



# BUSINESS ETHICS POLICY

Tristar Transport LLC (Tristar) is committed to ensuring that without exception all of its business is conducted in an ethical and socially responsible way and Tristar will be the preferred business partner for both customers and suppliers alike, an employer that professionals at all levels aspire to join and a valued neighbour and member of the community wherever we undertake business. To that end Tristar is committed to:

- Undertaking all business and carry out operations in compliance with all relevant international, national or local laws and regulations, including international best practices.
- Providing a work environment where all employees and other stakeholders are free from discrimination, prejudice or harassment for any reason but particularly with regard to sex, race, colour, religion, national origin, politics sexual preference, age or disability.
- Not entering into any business practices that may be regarded as anti competitive or prejudicial to undertaking business fairly.
- Not offering illegal inducements or favours to any organisation or employees of organisations in order to gain benefit or favours in return.
- Not offering business unfairly to other organisations in order to receive reciprocal business.
- Not partaking in any forms of political activity or allow such activities to be carried out by its employees in the course of their work.
- Working with local communities, charities, NGO's and other stakeholders to develop initiatives to the betterment of the local communities where we undertake business.
- Employing, wherever practicable, members of the local community and engaging local businesses for services where we undertake business in order to help support the local economy.
- Complying fully with all internationally recognised anti boycott and anti corruption laws.
- Recognising all patents, copyrights or other proprietary rights of organisations and individuals and not knowingly breach those rights.
- Respecting the confidentiality of employees, customers, suppliers or other stakeholders where in the course of its business it is provided information or access to confidential information.
- Not entering into outside affiliations that may cause a conflict of interests to the detriment of our business partners or other stakeholders.
- Providing employees with adequate education, training, guidance and in particular up to date information pertaining to levels of risk so that they are competent to carry out their duties in line with this policy.
- Establishing systems, procedures and work practices to ensure compliance with this policy and the reporting and investigation of any deviations.

Management and supervisory staff have responsibilities for the implementation of this policy and must ensure that it is rigorously applied in aspects of the business.

All employees and sub-contractors are expected to fully comply and support the implementation of this policy

The GCEO and all line management have overall responsibility for matters concerning business ethics. The operation of this policy and associated procedures will be monitored and reviewed on a regular basis to ensure they remain current and applicable to Tristar activities.



(Group Chief Executive Officer)

First Issued on 15<sup>th</sup> March 2003

Last Revised : 5<sup>th</sup> Jan 2018