



SUPPLIER CODE OF CONDUCT



Introduction

This Supplier Code of Conduct outlines our commitment to our values and Customers and is governed by our Senior Executive team and Board of Directors.

Imperative Logistics Group is proud of our operating teams, including Expedite, Cross-Border, Global Forwarding, Mission-Critical, and Arts & Entertainment. This Code of Conduct applies to all our operating businesses and acquired companies. This policy will be reviewed annually and revised as needed to remain up to date with Imperative Logistics' goals and programs.

About the Code

WHO DOES THE CODE APPLY TO

The Supplier Code of Conduct applies to every Imperative Logistics Group vendor and to all third parties, specifically carriers and service providers, contracted by and acting on behalf of Imperative Logistics Group and its branded business segments.

Vendors and suppliers may be asked to verify that their business practices comply with our Supplier Code of Conduct and provide policy documentation in support.

Suppliers must promptly report to Imperative Logistics Group any known breach of this Code. Upon discovering any violation of this Code or other observed misconduct, either by a supplier or by Imperative Logistics Group, suppliers shall implement a corrective action plan to cure the non-compliance within a specified period.

If a supplier fails to meet a commitment to a corrective action plan, Imperative Logistics may terminate any agreement and/or the business relationship with such supplier. Imperative Logistics Group reserves the right to hold suppliers responsible for reasonable costs of investigating non-compliance.

HOW TO REPORT CONCERNS

Imperative Logistics Group takes violations of the Code seriously and will investigate all reports. Imperative will protect the confidentiality of those who report a violation to the extent legally possible.

Report violations anonymously at imperativelogistics.ethicspoint.com or at 833-670-7831.

Incidents reported to the ethics line will receive a response within 24 hours and will be promptly investigated by the Ethics Committee or appropriate senior-level executive.

Imperative Logistics Group will not accept retaliation against anyone who files a good-faith report of a violation. Anyone involved in retaliation will be subject to disciplinary action, up to and including termination of employment.

The Code is meant to supplement our legal obligations in jurisdictions within which we operate, and where it conflicts with any local, national, or international law, the law takes precedence. Imperative Logistics Group may update policies outlined in the Code. Any violation of the law, regulations, our policies, or the Code are serious matters and may lead to disciplinary action up to and including termination of our vendor agreement.

INFORMATION DATA AND CYBER SECURITY

As a service provider for Imperative Logistics Group, through one or more of our business segments, you may be privy to information that is the property of our customers or specific to our business and security. We expect our suppliers to follow the CTPAT minimum security standards related to the management of information and systems. Imperative expects its partners to follow our anti-corruption & fair competition guidance, and support Imperative in complying with export controls. Vendors and suppliers may be asked for documentation and verification of practices that comply with our Code of Conduct.

All suppliers must demonstrate their full and secure control of physical assets, data, systems, and facilities in compliance with CTPAT minimum security requirements.

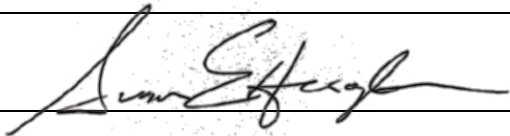
Imperative and its business segments reserve the right to conduct audits and discontinue business with any supplier who does not meet these standards.

INTEGRITY AND FAIR BUSINESS PRACTICES

We expect that no supplier will employ forced, child, or unpaid labor. A standard of working conditions that supports human health and safety and includes the free right of association and advancement is required. Suppliers will not discriminate against their employees or sub-contractors for any reason. Imperative Logistics Group partners with suppliers and vendors who respect employees' right to freedom of association and collective bargaining

ENVIRONMENTAL SUSTAINABILITY

It is expected that our suppliers will conform to local and international laws regulating air, ground, and water pollution and be willing to change processes or assets to eliminate environmental impacts. Road freight carriers are expected to operate using assets & procedures that reduce fuel use and participate in national sustainability programs such as the EPA SmartWay program. We encourage suppliers to take a proactive approach to reduce their environmental impact and adopt practices that minimize the use of natural resources. Additionally, suppliers should monitor and actively work toward reducing their greenhouse gas emissions. All suppliers are strongly encouraged to have an environmental policy.

Document	Imperative Logistics Group Supplier Code of Conduct
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Reviewed by	Susan Erfesoglou
Signature	

**We thank you
for supporting our
efforts to make the
world a better place**



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