



ECHO GLOBAL LOGISTICS, INC. SUPPLIER CODE OF CONDUCT

INTRODUCTION

Echo Global Logistics, Inc. (Echo) is committed to conducting business in an ethical, responsible, and sustainable manner. This Supplier Code of Conduct outlines the principles and standards that suppliers are expected to adhere to when conducting business with or on behalf of Echo.

COMPLIANCE WITH APPLICABLE LAWS AND STANDARDS

All business activities of Echo's suppliers and carriers (collectively, "suppliers") must conform to all applicable national and local legal requirements, customs, and published industry standards pertaining to employment and suppliers' operations.

HUMAN RIGHTS

- **Human Rights:** Echo's suppliers must respect human dignity and human rights and maintain at all times a workplace free of discrimination, harassment, and abuse of any kind or nature.
- **Prison or Forced Labor:** All use of forced or incarcerated labor is prohibited. Echo's suppliers shall not threaten workers with the use of physical punishment, confinement, threats of violence or other forms of physical, sexual, psychological, or verbal harassment or abuse as a method of discipline or control. Echo expects its suppliers to mitigate the risk of human trafficking and slavery in their supply chain.
- **Child Labor:** The use of child labor is strictly prohibited. Suppliers shall not use any worker who is under the minimum employment age according to the laws of the local jurisdiction, or, in the absence of law, under the minimum age for completing required education. Minors may only be permitted to work during periods of time when they are not required by law to attend school, except as may be permitted under lawful apprenticeships or other similar programs. Suppliers must have hiring practices that accurately verify age and ability to work legally.

LABOR PRACTICES

- **Working Hours:** Suppliers must ensure that all employees supporting Echo do so in compliance with all applicable national and local labor laws and with published industry standards pertaining to the number of hours and days worked. Employees will not be required to work more than the limits on regular and overtime hours allowed by local law. Adequate time off shall be at least one day off per week, and overtime must be voluntary.
- **Compensation:** Supplier employees must be fairly compensated and provided with wages and benefits, including overtime and premium pay, that comply with applicable laws. Suppliers will not use wage deductions as a disciplinary measure.
- **Harassment and Discrimination: Suppliers** shall be committed to providing a workplace free of harassment and unlawful discrimination. Suppliers shall not engage in discrimination based on race, color, age, gender, sexual orientation, gender identity, creed, national origin, legally protected leave or veteran status, ethnicity, disability, pregnancy, religion, political affiliation, union membership, medical condition, religious observances, or civil status in recruitment, hiring, and employment practices such as promotions, rewards, and access to training. Suppliers' employees must be able to bring reports of suspected harassment and discrimination without fear of retaliation.
- **Freedom of Association and Organization:** In accordance with all applicable laws, Suppliers shall not prohibit the right of workers to freely associate with others, establish and join (or refrain from joining) workers' associations, carry out collective negotiations, and report grievances. Suppliers shall not discriminate against workers for exercising their rights and movement.

WORKPLACE

- **Workplace Environment:** Suppliers must provide working conditions that comply with applicable law and/or regulations that ensure the workplace is safe, clean, accessible, and not harmful to the health of its employees and independent contractors, including workers with special requirements.
- **Workplace Safety:** Suppliers shall train their employees on a regular basis regarding health and safety in the workplace, including fire evacuation drills as required by law. Suppliers shall provide workers with job-related, appropriately maintained, and required personal protective equipment. Suppliers shall provide a system for reporting and responding to health and safety incidents.

ENVIRONMENTAL PRACTICES

- **Environmental Protection:** Suppliers shall comply, and train workers to comply, with applicable environmental laws. Each Supplier shall obtain, keep current, and comply with all required business operating licenses and environmental permits and shall comply with the reporting requirements of applicable permits, laws, and regulations.
- **Reducing Waste:** Suppliers shall, as practical, reduce hazardous substances, non-hazardous waste, water use and wastewater, and air emissions that pose a hazard to the environment.

ETHICAL PRACTICES

- **Anti-Corruption and Bribery:** Bribery, fraud, and other forms of corruption are strictly prohibited. Neither Echo nor its suppliers, or any of their employees or representatives, directly or indirectly pay, promise to pay, or authorize the payment of money or anything of value to a government official or any other person in order to influence a decision or to secure any improper advantage. All applicable anti-corruption and anti-bribery laws including, but not limited to, the U.S. Foreign Corrupt Practices Act, must be complied with by all Echo suppliers.
- **Fair Dealing:** Suppliers shall not take any unfair advantage through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other illegal trade practice. Suppliers shall not engage in price fixing, bid rigging, allocation of markets or customers, or similar illegal anti-competitive activities. Conflicts of interest are to be avoided.

PROTECTION OF INFORMATION

- **Confidential Information:** Each supplier shall take reasonable steps to maintain the confidentiality of all proprietary and nonpublic information entrusted to it on behalf of Echo. Suppliers shall protect Echo's confidential information against misuse or unauthorized disclosure with at least a reasonable degree of care. Suppliers shall not use any of Echo's confidential, proprietary, or nonpublic information to Echo's detriment.
- **Disclosure of information:** Information regarding supplier labor, health and safety, environmental practices, business activities, structure, financial situation, and performance is to be accurately disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain is unacceptable and will be cause for termination of the business relationship with Echo.
- **Data Privacy:** Suppliers must protect the reasonable privacy expectations of protected personal information of everyone they do business with, including suppliers, customers, consumers, and employees. Suppliers must comply with privacy and information security laws and regulatory requirements when protected personal information is collected, stored, processed, transmitted, and shared.

REPORTING & NON-RETALIATION

Suppliers must provide their employees with a process to raise any legal or ethical concerns without fear of retaliation. Suppliers must comply with all applicable anti-retaliation, reporting, and whistleblower laws. If a stakeholder suspects a violation of this code, they are encouraged to report it through the proper channels, including reporting concerns to Echo directly by contacting its legal department at legal@echo.com.

ENFORCEMENT

If Echo determines that a supplier violated this code, Echo may request that the supplier implement a corrective action plan or terminate its business relationship with the supplier.

CHANGES TO SUPPLIER CODE OF CONDUCT:

Echo may revise or update this code from time to time. To the extent there is a conflict between this code and any applicable law or provision of any agreement between Echo and the supplier, the applicable law or agreement shall apply.