



Code of Ethics

1. Integrity and Professionalism

1.1 We conduct our business with the utmost integrity, honesty, and transparency. We adhere to the highest standards of ethical conduct in all our interactions and transactions.

1.2 We treat all employees, customers, suppliers, and stakeholders with respect, fairness, and professionalism, regardless of their background, race, religion, gender, sexual orientation, or any other characteristic protected by law.

1.3 We maintain confidentiality of sensitive information and ensure its proper handling and protection.

2. Compliance with Laws and Regulations

2.1 We comply with all applicable federal, provincial, and municipal laws, regulations, and licensing requirements governing the trucking industry in Canada.

2.2 We are committed to promoting a safe and responsible work environment, ensuring compliance with transportation laws, traffic regulations, and hours-of-service regulations.

2.3 We take responsibility for the safety of our employees, contractors, customers, and the public by adhering to all safety regulations, including those related to vehicle maintenance, driver qualifications, and road safety.

3. Environmental Stewardship

3.1 We recognize our responsibility to minimize the environmental impact of our operations. We strive to reduce emissions, conserve natural resources, and promote sustainable practices throughout our organization.

3.2 We comply with environmental laws and regulations related to air quality, waste management, hazardous materials handling, and other relevant environmental standards.

3.3 We promote fuel efficiency, route optimization, and the use of environmentally friendly technologies to minimize our carbon footprint.

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4. Health and Safety

4.1 We prioritize the health and safety of our employees, contractors, customers, and the public. We maintain a safe and healthy work environment, free from hazards and risks.

4.2 We comply with occupational health and safety laws and regulations, providing appropriate training, protective equipment, and resources to ensure the well-being of our workforce.

4.3 We encourage and empower our employees to report safety concerns, incidents, and near misses, fostering a proactive safety culture.

5. Fair Business Practices

5.1 We compete fairly and ethically, respecting the principles of free and open competition. We do not engage in anti-competitive behavior, price-fixing, or any other illegal or unethical practices.

5.2 We avoid conflicts of interest and ensure that our business decisions are based on objective criteria and the best interests of our customers and stakeholders.

5.3 We prohibit bribery, corruption, and unethical influence in all our business dealings. We maintain accurate records and financial transparency in compliance with accounting and reporting standards.

6. Social Responsibility

6.1 We actively contribute to the communities where we operate, supporting local initiatives, charities, and social causes that align with our values.

6.2 We respect human rights, diversity, and inclusion. We promote equal opportunities and do not tolerate discrimination, harassment, or any form of unfair treatment within our organization or in our interactions with others.

6.3 We encourage our employees to engage in volunteering activities and support their personal growth and development.

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7.Ethical Reporting and Accountability

7.1 We establish mechanisms for employees, customers, and stakeholders to report concerns, ethical violations, or any misconduct. We provide a confidential reporting system and ensure protection from retaliation for those who report in good faith.

7.2 We investigate reported concerns promptly and take appropriate actions to address any violations of the code of ethics or applicable laws and regulations.

7.3 We regularly review and evaluate the effectiveness of our code of ethics, ensuring its relevance and alignment with evolving ethical standards and societal expectations.

Seaport Group

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