

【Introduction】**Purpose**

- LX Pantos Co., Ltd. (“LX Pantos”) is committed to be a leading global logistics company that carries out corporate responsibilities and shares growth with global community. We strive to set up a sustainable business environment by strictly adhering to our ESG principles in the fields of human rights, safe & healthy working environment, environmental responsibility, and business ethics.
- We acknowledge that failure to comply with ESG principles covering the above areas could have a crucial impact not only on risk of short-, mid-term profit and loss, but also ultimately on corporate survival in longer term.
- We expect our suppliers’ participation in this commitment, fulfilling global-level social and environmental responsibilities by mutual effort, and achieving sustainable growth. LX Pantos Supplier ESG Code of Conduct (“the Code”) outlines the fundamental expectations for our suppliers’ business conduct with respect to human rights, safety and health, environment, and ethics. We respectfully ask for our partners’ mutual effort in complying with the following principles. The Code is based on international norms, standards, and legal requirements.

Applied To

- The Code is applied to all the suppliers who participate in bidding and/or make a contract in order to provide goods and services to LX Pantos.
- The suppliers may recommend to their own suppliers to adhere to the principles and standards provided in the Code.

Other

- If the content presented in the Code is different from national/local legal requirement, it is recommended to apply stricter standard.
- In case it is confirmed that a supplier has not complied with the standards set by the Code, LX Pantos will seek improvement measures based on mutual consultation with the supplier.

【LX Pantos Supplier ESG Code of Conduct】**Respect for Human rights**

- A. The Company shall respect all of our employees' human rights and are committed to uphold and secure the working environment without any kind of human rights violation or inhumane treatment.

Non-Discrimination

- B. The Company shall not tolerate any discrimination with respect to gender, race, color, age, sexual orientation, national origin, religion, disability, pregnancy and/or marital status, ethnic or social origin, political affiliation or any other characteristic protected under law in hiring and employment practices.

Labor

- C. The Company shall prohibit hiring of children under the minimum age of employment in any national or local jurisdiction. Employees under the age of 18("young workers") must not perform hazardous work that is likely to jeopardize their health or safety, and shall be provided with appropriate support and training.
- D. The Company shall prohibit the use of all forms of forced labor—slave, prison, indentured, bonded labor, human trafficking or any other means—as well as mental and/or physical coercion. The Company ensures that the employment contract is written and provided in a language that workers understand.
- E. The Company shall respect the employees' right to have association and collective bargaining in accordance with local laws and regulations. Employees can communicate with the management regarding their working conditions without any risk of discrimination, retaliation, threats or harassment.
- F. The Company shall abide by all legal requirements related to maximum working hours, days of work, minimum wage, welfare and remuneration, etc.

Supplier ESG Code of Conduct**Health and Safety**

G. The Company shall comply with legally mandated precautionary measures including evaluating and eliminating hazardous matters, providing regular education and emergency training, providing personal protective equipment, etc. to ensure that employees can work and live (if accommodation is provided) in a safe and healthy environment.

Environment

H. The Company shall acquire and maintain all environmental permits as required by law and fulfill the obligation to report if applicable. The Company makes its best effort to minimize any negative environmental effect and footprint, including but not limited to any waste, air emissions, resource management, etc.

Ethics

I. The Company shall maintain the highest level of integrity in all transactions and relations, and strictly prohibits any types of corruptions including undue acquisitions of improper advantages or bribery, while fully complying with all legal requirements related to anti-corruption. The Company ensures confidentiality and protection of whistle-blowers. The Company complies with the applicable legal requirements and standards regarding fair trade, advertising and competition.

J. The Company shall systematically protect the personal information of all interested parties (including clients, consumers, and employees), while complying with personal information protection/information security laws when collecting, storing, processing, transmitting and sharing personal information.

Supplier Management

K. The Company shall put its best effort in communicating and requesting the principles and standards provided in the Code, to its employees as well as its own suppliers.

Jul 1, 2022

Revision #3

Supplier ESG Code of Conduct**【References】**

The following documents are used as references. The following documents and websites can be referred to for additional information.

Ethical Trade Initiative

<https://www.ethicaltrade.org/eti-base-code>

ILO Declaration on Fundamental Principles and Rights at Work

<https://www.ilo.org/declaration/lang--en/index.htm>

ISO 14001

<https://www.iso.org/iso-14001-environmental-management.html>

ISO 26000

<https://www.iso.org/iso-26000-social-responsibility.html>

OECD Guidelines for Multinational Enterprises

<http://www.oecd.org/daf/inv/mne/48004323.pdf>

RBA Code of Conduct 7.0

https://www.responsiblebusiness.org/media/docs/RBACodeofConduct7.0_English.pdf

SA8000 standard

<https://sa-intl.org/wp-content/uploads/2020/02/SA8000Standard2014.pdf>

UN Global Compact 10 Principles

<https://www.unglobalcompact.org/what-is-gc/mission/principles>

UN Guiding principles on business and human rights

https://www.ohchr.org/documents/publications/guidingprinciplesbusinesshr_en.pdf

UN Universal Declaration of Human Rights

<https://www.un.org/en/universal-declaration-human-rights/>

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Supplier ESG Code of Conduct**【Document History】**

Revision #	Document History	Date
0	First distributed	May 14, 2020
1	Partial content revision applied	Nov 13, 2020
2	Change on corporate name applied	Jul 1, 2021
3	Change on document name and partial content revision applied	Jul 1, 2022

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Supplier ESG Code of Conduct

**Acknowledgement and Acceptance on
LX Pantos Supplier ESG Code of Conduct**

This is to certify that we fully acquaint and comply with LX Pantos Supplier ESG Code of Conduct.

1. We have received LX Pantos Supplier ESG Code of Conduct on [] (date) [] (month) [] (year) and fully read and understood the contents of the Code. We agree to comply with the principles of the Code which we recognize as significant factor as a supplier who carries out transactions with LX Pantos.
2. In case where LX Pantos requests a survey or a visit to our company in order to audit our compliance with the Code, we will make our best efforts to cooperate and to respond to any request of LX Pantos within the legitimate scope.
3. We will make our best efforts in requesting our employees as well as our suppliers for their compliance with the principles within the Code.

This Acknowledgement and Acceptance is made in two original copies, one for the Company and the other for submission to LX Pantos.

[] date [] month [] year

Company Name:

Representative: (Signature)

To LX Pantos Co., Ltd.