hold themselves to the highest ethical standards. We strive to positively impact the people we work with, the people we work for, and the communities we live in.

We live these values continuously through our policies and our actions, working to empower personal and professional growth for all our employees, embrace diversity and inclusion, follow responsible business practices and standards in our all dealings with clients and suppliers, and give back our time, money, and resources to our communities through philanthropy and personal engagement.

LEGAL COMPLIANCE

We will:

- Respect and uphold applicable local, state, and federal laws to the best of our abilities
- Honor and review all internal policies for complete and responsible implementation
- Ensure that all business transactions and relationships are legitimate, free of influence and bribery
- Keep all partnerships and collaborations transparent and open
- Recognize that privacy is a fundamental right, and we will comply with all privacy laws and expectations.

PROTECTING THE ENVIRONMENT

- We strive to protect our natural environment and keeping our environment clean to aid the success of our communities and business.
- We will always follow best practices when disposing of garbage, compost, and recycling, and seek out working facilities that strive to minimize the carbon footprint through environmentally sustainable best practices.
- See our Environmental Management Policy

OUR EMPLOYEES

- We commit to treat all staff fairly and consistently, to create a workplace and business environment that is open, transparent, and trusted.

- We require our personnel to act according to the highest standards of honesty and integrity as well as comply with all legal and regulatory requirements, which extend to the protection of human rights and the prohibition of forced labor and human trafficking.
- All employees undergo minimum 6 hours advanced annual trainings.
- Employees are encouraged during annual review to request advanced career opportunities, either by attending out of company training programs or management level open positions.
- Company consistently engages with employees to seek feedback, improvements, and suggestions for the better of themselves as well as our customers.
- Company always seeks grown from within. New management levels positions are always first offered to employees to engage in. All current senior management members have come from within the company.
- Average employee retention for 2003, is 9 years & 3 month

Social Community Responsibility

SCL & Employees are prod supporters of these community groups. Employee's engagement activities include company matching funds. Annual fund raising and bringing gifts to kids in hospital beds

- Children's Hospital Los Angeles.
- Memorial Care, Miller Children's & Women's Hospital
- Employees are encouraged to bring to management attention any personal local community-based charities they are involved in, for company support.
- Employees can be given up to 5 additional annual vacation paid days to support community-based charities events.

DIVERSITY AND INCLUSION

- We know that successful inclusive workplaces begin with attentive hiring and recruiting processes that reduce subconscious bias in candidate selection and increase the overall diversity of our workforce
- We ensure to attract diverse talent pools, counteract bias, and match the best talent to the needs of our clients
- Our practices, programs, activities, and decisions regarding employment, hiring, assignment, promotion, and compensation, are not based on a person's race, color, sex, age, religion, national origin, disability status, military status, sexual orientation, source of income, parental status, housing status, or other protected status



SOCIAL RESPONSIBILITY STATEMENT

HUMAN RIGHTS

- We are dedicated to protecting human rights. We practice and commit to equal opportunity employment and will always abide by fair labor practices. We will ensure that our activities do not directly or indirectly violate human rights in any country.
- We do not tolerate any form of modern slavery or human trafficking in any part of our business.
- We observe all international standards and principles relating to human rights within our business.