

Caliber.global®	Business Partners Code of Conduct		
	Date	07/20/2026	Document
	Owner	Quality	1242

Caliber.global®

Business Partners Code of Conduct

Owner : Quality
 Version : 2.0
 Date : July 20, 206
 Number : 1242

Caliber.global®	Business Partners Code of Conduct		
	Date	07/20/2026	Document
	Owner	Quality	1242

Contents

Contents	2
1. Goal	3
2. Working Together Responsibly	3
2.1. Why We Have This Code.....	3
2.2. Who This Code Applies To	3
2.3. Our Shared Values	3
3. Respect for People	4
3.1. What We Believe	4
3.2. Human Rights	4
3.3. Fair Working Conditions	4
3.4. Health & Safety.....	4
3.5. Diversity & Inclusion	4
4. Business Integrity	4
4.1. What We Believe	4
4.2. Compliance with Laws	4
4.3. Anti-Bribery & Corruption	4
4.4. Gifts & Hospitality.....	5
4.5. Conflicts of Interest	5
4.6. Confidentiality & Data Protection	5
4.7. Fair Competition.....	5
5. Environmental Responsibility.....	5
5.1. What We Believe	5
5.2. Environmental Compliance	5
5.3. Climate Action	5
5.4. Resource Efficiency.....	5
5.5. Continuous Improvement.....	5
6. Building Sustainable Partnerships	6
6.1. What We Believe	6
6.2. Working Together.....	6
6.3. Reporting Concerns	6
6.4. Monitoring.....	6
6.5. Continuous Improvement.....	6
7. Closing Statement	7
7.1. Acknowledgement.....	7

Caliber.global®	Business Partners Code of Conduct		
	Date	07/20/2026	Document
	Owner	Quality	1242

1. Goal

At Caliber, we believe that responsible business can only be achieved through strong and trusted partnerships. Our relationships with customers, carriers, agents, suppliers, subcontractors and other business partners are built on integrity, transparency and mutual respect.

This Business Partners Code of Conduct describes the minimum standards we expect from all organizations working with or on behalf of Caliber. It reflects our commitment to ethical business conduct, respect for people, environmental responsibility and continuous improvement.

We encourage all Business Partners to embrace these principles and work with us to create a safe, sustainable and responsible value chain.

2. Working Together Responsibly

2.1. Why We Have This Code

Caliber is committed to conducting business responsibly and expects the same commitment from its Business Partners. This Code establishes the principles that guide our business relationships and supports compliance with applicable legislation, international standards and Caliber's sustainability commitments.

Our goal is to build long-term partnerships based on trust, professionalism and shared responsibility.

2.2. Who This Code Applies To

This Code applies to all organizations providing products or services to Caliber or acting on Caliber's behalf, including suppliers, carriers, logistics providers, subcontractors, consultants, agents and other Business Partners.

Business Partners are expected to communicate these principles throughout their own organization and, where appropriate, within their supply chain.

2.3. Our Shared Values

We expect our Business Partners to:

- Conduct business with integrity and honesty.
- Respect people and human rights.
- Comply with applicable laws and regulations.
- Protect confidential information.
- Minimize environmental impacts.
- Promote safe and healthy working conditions.

Support continuous improvement.

Caliber.global®	Business Partners Code of Conduct		
	Date	07/20/2026	Document
	Owner	Quality	1242

3. Respect for People

3.1. What We Believe

Respect for people is fundamental to sustainable business. Caliber expects all Business Partners to provide a working environment in which people are treated fairly, safely and with dignity.

3.2. Human Rights

Business Partners shall respect internationally recognized human rights and comply with all applicable labour legislation. Forced labour, child labour, human trafficking and any form of modern slavery are strictly prohibited.

3.3. Fair Working Conditions

Employees shall receive fair treatment, appropriate working conditions and remuneration in accordance with applicable legislation. Business Partners shall respect freedom of association where permitted by law and provide equal opportunities without discrimination.

3.4. Health & Safety

Business Partners are expected to provide a safe and healthy working environment, identify workplace risks and implement appropriate preventive measures to protect employees, contractors and visitors.

3.5. Diversity & Inclusion

Caliber values diversity and equal opportunities. Business Partners are expected to foster an inclusive workplace where discrimination, harassment and intimidation are not tolerated.

4. Business Integrity

4.1. What We Believe

Integrity forms the basis of every successful business relationship. Caliber expects Business Partners to conduct business honestly, ethically and transparently.

4.2. Compliance with Laws

Business Partners shall comply with all applicable laws, regulations and contractual obligations in every country where they operate.

4.3. Anti-Bribery & Corruption

Business Partners shall not engage in bribery, corruption, fraud, extortion or any other unethical business practices. Business decisions should always be based on objective commercial considerations.

Caliber.global®	Business Partners Code of Conduct		
	Date	07/20/2026	Document
	Owner	Quality	1242

4.4. Gifts & Hospitality

Any gifts or hospitality exchanged with Caliber employees shall be modest, transparent and appropriate. Gifts or hospitality that could improperly influence business decisions should never be offered or accepted.

4.5. Conflicts of Interest

Business Partners should avoid situations where personal interests could conflict with the interests of Caliber. Any actual or potential conflict should be disclosed promptly.

4.6. Confidentiality & Data Protection

Business Partners shall protect confidential information obtained through their relationship with Caliber and process personal data in accordance with applicable privacy legislation.

4.7. Fair Competition

Business Partners shall compete fairly and comply with applicable competition and antitrust legislation.

5. Environmental Responsibility

5.1. What We Believe

Caliber is committed to reducing its environmental impact and expects its Business Partners to contribute to more sustainable business practices throughout the value chain.

5.2. Environmental Compliance

Business Partners shall comply with applicable environmental legislation and maintain the necessary permits and licenses relevant to their activities.

5.3. Climate Action

Business Partners are encouraged to measure, monitor and reduce their greenhouse gas emissions where appropriate. Caliber values partners that actively contribute to lower-carbon logistics solutions and improved environmental performance.

5.4. Resource Efficiency

Business Partners should promote the efficient use of energy, water and raw materials while preventing pollution and minimizing waste wherever reasonably possible.

5.5. Continuous Improvement

Caliber encourages Business Partners to establish environmental objectives, monitor performance and continuously improve their environmental management practices.

Caliber.global®	Business Partners Code of Conduct		
	Date	07/20/2026	Document
	Owner	Quality	1242

6. Building Sustainable Partnerships

6.1. What We Believe

Long-term partnerships are built on trust, collaboration and continuous improvement. Caliber believes that sustainability is a shared responsibility and that meaningful progress is achieved by working together.

6.2. Working Together

Business Partners are encouraged to communicate openly, share relevant sustainability information and collaborate with Caliber to improve environmental, social and governance performance throughout the value chain.

6.3. Reporting Concerns

Business Partners should promptly report any actual or suspected violations of this Code, applicable legislation or ethical business standards that could affect Caliber or its stakeholders.

6.4. Monitoring

Caliber may periodically review compliance with this Code through questionnaires, meetings, audits or other appropriate assessment methods. Business Partners are expected to cooperate with reasonable requests for information.

6.5. Continuous Improvement

Where opportunities for improvement are identified, Caliber prefers to work collaboratively with Business Partners to develop practical improvement actions. Continued commitment to responsible business practices is an important factor in maintaining long-term business relationships.

Caliber.global®	Business Partners Code of Conduct		
	Date	07/20/2026	Document
	Owner	Quality	1242

7. Closing Statement

Caliber believes that responsible business is built on strong partnerships and shared values. By working together with integrity, responsibility and respect, we can create a resilient, sustainable and successful value chain that benefits our customers, our organizations and society as a whole.

We thank our Business Partners for their continued commitment and look forward to building a more sustainable future together.

7.1. Acknowledgement

We confirm that we have read and understood the Caliber Business Partners Code of Conduct and commit to conducting our business in accordance with the principles described in this document.

Company
Name
Position
Signature
Date