



Supply Chain Management

HONESTY AND TRANSPARENCY

Schumacher Cargo Logistics are committed to the highest quality and business integrity in its supplier standards. We want to ensure that working conditions in our supply chain are safe, that workers are treated with respect and dignity, and that their environment is both legally compliant as well as conducive to success.

Schumacher Cargo Logistics asks for support in building a stronger, more transparent working relationship by establishing appropriate management processes.

FAIR DEALING, ANTI-BRIBERY AND FINANCIAL INTEGRITY

- Suppliers are expected to compete fairly for our business. This means that Suppliers must provide high-quality products and services without paying bribes, kickbacks, or giving anything of value to secure any sort of improper advantage.
- Suppliers must not exchange information or enter into agreements or understandings with competitors, clients, or other suppliers in a way that improperly influences the marketplace or the outcome of any bidding process.
- We define bribery as offering or providing anything of value to improperly or unfairly influence a recipient's actions. Bribery and kickbacks violate the law. Personal gifts or lavish entertainment can create conflicts of interest. We make no improper payments, and do not permit anyone to make improper payments on our behalf.
- Suppliers must keep accurate records of all payments that are permissible.

AUDIT

- We reserve the right to conduct audits and monitoring of Suppliers at our discretion to ensure that all comply with the principles of the Supplier Code.

WORKPLACE DIVERSITY, HEALTHY AND SAFETY

- Suppliers should treat employees fairly and honestly, particularly when it comes to wages, working hours and benefits, and all other applicable labor and fair employment laws and regulations. A safe and humane working environment must be provided for all Supplier employees.
- Employment-related decisions should be made based on a worker's knowledge and skill, without regard to race, color, religion, national origin, age, medical condition or disability, marital status, pregnancy, or sexual orientation. Our Suppliers must provide a workplace free from discrimination, harassment, retaliation, or any other form of abuse.

CONFIDENTIALITY AND DATA PROTECTION



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- Suppliers must treat any information received about clients or our business as confidential.
- Suppliers must ensure compliance with all applicable data privacy laws and directives providing for the protection, transfer, access, and storage of personal information. This includes a requirement for Suppliers to establish processes for managing the retention, maintenance, access, and disclosure of SCL information.
- Suppliers must honor intellectual property rights. Suppliers are not permitted to obtain, distribute, or use unlicensed material without the authorization of the creator or license-holder.

CRISIS OR EMERGENCY PROCESS

- If a SCL client is in any type of danger, Supplier must contact your SCL representative immediately.
- Supplier must work with SCL representative to ensure the safety and security of all SCL clients.

COMMUNICATION FOR AN EMERGENCY

Emergency situations and events are to be identified and assessed, and their impact minimized by implementing emergency plans and response procedures.

An emergency may constitute a natural or unnatural disaster such as a storm, flood, earthquake, landslide, an act of civil unrest or any other situation that may put a client, their family or property in danger, or may cause a serious inconvenience or delay in the process of a shipment. The following is a high-level process to be followed in an emergency:

1. Identify and mitigate problems before a crisis.
3. Anticipate the consequences of the emergency.
4. React to the emergency appropriately and quickly.
5. Recover from the emergency.

PERSONNEL TAX AND LEGAL OBLIGATIONS

All Supplier Personnel shall meet the licensing, security, labor, and site requirements for the locale where the Services are being performed, and Supplier shall comply with all applicable laws and regulations with respect to such Supplier Personnel, including all employment, licensing, benefits, tax, workers compensation, diversity, non-discrimination and other laws and regulations.

Supplier shall comply with all applicable laws and regulation regarding workplace health and safety at all work locations from which Supplier Personnel will provide the Services.

Supplier will withhold and pay all amounts required for any employer or employee tax or contribution, including state and federal income tax, unemployment insurance and disability insurance.



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PERFORMANCE REVIEW

If the Supplier's services do not conform to all terms, conditions, or requirements set forth, Supplier agrees to participate in performance reviews, at our request, to identify the reason for such nonconformance and suggest actions to make the services conforming.

COMPLIANCE WITH LAWS

Supplier shall comply with all applicable international, federal, state, local laws, and ordinances. Upon request, Supplier agrees to issue certificates certifying compliance with any of the laws or regulations that may be applicable.