



Supplier Code of Conduct

At YRC International, we recognize the importance of ethical, responsible and sustainable business practices, as cornerstones of corporate citizenship. We expect our suppliers, partners and vendors to adhere to the highest standards of conduct in their operations. This code of conduct outlines the expectations we have, while serving as a guide to promote responsible business practices.

WE EXPECT SUPPLIERS TO FOSTER A SAFE AND RESPECTFUL WORKING ENVIRONMENT



Legal and Regulatory Compliance

Environmental
Responsibility

Business Ethics

Practices

Supply Chain Responsibility

Suppliers, partners and vendors must comply with all applicable laws, regulations, and standards where they operate. This includes labor laws, environmental regulations, health and safety standards, and other relevant legislation. Suppliers, partners and vendors must maintain all necessary permits, licenses, records and certifications required to operate their business, and cooperate with any official

audits, inspections, inquiries or investigations. Labor



Adhere to all laws and regulations



Maintain health and safety standards



Comply with inquiries and inspections

Continuous Improvement

Key Points

Integrate sustainable environmental practices

Minimize negative environmental impacts

Seek out opportunities to improve efficiencies and reduce waste

Legal and Regulatory Compliance

Environmental Responsibility

Business Ethics

Practices

Supply Chain Responsibility

Continuous Improvement

YRC International is committed to minimizing our environmental impact. Our attention to environmental areas of concerns spans the entire lifecycle of our business strategy, driving us to continually improve efficiencies and reduce waste. We expect our suppliers, partners and vendors to share this commitment by not only complying with relevant environmental laws and regulations, but also minimizing

their environmental impact within their business operations. Labor



Legal and Regulatory Compliance

Environmental Responsibility

Business Ethics

Suppliers, partners and vendors must conduct their business ethically and with integrity. This includes avoiding any form of corruption, fraudulent or deceptive behavior, bribery, discrimination or other unethical practices. Suppliers, partners, and vendors should maintain accurate records and be transparent in their business dealings. **YRC** International is dedicated to ethical and fair competition. Suppliers,

partners and vendors should respect intellectual property rights, trade secrets, or other proprietary or confidential information. Labor Practices

Supply Chain Responsibility

Key Points

Build trust and credibility

Avoid conflicts of interest

Engage in fair competition

Continuous Improvement





Key Points

3 Treat others with dignity and respect 3

Create a positive work environment and report inappropriate behavior

Suppliers, partners and vendors must provide a safe and healthy work

3 Encourage inclusivity and diversity

Legal and Regulatory Compliance

Environmental Responsibility

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Labor Practices

Supply Chain Responsibility

Continuous Improvement

environment for their employees. Compliance with all applicable labor laws, providing fair compensation, and respecting the dignity and rights of workers are all essential. TFI International is an equal employment employer and is committed to providing a workplace free of discrimination, harassment, threats or abusive behavior. Suppliers, partners, and vendors must also prohibit any form of discrimination, harassment or abuse, while encouraging inclusivity and diversity in the workplace.



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Supply Chain Responsibility

International suppliers, partners and vendors must ensure that their own suppliers and subcontractors adhere to the same standards outlined in this code of conduct. Suppliers, partners and vendors should also be transparent about their supply chain practices and provide relevant information upon request.



Continuous Improvement



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Continuous Improvement

We expect our suppliers, partners and vendors to continuously improve their operations and work towards implementing sustainable business practices. Suppliers, partners and vendors should regularly review their operations to identify areas for improvement and take action to implement changes. **YRC** International encourages open communication and welcomes the opportunity to address any suggestions for improvement.

YRC International is committed to responsible, ethical, fair and sustainable business practices. We expect our suppliers, partners and vendors to share this commitment and to adhere to the standards outlined in this code of conduct. We will review supplier, partner and vendor compliance with this code of conduct regularly and take appropriate action if necessary.