

Anti-Human Trafficking Policy

Logistics Plus® is committed to a work environment that is free from human trafficking, slavery, forced labor and unlawful child labor.



Our Values:

- + Logistics Plus, Inc. ("LP") is committed to a work environment that is free from human trafficking and slavery, which for purposes of this policy includes forced labor and unlawful child labor. LP will not tolerate or condone human trafficking or slavery in any part of our global organization.
- + Further, LP is committed to abiding by the U.S. Government's policy prohibiting trafficking in persons available at 48 CFR § 52.222-50. A general summary of which is detailed below under the heading: "Summary of U.S. Government Policy of Prohibiting Trafficking in Persons."
- + Logistics Plus has pledged its full support of the U.S. DOT's **Transportation Leaders Against Human Trafficking (TLAHT)** initiative is comprised of transportation and travel industry stakeholders working jointly to maximize their collective impact in combating human trafficking.



Our Commitment:

- + LP employees, subsidiaries, contractors, subcontractors, vendors, suppliers, partners and others through whom LP conducts business must avoid complicity in any practice that constitutes trafficking in persons or slavery and must report suspected violations.

Our Policy:

Scope:

- + This policy applies to all personnel employed by or engaged to provide services to LP, including, but not limited to, employees, officers, and temporary employees of LP and LP's U.S. and international subsidiaries, and independent contractors (for ease of reference throughout this policy, "employees").
- + Every employee is responsible for reading, understanding and complying with this policy. LP managers are responsible for ensuring that employees who report to them, directly or indirectly, comply with this policy and complete any certification or training required of them. If you have any questions or concerns relating to this policy, consult the LP legal or human resources department.

Procedures

- + Employees **MUST** report any conduct that you believe may be in violation of this policy to the LP Legal Department. Employees who fail to report actual or suspected misconduct may be deemed in violation of this policy.
- + LP will not tolerate retaliation against an employee for reporting a concern in good faith or for cooperation with a compliance investigation, even where no evidence is found to substantiate the report.
- + However, any violation of this policy may be grounds for disciplinary action, up to and including termination. LP and its subsidiaries have the exclusive right to interpret this policy regarding their respective employees.
- + Violations of the U.S. Government's policy against human trafficking may also result in criminal prosecution of responsible individuals, and LP and its employees agree to cooperate and abide by any governmental or legal inquiry into a reported violation.



Summary of U.S. Government Policy Prohibiting Trafficking in Persons

- + U.S. Government policy prohibits trafficking in persons and slavery. Government contractors and their employees, subcontractors, subcontractor employees, and agents must not engage in any practice that constitutes trafficking in persons or slavery. This includes, but is not limited to, the following activities:
- + Engaging in any form of trafficking in persons.
- + Procuring commercial sex acts.
- + Using forced labor in the performance of any work.
- + Destroying, concealing, confiscating, or otherwise denying access by an employee to the employee's identity or immigration documents, such as passports or drivers' licenses, regardless of issuing authority.
- + Using misleading or fraudulent practices during the recruitment of employees or offering of employment/contract positions, such as failing to disclose, in a format and language understood by the employee or applicant, basic information; or making material misrepresentations during the recruitment of employees regarding the key terms and conditions of employment, including wages and fringe benefits, the location of work, the living conditions, housing, and associated costs (if provided by the employer or agent), any significant cost to be charged to the employee or applicant, and, if applicable, the hazardous nature of the work.
- + Using recruiters that do not comply with local labor laws of the country in which the recruiting takes place.
- + If required by law or contract, failing to provide return transportation or failing to pay for the cost of return transportation upon the end of employment.
- + If required by law or contract, failing to provide or arrange housing that meets the host country housing and safety standards.
- + If required by law or contract, failing to provide an employment contract, or other required work document in writing with legally required information and in a language the employee understands.
- + The full text of the U.S. Government's Regulation 48 CFR § 52.222-50 – Combating Trafficking in Persons is available online at: <https://www.law.cornell.edu/cfr/text/48/52.222-50>.

Policy Control and Review:

- + Copies of this policy will be displayed at all Logistics Plus Inc. locations, communicated to every employee and be available to all other interested parties.
- + Policy changes will be approved and communicated by the Logistics Plus Legal and Compliance Departments.



<https://www.transportation.gov/TLAHT>