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Shipit Logistics

Human Rights Policy Statement

February 2024

For over 50 years, Shipit Logistics has been evolving while upholding enduring core values. We pride ourselves on delivering on our promises and communicating transparently with our customers, consumers, employees, and business partners. This commitment to trust and integrity, reaffirmed daily, distinguishes Shipit Logistics in the industry. At the heart of our company lie our Mission, our Values, and our Vision which serve as the bedrock of our operations. Central to Shipit Logistics' business ethos is a deep respect for Human Rights, shaping how we conduct ourselves in every facet of our operations.

At Shipit Logistics, we are committed to upholding the principles outlined in the Universal Declaration of Human Rights. We recognize that every individual is entitled to inherent dignity and fundamental rights, regardless of their race, color, ethnicity, nationality, gender, religion, age, disability, sexual orientation, or any other characteristic.

As part of our commitment to human rights, Shipit Logistics pledges to:

1. **Non-Discrimination:** We will not engage in any form of discrimination in our hiring practices, employee treatment, customer service, or business partnerships. We value diversity and inclusion and strive to create an environment where all individuals are treated with respect and fairness.
2. **Labor Rights:** We respect the rights of workers, including the right to fair wages, safe working conditions, and the freedom of association and collective bargaining. We do not tolerate forced labor, child labor, or any form of exploitation in our operations or supply chain.
3. **Human Rights Standards:** A respect for, and commitment to adhering to all internationally recognized human rights standards including the International Bill of Rights and the ILO's Declaration on the Fundamental Principles and Rights at Work
4. **Health and Safety:** We prioritize the health and safety of our employees, customers, and communities. We are committed to providing a safe and



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healthy work environment, adhering to relevant health and safety regulations, and implementing measures to prevent accidents and injuries.

5. **Freedom of Expression and Opinion:** We respect the rights of individuals to freedom of expression and opinion, both within our company and in our interactions with stakeholders. We encourage open communication and constructive feedback, fostering a culture of transparency and dialogue.
6. **Supply Chain Responsibility:** We hold our suppliers and business partners to the same high standards of human rights as we do ourselves. We conduct due diligence to ensure that our supply chain is free from human rights abuses and work collaboratively with suppliers to address any identified issues.
7. **Community Engagement:** We engage with the communities in which we operate, respecting their rights and addressing any potential negative impacts of our activities. We seek to contribute positively to the social and economic development of these communities through responsible business practices and community partnerships.
8. **Continuous Improvement:** We are committed to continually improving our human rights performance, monitoring our practices, and addressing any gaps or challenges that arise. We value feedback from stakeholders and will take appropriate action to remediate any adverse human rights impacts of our operations.

By upholding these principles, Shipit Logistics reaffirms its commitment to respecting and promoting human rights in all aspects of its operations. We recognize that our actions have the power to make a positive impact on individuals and communities, and we are dedicated to using our influence responsibly to uphold human dignity and equality for all.