



Our Human Rights Policy

Respect for Human Rights

Respect for human rights is fundamental to the sustainability of Action International Freight and the communities in which we operate. In our organisation and supply base, we are committed to ensuring that people are treated with dignity and respect.

The Action International Freight Human Rights policy is guided by international human rights principles encompassed in the Universal Declaration of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at work, the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights.

The Human Rights Policy applies to Action International Freight, the entities that it owns, the entities in which it holds a majority interest, and the facilities that it manages. The Company is committed to working with and encouraging our supply partners to uphold the principles in this policy and to adopt similar policies within their businesses

Action International Freight respects human rights. It is committed to identify, prevent and mitigate adverse human rights impacts resulting from or caused by our business activities before or if they occur through human rights diligence and mitigation processes.

Community and Stakeholder Engagement

The Company recognises its impact on the communities in which it operates. We are committed to engaging with stakeholders in those communities to ensure that we are listening to, learning from and taking into account their views as we conduct our business. Where appropriate, we are committed to engaging in dialogue with stakeholders on human rights issues related to our business. We believe that local issues are the most appropriately addressed at the local level. We are also committed to creating economic opportunity and fostering goodwill in the communities in which we operate through locally relevant initiatives.



Valuing Diversity

Action International Freight values the diversity of the people with whom we work and the contributions they make. We have a long-standing commitment to equal opportunity and intolerance of discrimination or harassment on the basis of race, sex, colour, national or social origin, age, religion, sexual orientation, disability, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, training, compensation and advancement at the Company is performance, experience, skills and qualifications.

Regardless of personal characteristics or status, the Company does not tolerate disrespectful or inappropriate behaviour, unfair treatment or retaliation of any kind. Harassment is unacceptable in the workplace and in any work-related circumstance outside the workplace. These principles apply not only to Company employees but also to the business partners and suppliers with whom we work. Please refer to the Company's policies and Staff Handbook (or upon request).

Freedom of Association and Collective Bargaining

The Company respects our employees' right to join, form or not to join a trades union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognised union, we are committed to establishing a constructive dialogue with employees freely chosen representatives. The Company is committed to consulting in good faith with such representatives



Safe and Healthy Workplace

The Company provides a safe and healthy workplace and complies with applicable health, safety and environmental laws, regulations and internal requirements. We are dedicated to maintaining a productive workplace by minimising the risk of accidents, injury and exposure to health risks. We are committed to engaging with our employees to continually improve health and safety in our workplaces, including the identification of hazards and remediation of health and safety issues. The Company has designated Health and Safety policies set out in its Staff Handbook. The Company provides regular training to employees in safety-critical roles and has designated Safety Representatives on each of its sites, to address health and safety concerns.

Workplace Security

The Company is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided as needed and will be maintained with respect for employee privacy and dignity.

Forced Labour and Human Trafficking

The Company prohibits the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, slave labour and any form of human trafficking. The Company complies with its obligations under the Modern Slavery Act 2015.

Child Labour

The Company prohibits the recruitment and employment of young people who are below the minimum school leaving age in any county in which it operates.



Work Hours, Wages and Benefits

The Company compensates employees competitively relative to the industry and local labour market. We operate in full compliance with applicable wage, work hours, overtime and benefits laws. Our firm our chartered accountants operate our payroll scheme.

Guidance and Reporting for Employees

Action International Freight creates workplaces in which open and honest communications among all employees are valued and respected. We operate employee forums to increase communication across all levels of the business. The Company is committed to following all applicable labour and employment laws wherever we operate. If you believe that a conflict arises between the language of the policy and the laws, customs and practices of the place where you work, if you have questions about this policy or if you would like to report a potential violation of this policy, you should raise those questions and concerns through existing processes, which make every effort to maintain confidentiality. You may ask questions or report potential violations to local Management or Human Resources (DLP) or in accordance with the Company's Whistleblowing Policy located in Staff Handbook or upon request).

Employees can also report suspected violations to Direct Law & Personnel (DLP) calling: 0330 4004454 or by the website: www.Dlp.org.uk or by email: emi@dlp.org.uk

No reprisal or retaliatory action will be taken against any employee for raising concerns. The Company is committed to investigating, addressing and responding to the concerns of employees and to taking appropriate corrective action in response to any violation.