

Supplier Code of Conduct



Supplier Code of Conduct

Background

Social Responsibility, Customer Focus, Respect, Collaboration, Integrity, and Safety Always are central to DCLI's Core Values. DCLI is committed to providing business opportunities to suppliers who help honor these values. DCLI expects that our vendors will embrace and demonstrate a parallel commitment to these core values.

DCLI values our supplier relationships and is committed to working with, and supporting, our suppliers to achieve mutually beneficial outcomes. A supplier's performance and adherence to high business standards is an important and integral part of the value chain for DCLI. DCLI promotes and expects the application of high legal, ethical, environmental, and employee-related standards within our own business and among our suppliers.

This Supplier Code of Conduct sets forth the minimum standards of business conduct that we expect from all of our suppliers:

Compliance With Laws

- Suppliers shall comply fully with all laws and regulations applicable to them.

Health and Safety

- Suppliers should have a program in place to protect employees or anyone else who enters the work environment against health hazards.
 - This program should take an organized and systematic approach to identify and document foreseeable occupational health and safety hazards in the work environment and make all efforts to manage the risks associated with those hazards.
 - Foreseeable hazards are categorized as physical, chemical, biological, ergonomic, and mechanical, and examples may include noise, illumination, indoor air quality, and emergency preparedness.
- Implement procedures to track and report workplace injuries and illnesses, such as encouraging worker reporting, classifying, and recording cases, providing medical treatment, investigating cases, implementing corrective actions, and facilitating workers' return to work.
- Provide workers with appropriate workplace health and safety training in their primary language.
- Ensure physical facilities where employees and visitors work from have sufficient fire prevention, alert, and suppression systems, including having sufficient facility exit points for escape.

- Identify and evaluate emergency situations and minimize their impact by having adequate emergency preparedness plans and response procedures to ensure employees and visitors health and safety.
- Develop and implement a program to take reasonable steps to prepare for, prevent, and respond to a potential emergency or outbreak of an infectious disease among their employees.
- Obtain, keep current, and comply with all required Federal and State health and safety permits.

Environmental Sustainability

- DCLI expects suppliers to possess a clear understanding of the environmental risks, impacts, and responsibilities linked to their products and services. Additionally, suppliers should propose collaborative strategies to reduce such risks. Suppliers are expected to have an effective environmental policy, statement, or program in place, with visible implementation across all levels of the company.
- Suppliers should have processes in place to ensure that their operations conform to all applicable environmental legislation. All required environmental permits, approvals and registrations are to be obtained, maintained, and complied with in accordance with the law.
- Environmental performance should be measured, monitored, and reviewed regularly to the extent possible. The supplier should endeavor to make continuous improvements in environmental performance through practicable measures and employ leading practices where possible.

Suppliers should make practical efforts to eliminate or reduce levels of generated waste and should reuse and recycle waste materials wherever possible. The handling, storage, movement, treatment, and disposal of all waste must be carried out in accordance with applicable regulations and in an environmentally responsible manner.

Labor and Human Rights

- Suppliers should adhere to national, state, or local laws relating to the minimum working age and not engage in the employment of child labor, directly or indirectly.
- Suppliers should adhere to the legal minimum wage standard in their jurisdiction.
- Working hours must be compliant with national or local law, including overtime.
- A safe and hygienic working environment should be provided with an awareness of any industry-specific hazards. Relevant training should be provided to employees.

- Abuse, threat of abuse, and sexual or other harassment or intimidation should be prohibited.

Diversity and Inclusion

- Our sourcing decisions, contracts and management of supplier relationships will reflect and promote principles that will seek to ensure that suppliers do not victimize, harass, or discriminate against any employee or party to the contract due to their sex, gender identity/expression, marital or civil partnership status, race, ethnicity or national origin, disability, religion, sexual orientation, age, or part-time status. DCLI expects suppliers to have a policy in place prohibiting such behaviors.
- Suppliers will be required to meet the requirements of any applicable discrimination legislation. Our suppliers will be treated fairly and equally during the tendering and purchasing process, with decisions made based on clear selection criteria.

Ethics

- The highest standard of integrity is expected in all of our business dealings. Any and all forms of corruption, extortion, bribery (including facilitation payments), and embezzlement are strictly prohibited and may result in immediate termination and legal action.
- Suppliers must refrain from offering money or anything of value if there's a likelihood that it could influence official action or confer a business advantage on another individual or entity. Additionally, suppliers are required to understand and adhere to relevant DCLI gift and hospitality policies, ensuring that gifts or entertainment are never offered to DCLI personnel or representatives under circumstances that create the appearance of impropriety.
- Suppliers must comply with all applicable trade control laws and regulations in the import, export, re-export or transfer of goods and services (including software and technology). All invoices and any customs or similar documentation submitted to DCLI or governmental authorities in connection with transactions involving DCLI must accurately describe the goods and services provided and the price thereof.
- Suppliers shall not share or exchange any prices, costs, or other competitive information, or undertaking of any collusive conduct with any other third party to DCLI with respect to any proposed, pending, or current DCLI procurement.
- Suppliers will use only subcontractors or other third parties who comply with all applicable laws and regulations.
- It is imperative that our suppliers strictly adhere to the safety requirements stipulated by the host when conducting operations within rail or marine terminals. This commitment to compliance ensures the safety and well-being of all individuals and assets within these environments.