

Supplier Sustainability Policy

(Released July 01, 2024)

Purpose:

At Forza Transportation Services, Inc., we are committed to fostering a sustainable, ethical, and socially responsible supply chain. This Supplier Sustainability Policy outlines the expectations we have of our suppliers to ensure alignment with our values, environmental practices, and business objectives. As a leader in transportation and logistics, we recognize our responsibility to promote sustainability throughout our operations and those of our partners.

1. Environmental Sustainability We expect our suppliers to prioritize environmental stewardship by adopting practices that minimize their ecological impact and align with Forza's sustainability initiatives. These include:

- **Carbon Emission Reduction:** Suppliers must actively work to reduce greenhouse gas emissions. Suppliers involved in vehicle manufacturing or maintenance must offer solutions that contribute to the reduction of CO2 emissions, such as aerodynamic equipment or energy-efficient designs.
- **Resource Efficiency:** Efficient use of materials, energy, and water must be integrated into operations. Suppliers are encouraged to implement renewable energy solutions, such as solar panels or other innovations aligned with Forza's practices.
- **Waste Management:** Proper disposal, recycling, and reduction of waste, particularly hazardous materials, are mandatory.

2. Social Responsibility Suppliers must demonstrate a commitment to ethical labor practices and equitable treatment of all employees. Expectations include:

- **Diversity and Inclusion:** Suppliers are encouraged to align with Forza's diversity program by supporting minority-owned businesses and fostering an inclusive workplace.
- **Fair Labor Practices:** Suppliers must comply with international labor standards, ensuring no forced labor, child labor, or discrimination.
- **Health and Safety:** A safe and healthy working environment must be maintained for all employees.

3. Ethical Business Practices We value integrity and transparency in business dealings. Suppliers must adhere to:

- **Compliance with Laws:** Abide by all applicable local, national, and international laws and regulations.
 - **Anti-Corruption Policies:** Suppliers must operate with zero tolerance for bribery, corruption, and unethical practices.
 - **Transparent Reporting:** Provide clear and honest documentation regarding sustainability practices and performance metrics.
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4. Collaboration and Innovation Forza encourages suppliers to innovate and collaborate with us to achieve mutual sustainability goals:

- **Continuous Improvement:** Suppliers must engage in regular reviews and improvements of their sustainability practices.
 - **Innovation in Sustainability:** Propose and implement cutting-edge solutions that align with Forza's goals, such as hybrid reefer trailers or tire auto-inflation technologies.
 - **Partnerships:** Actively participate in programs like the EPA's SmartWay initiative to enhance overall supply chain efficiency and environmental impact.
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5. Compliance and Monitoring Forza Transportation Services, Inc. will regularly evaluate supplier performance to ensure compliance with this policy:

- **Audits:** Conduct periodic audits to verify adherence to environmental, social, and ethical standards.
 - **Documentation:** Suppliers must provide necessary documentation and certifications, such as proof of minority-owned business status or ISO certifications.
 - **Non-Compliance:** Failure to comply with this policy may result in termination of the business relationship.
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6. Commitment to a Sustainable Future At Forza, sustainability is a journey. We believe that by partnering with suppliers who share our vision, we can drive meaningful change and create a lasting positive impact on the environment, society, and the economy. Together, we will build a resilient and responsible supply chain.

Supplier Sustainability Policy Agreement

As part of our commitment to fostering a workplace culture built on sustainability best practices, we are providing you with this Supplier Sustainability Agreement, which outlines the standards and expectations that govern our interactions with suppliers of Forza Transportation Services, Inc.

By signing below, the supplier acknowledges and agrees to comply with the terms outlined in Forza Transportation Services, Inc.'s Supplier Sustainability Policy. This acknowledgment signifies the supplier's commitment to fostering sustainable practices and supporting Forza's mission to build an environmentally responsible and ethically sound supply chain.

Supplier Information

Company Name: _____
Address: _____
City, State, Zip: _____
Country: _____

Authorized Representative

Name: _____
Title: _____
Phone Number: _____
Email Address: _____

Signature

Authorized Representative Signature: _____
Date: _____