



Modern Freight Company  
Your Trusted Partner

# Human Resources (HR) Sustainability Policy

MFC is committed to complying with all applicable laws and regulations. Our HR Sustainability Policy applies to all employees, subcontractors, temporary employees, or anyone else taking up work on behalf of MFC (workforce). Our undertakings are guided/governed by our Code of Ethics. We adhere to high ethical standards in all our HR practices and relations with our workforce. Our workforce is our strength, and so it shall remain.

## Antidiscrimination

MFC is a diverse and inclusive corporate family with members representing 10 nationalities and speaking more than 20 languages. That diversity is one of our greatest assets as we serve customers worldwide.

We respect the rights and cultural practices of people worldwide and are committed to providing a work environment free of discrimination or harassment, regardless of gender, ancestry, ethnicity, nationality or religion.

## Zero Tolerance

MFC strives to maintain a safe work environment in which all are treated equally, and which prohibits any form of discrimination, harassment, exploitation or abuse. MFC is against all forms of slavery including servitude, forced labour, human trafficking and child labour.

## Understandable Terms and Conditions

MFC shall ensure that all members of our workforce understand their rights and responsibilities of their agreement terms and governing HR policies.

## Continuous Improvement

Our HR practices are regularly reviewed and improved, as needed, to ensure that the highest standards are maintained throughout the Group. An Employee Engagement Survey (EES) is conducted annually. Any member of our workforce is encouraged to and should be provided with appropriate means to suggest opportunities for improvement.

## Wellbeing

Our HR practices are developed to ensure that we contribute positively to the sustained physical, mental and environmental wellbeing of our workforce. This includes creating a healthy, safe and secure work environment for all undertaking work on MFC's behalf.

## Recruitment

When we search for new talent, individuals are evaluated based on fair evaluations, which embrace diversity. This shall extend to any external party sourcing talent on behalf of MFC. Such external parties shall be vetted and approved by MFC.

A handwritten signature in blue ink, appearing to read 'Laurance Langdon', is written over a thin blue horizontal line.

Laurance Langdon,  
General Manager

*This policy will be reviewed annually by top management and, where deemed necessary, amended and re-issued.*