

C.H. ROBINSON THIRD PARTY SUPPLIER CODE OF CONDUCT

C.H. Robinson (CHR) expects that third party suppliers share our commitment to ethical and responsible business. As a condition of doing business with CHR, it is required that third party suppliers comply with all laws applicable to the country of operation. Such laws include but are not limited to law related to labor practices, health and safety, environmental responsibility, anti-corruption and anti-bribery and laws that protect workers and their salaries, both in the United States and abroad. To further the objective of ensuring compliance with laws, including the protection of workers, CHR has adopted and issued to its Suppliers a clear statement of its standards in this C.H. ROBINSON THIRD PARTY SUPPLIER CODE OF CONDUCT ("Supplier COC").

Business Relationships

CHR affirms the principle of equal employment and business opportunities without regard to any protected characteristic, including but not limited to: race, religious creed, national origin, color, sex or gender, gender identity or expression, age, mental or physical disability, mental condition, pregnancy, marital status, national origin/ancestry, genetic information, political affiliation, military and protected veteran status, sexual orientation, or any other characteristic protected under federal or state law or local ordinance. All employment decisions must be based on qualifications, skills, performance, and experience. CHR policy prohibits harassment in any form and CHR expects that third-party suppliers practice and promote a work environment free from harassment, as appropriate under local laws. CHR suppliers must also maintain accurate financial books and business records in accordance with all applicable legal and regulatory requirements and accepted accounting practices.

Human Rights of Workers

Third Party Suppliers of CHR are expected to uphold the human rights of workers and to treat them with dignity and respect. Compliance with fair labor and antislavery practices that allow for freely chosen employment is required, which includes the prohibition of child labor, human trafficking, and slavery and allows freedom of association, collective bargaining, and provides safe and healthy working conditions.

Additionally, the adherence to applicable wage, benefit, and labor laws and standards is required. Physical abuse, sexual or other harassment, and discrimination on the basis of race, religious creed, caste, national origin/ancestry, genetic information, military and protected veteran status, religion, age, disability, gender, gender identity or expression, pregnancy, marital status, sexual orientation, union membership, political affiliation, or any other characteristic protected under applicable law or local ordinance is strictly prohibited. Suppliers are expected to follow guidelines of the ILO (International Labor Organization).

Environmental

CHR expects our suppliers to carry out operations with care for the environment. Suppliers are advised to comply with all applicable environment laws and follow environmental regulations with respect for our environment including solid waste management, wastewater management, preventing discharge of chemicals and hazardous waste into the environment and minimizing air emissions and noise pollution as well as identifying opportunities for conservation of natural resources and recycling.

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Health and Safety

Third Party Suppliers must proactively manage health and safety risks to provide an incident-free environment where occupational injuries and illnesses are prevented. Suppliers must comply at minimum with national laws on occupational health and safety and structural safety, including but not limited to emergency preparedness, fire safety, first aid, personal protective equipment, chemicals and hazardous materials storage and handling, equipment and electrical safety, noise, lighting, ventilation, sanitation, access to potable water, clean toilet facilities and employee training. Suppliers shall implement management systems and controls that identify hazards and assess and control risk related to their specific industry.

Report Suspected Violations of the Code

Suppliers' employees or contractors may report suspected violations of this code of conduct. This can be done in working with your CHR representative or by sending an email to CorpProcurement@chrobinson.com.

