

Code of Conduct for Subcontractors and Suppliers

Introduction

At Braid Logistics we aim to set the highest quality standards while performing our work along legal, ethical and sustainable principles.

In view of this Braid Logistics has committed to a **Code of Business Conduct and Ethics** that is binding for all its employees. We expect all our suppliers, agents, sub-contractors to equally commit to legal, ethical and sustainable behaviour, following the standards below.

Bribery Act 2010

Braid Logistics (UK) Limited (BLUK) is committed to conducting all of its business in an honest and ethical manner and has adopted a zero-tolerance approach to bribery and corruption. The Board is committed to ensuring that the Braid Group acts professionally, fairly and with integrity in all of its business dealings and relationships wherever we operate around the world and implements and enforces effective systems to prevent bribery and corruption.

It is a mandatory requirement of BLUK and BGHL that all directors, joint venture partners, officer, agents, customers, suppliers and advisors comply with the Statement of Anti-Bribery Compliance below:

Statement of Anti-Bribery Compliance

Braid Logistics (UK) Limited ("BLUK") operates an Anti-Bribery & Corruption Policy that applies to all of its businesses, operations, employees and third parties with which it is associated. This policy prohibits the offering, making, requesting or accepting of any bribe including in relation to so-called "facilitation payments" by anyone employed by, or associated with, BLUK.

The Policy is implemented internally through mandatory training to all employees including temporary, and contracted, staff. As part of this commitment to ethical and legal business behaviour, BLUK requires all of those third parties with which it does business to reflect that same level of commitment to anti-bribery and corruption.

Breaches of this Statement of Anti-Bribery Compliance by employees, agents, suppliers or any other third party with which BLUK does business may result in immediate termination of all contracts with BLUK.

Bribery and corruption are criminal offences and everyone involved with BLUK has a responsibility to maintain the highest degree of business integrity.

Social

We are committed to providing working conditions that support health, safety and security.

We abide by the legal requirements of the Modern Slavery Act by upholding the human rights of employees, treating them with dignity and respect abiding by applicable stipulations regarding employment and labour conditions and fighting, in particular, human trafficking or slavery, forced labour and discrimination in the workplace.

We recruit and remunerate employees based on fair and legal criteria that are in line with applicable employment standards.

Environment

Braid Logistics is committed to sustainable business and apply all applicable legal standards for the protection of the environment, including required permitting, recycling, reduction of waste and prevention of hazardous releases to the environment.

NOTE

Violation as well as non-disclosure against these principles and standards may lead to the termination of the business relationship at short notice. In such cases, Braid Logistics reserves the right to claim damages for any damage caused due to such violations.