



Brown Integrated Logistics Human Rights Policy

Respect for human rights is essential. Our commitment to respecting and promoting human rights applies to all Company divisions and locations. We focus on our relationships with our employees, those in our supply chain, and the communities in which we operate, and is the foundation of our Human Rights Policy. We recognize that human rights due diligence is a continuous process, and we have policies, processes, training and management systems in place in furtherance of this commitment.

Brown's Human Rights Policy aligns with our Standards of Conduct, Business, and Environmental policies inclusive of our Ethics Policy, Diversity & Inclusion Policy, environment, health and safety, and employee relations. Brown Integrated Logistics is dedicated to our core values, inclusive of dedication to safety and integrity and value everyone.

Community and Stakeholder Engagement

We view the following groups as stakeholders in our Human Rights Policy: Employees, Contractors, Customers and Communities.

We recognize that we are part of the communities in which we operate. Brown is committed to associating with those who share our core values of safety, integrity, recognizing the value of all individuals. Where appropriate, we engage with our communities on social issues and human rights matters that are important to them. We believe that local issues are typically best addressed at the local level.

Respect for Human Rights

Brown Integrated Logistics' core values recognize the importance of maintaining and promoting human rights of employees by operating under programs and policies that:

- Promote a workplace free of discrimination and harassment.
- Prohibit child labor, forced labor, and human trafficking.
- Adhere to all federal and local laws in regards to working hours.
- Provide fair and equitable wages, benefits, and other conditions of employment in accordance with local laws.
- Provide safe working conditions.
- Recognize employee's rights to freedom of association and collective bargaining.

Discrimination and Harassment

We believe every employee has the right to be treated fairly and deserves a comfortable and safe working environment.

Brown Integrated Logistics does not tolerate the harassment of applicants, employees, customers, or vendors. Any form of harassment relating to an individual's race; color; religion; national origin; sex (including same sex); sexual orientation, gender identity, transgender status, pregnancy, childbirth, or related medical conditions; age; disability; citizenship status; service member status; genetic information or any other category protected by federal, state, or local law is a violation of this policy and will be treated as a disciplinary matter.

Employees are expected to report situations that compromise their ability to do their jobs. Formal channels are available for employees who seek advice or a solution, and our policies strictly prohibit retaliation against employees who express concerns. We manage our business operations so that employees feel they are being treated fairly and respectfully.

Diversity and Inclusion

The Company is committed to fostering, cultivating and preserving a culture of diversity and inclusion.

Our employees are the most valuable asset we have. The collection of individual differences, life experiences, knowledge, imagination, innovation, self-expression, distinctive capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and Company's achievement as well.

We embrace and encourage our employees' differences in gender, age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique. Employees are expected to be open to dialogue and tolerant of others' differences and participate in open and honest communication as well as assuming the positive intent of others.

Brown Integrated Logistics' diversity initiatives are applicable, but not limited to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity.

Forced Labor and Human Trafficking

Brown Integrated Logistics will not use slave or involuntary labor, whether bonded, prison, military, compulsory or indentured labor, including debt servitude or human trafficking with respect to any aspect of its operations.

Child Labor

Brown Integrated Logistics employees will not employ child labor children below the minimum age for employment according to applicable law.

Freedom of Association and Collective Bargaining

We respect employees' right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union or association, we are committed to establishing a constructive dialogue with their freely chosen representatives. The Company is committed to bargaining in good faith with such representatives.

Workplace Safety

Brown Integrated Logistics is committed to providing a safe work environment and to fostering the well-being and health of our employees. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations as well as internal requirements. We work to provide and maintain a safe, healthy and productive workplace by addressing identified risks of accidents, injury and health impacts.

Working Hours, Wages, and Benefits

The Company compensates employees competitively relative to the industry and local labor markets and in accordance with terms of applicable collective bargaining agreements. We work to ensure full compliance with applicable wage, work hours, overtime and benefit laws.

Guidance and Reporting for Employees

We have a commitment to a productive work environment. The Company is committed to complying with applicable labor and employment laws wherever we operate. We are dedicated to safety and integrity; leading by example, valuing everyone and encourage quality and creativity.

Each employee's conduct can reinforce an ethical atmosphere and positively influence the conduct of co-workers. If an employee is powerless to stop suspected misconduct or an employee witnesses the conduct or discovers it after it has occurred, that employee should report it to the appropriate level of management or Chief Executive Officer (CEO). Each employee should consider it to be his or her duty and responsibility to report these problems.

If an employee is still concerned after reporting a suspected violation to management or feels uncomfortable reporting the suspected violation to the appropriate person (for whatever reason), that employee may anonymously call an independent company, Navex Global EthicsPoint. These communications will be dealt with anonymously and confidentially to the fullest extent possible.