

SUPPLIER CODE OF PRACTISE (September 2018)

Suppliers play a key role in enabling and supporting Logistex to deliver its core business. In turn, their engagement with Logistex helps suppliers to meet their own business objectives.

Working in co-operation with our supplier partners, we strive to add value to our supply chain by developing mutually beneficial relationships, which bring shared rewards.

Logistex seeks to work with suppliers who share its core values and who will adhere to this Code of Practise and apply similar standards and values within their own business and supply chains.

Logistex's core values (which are clarified in our website: www.logistex.com) include:

- Teamwork
- Safety
- Integrity & trust
- Continuous improvement
- Make it a "Sure Thing"
- Leadership by example

Logistex's Supplier Code of Practise represents a statement of good practice. It outlines our expectations for supplier conduct and encourages all members of our supply chain to work together, openly and in a spirit of co-operation.

STANDARDS OF PRACTICE

Working for and alongside Logistex shall require the following from Suppliers:

- Total compliance with the applicable laws and regulations of the country in which operations are undertaken.
- Adherence to relevant International Labour Organisation Core Conventions. Employment practices will prohibit child, forced, bonded or compulsory labour and respect the right to freedom of association, diversity and equal opportunities.
- Wages and working hours will, as a minimum, comply with applicable rules and regulations, including those regulating national minimum wages and national living wages, overtime and maximum hours.
- Robust health and safety processes, codes and working practices will be put in place and reviewed on a regular basis. These will be supported by a competent, well trained, safety conscious workforce.
- Operations shall be carried out with care for the environment, using sustainable practices which minimise negative impact and improve the quality of the environment.
- Suppliers shall respect the human rights of employees and those with whom they do business.

- Suppliers shall provide robust training programmes and support for employees' career development.
- Work shall be completed to the highest standards of competence and professional integrity.
- A “zero tolerance” of corrupt practices (including fraud, bribery, slavery and human trafficking etc) within its own business, corporate activities and throughout its supply chain. Any evidence of such corrupt practices brought to our attention may lead to termination of the supplier's business relationship with Logistex.
- Contracts will be delivered to the agreed specification, timeline, quality and agreed prices.
- A non-adversarial approach will be taken to conflict and dispute resolution.