

Human and Labor Rights Policy

1. **Objective:** Determine the guidelines to implement and apply a Human and Labor Rights Policy.
2. **Scope:** Applies to all Forza company personnel Transportation Services .

3. Policies:

3.0 BACKGROUND.

in Forza Transportation Services , we seek to develop a culture respecting human dignity and labor rights. Our culture is guided and our decisions are made by combining our company vision and our enduring core values.

Our approach to respect human dignity and advance labor and human rights by complying with legal requirements, international laws, principles, conventions and standards, as well as Forza 's internal principles Transportation Services and policies.

This Policy on Human and Labor Rights describes Forza 's commitment Transportation Services respect and promote labor rights and human rights in accordance with the laws, principles and conventions, standards, internal principles, policies and is applicable to all employees. It also applies, to the extent possible, to our business partners and suppliers.

3.1 OUR COMMITMENT TO THE SOLUTION.

Remediation is an integral part of our responsibility to respect the human rights of workers and we are committed to providing redress mechanisms and access to remedies in situations where we may have inadvertently caused or contributed to adverse rights impacts. human rights or work or is perceived to have been so.

Forza employees Transportation Services report potential or actual violations of this Policy or adverse impacts on human rights at work or that give rise to ethical issues through any of the Company's engagement opportunities.

Forza policy Transportation Services protects employees from being threatened or punished in any way for reporting potential violations of our policies or adverse impacts on labor and human rights.

Forza 's Line of Integrity Transportation Services is confidential, available to individuals and organizations both outside and within the company, and in multiple languages. Anonymity is also possible, as desired.

3.2 CULTURAL OR LEGAL/REGULATORY CONFLICTS.

Because cultural norms around the world are different, there may be some cultural resistance on the part of some employees to find their voice, express concerns, and exercise their right to participate through one of the mechanisms offered above. In line with this, we offer training and communication to encourage employees to express their concerns and exercise their right to participate without fear of retaliation, intimidation, harassment or revenge and in a confidential manner.

There may be situations where national or local legal/regulatory requirements establish different standards of conduct than those set forth in these policies. It is also possible that future local legal requirements may conflict with these policies, practices and opportunities for participation. In such cases, we expect all employees, as well as business partners, suppliers, as applicable, to seek to apply the standards contained in our policies. At the same time, while we respect national or local law, these laws are like a floor and we seek to align our business practices and operations with international standards where international human rights standards exceed local or national law.

Violations may result in disciplinary action or termination of a business relationship, various Forza members Transportation Services , including management, leadership, human resources, sustainability, security, and procurement personnel, are responsible for upholding our labor and human rights programs.

3.3 HUMAN RIGHTS.

in Forza Transportation Service , people are at the heart of what we do, our company vision of unleashing the human promise for all, plus our commitment to exemplify our core values in our daily interactions with everyone, reinforces our responsibility to conduct business in an that reflects the rights and dignity of all people in accordance with international laws, principles, conventions, norms, internal guidelines and the policies mentioned above.

All human beings, regardless of race, color, ethnicity, national or social origin, ancestry, sex, gender identity or expression, sexual orientation, language, age, disability, disease, health status, physical appearance, pregnancy, state civil or family status, alien status or citizenship, religion/creed, political affiliation, genetic information or war or military veteran status, place of residence, economic or social situation, victim status or any other characteristic, have the right to respect and protection of the internationally recognized human rights to life and liberty, freedom from slavery and torture, freedom from abuse, freedom of opinion and expression, the right to earn a living, the right to education, the right to access clean water and many others.

Among our responsibilities to conduct our business in a way that respects the rights and dignity of all people, it is also a responsibility to carry out due diligence to identify human rights impacts on our operations, consulting with those who may be affected. and taking steps to mitigate and remedy the adverse impact. Leaders and management lead through empathy, listening first, and encouraging employees to speak up without fear.

3.4 DIVERSITY, EQUITY AND INCLUSION.

in force Transportation Services , diversity is much more than gender, race, or other protected class, status, or characteristic; it is the intentional desire of a group of people with different characteristics, experiences and opinions that are both inherent and acquired.

It is an extension of our core values, including treating people with dignity and respect in their jobs. We embrace diversity, ensure equal access to opportunity, and promote a culture of inclusion where our employees can be authentic and thrive on their journey through the Company. We extend this commitment to our business partners, suppliers and neighbors in the community.

3.5 FAIR TREATMENT AND NON-DISCRIMINATION.

force Transportation Services, is committed to protecting the rights of all employees, including women and underrepresented groups, by providing equal employment opportunity, ensuring that our company's employment practices are free of discrimination, and by giving employees a safe working environment. that is free from intimidation, threats, hostility, violent treatment, violence and harassment.

Forza Transportation Services does not discriminate based on race, color, ethnicity, nationality or social origin, sex, gender identity or expression, sexual orientation, language, age, disability, medical condition, state of health, physical appearance, pregnancy, marital or family status, alien status or citizenship status, religion/creed, political affiliation, genetic information, military or war veteran status, place of residence, economic or social status, victim status, or other characteristic.

3.6 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING.

Forza Culture Transportation Services is an environment based on two-way communication between employees, leaders and management, in which employees have their voice and leaders and management listen and practice empathy.

Forza 's employees Transportation Services , communicate openly with leaders and management regarding working conditions, policies, practices, company strategy, and other issues without fear of retaliation, intimidation, harassment, or revenge. This culture is reinforced by policy practices and processes, including the Forza Integrity Line. Transportation Services , one-on-one meetings, unrestricted access to leadership, human resources, legal professionals and internal audit, employee interviews, training and learning opportunities as well as inclusive and intentional design of spaces that facilitate management accessibility, collaboration, privacy and rest opportunity.

3.7 OUR COMMUNITIES.

Forza Transportation Services , is determined to ensure that our operations and those of our business partners respect the human rights of people in the communities affected by those services and operations. Through these engagements, we seek to amplify the impact that local stakeholders have in reducing inequalities, promoting the quality of education, and creating sustainable cities and communities. In addition, we ensure that the human rights of our community neighbors, including their livelihood, health and well-being, do not negatively impact our services, operations or those of our business partners. We seek to identify negative impacts and take measures to avoid, minimize and/or mitigate such impacts.

3.8 EMPLOYMENT / WORK PRACTICES

Forza Transportation Services , seeks to ensure that its workers and those of its business partners are employed in conditions that are voluntary, safe, fairly compensated, and that protect human dignity without discrimination based on race, color, ethnicity, national or social origin, ancestry, sex, gender identity or expression, sexual orientation, language, age, disability, illness, health status, physical appearance, pregnancy, marital or family status, alien status, citizenship status, religion/creed, political affiliation, genetic information, veteran status of war or military, place of residence, economic or social situation, status of victim or other characteristics.

3.9 INVOLUNTARY WORK.

Forza Transportation Services does not engage in human trafficking or use slave labor in any part of its organization or supply chain. All work is voluntary and workers are free to leave or terminate their employment as they wish. We prohibit workers from being forced to pay for their jobs or go into debt to third parties as a result of the process of securing employment. If any of these violations of workers' rights occur, Forza Transportation Services will attempt to mitigate the negative impact on workers.

3.10 WORK OF MINORS.

Forza Transportation Services , does not use child labor in any part of its organization or supply chain. We support the use of legitimate learning programs that comply with local laws, regulations, and rules.

3.11 WORKING HOURS.

Working hours for individual employees will not exceed the maximum established by local law. In addition, a work week shall not exceed 60 hours per week, including overtime, except in emergency or unusual situations where permitted by local law. Employees are regularly allowed at least one day off every seven days.

3.12 SALARIES AND BENEFITS.

force Transportation Services , pays all employees competitive wages and benefits. We offer the minimum and living wage required by applicable laws and regulations and all legally applicable benefits. In addition to their compensation for regular work hours, employees are compensated for overtime at a rate not less than that required by

applicable laws and regulations. Does not deduct amounts from wages as a disciplinary measure. The documented basis on which workers are paid is provided in a timely manner through pay stubs or similar notification.

3.13 RELOCATION ASSISTANCE.

Forza Transportation Services, recognizes that relocation can be an unsettling experience for employees and their families, and to help employees through the entire process, we've partnered with top-notch service providers. This support network is provided to help reduce the normal disruptions of the move and allow employees to settle into their new home and role as quickly as possible.

3.14 CAREER MANAGEMENT AND TRAINING.

Forza Transportation Services, believes in lifelong learning and promotes a learning, teaching and culture mindset among employees. We promote deliberate practice of new skills, goal setting, workshop participation, self-reflection, and experimentation.

To establish new behaviors and beliefs, we empower leaders as deliberate learning catalysts, to create trusted spaces where employees learn through dialogue, problem solving, and goal setting.

Through the professional career of employees, we gather experiences that promote learning in the workflow. Employees learn role-relevant information through tools and frameworks, immediately applying their lessons to relevant business situations.

3.15 HEALTH AND SAFETY AT WORK.

The safety of our employees is paramount, the safety of our business partners, customers and visitors to our facilities is vital. force Transportation Services, adheres to all local and national laws and regulations regarding the creation and maintenance of safe working conditions and a healthy work environment. We apply the main ISO standards to each workplace, as applicable, integrate health and safety management practices into all aspects of our operations, eliminating or minimizing chemical, biological and physical hazards in the workplace and offering employees employees and visitors, as applicable, the appropriate personal protective equipment.

Where those hazards cannot be removed, Forza Transportation Services , uses appropriate measures to mitigate risks. Employees will not be disciplined and visitors will not face repercussions for raising security concerns. Employees may refuse unsafe working conditions without fear of retaliation, intimidation, harassment or retaliation and Visitors may refuse unsafe visiting conditions without fear of negative consequences.

3.16 OCCUPATIONAL SAFETY PROCEDURES AND SYSTEMS.

Forza Transportation Services , has procedures and systems to manage, track and report occupational accidents and illnesses. We encourage employees and Visitors, as applicable, to report work-related injuries or illnesses.

Forza Transportation Services, classifies and records cases of work-related injuries and illnesses, investigates those cases and implements corrective actions to eliminate their causes.

3.17 HEALTH AND SAFETY COMMUNICATION.

Forza Transportation Services, provides employees and visitors with appropriate workplace health and safety information, precautions, and training in both languages required by applicable laws and regulations, as well as in local languages understood by employees even if not required by the local law. We make Safety Data Information available to employees for toxic or hazardous substances used at our facilities and appropriately educate employees who may be exposed to such substances in the workplace.

3.18 PREPARING FOR EMERGENCIES.

Forza Transportation Services, identifies, evaluates potential emergency events and has implemented plans, response procedures, which include emergency information, employee notification and evacuation procedures, employee training and training, appropriate fire detection and adequate exits, media evacuation and emergency recovery plans.

3.19 HYGIENE, FOOD AND ACCOMMODATION.

Forza Transportation Services where employee dormitories are provided, are clean and safe and provide appropriate emergency exits, hot water for bathing or showering, proper heating and ventilation, reasonable personal space, and in-and-out privileges.

3.20 CORRUPTION PREVENTION.

Forza Transportation Services, Inc. has a zero-tolerance policy toward corruption. Employees and business partners must not offer, give, request, or accept bribes or improper advantages. All transactions must be properly documented to prevent fraud and corruption.

3.21 MONEY LAUNDERING. We Comply with all applicable anti-money laundering (AML) regulations to prevent financial crimes. Employees must conduct due diligence on business partners, report suspicious activities, and maintain accurate financial records. Forza strictly prohibits the use of company operations for money laundering purposes.

4.0 Term.

This policy is effective as of December 1, 2022.

5.0 Formats.

N/A

6.0 Document History.

Revision	description
0	Newly created document .