

	<h1>Human Rights Policy</h1> <h2>Policies</h2>	Document Number: 2P-LEG-16.06
	Department: Legal	Effective Date: January 23, 2020
		Revision No 0

Objective

Respect for Human Rights is one of the Core Values of F2 Logistics Philippines, Inc. & F2 Global Logistics, Inc. In our drive to be a World Class Organization in terms of Quality of Service provided to clients, we are aware of the effects of our business on all the stakeholders of our business, the environment, our employees, and those of our service providers and suppliers.

For our compass, we turn to the United Nations Declaration of Universal Human Rights and the International Labor Organization (ILO) 1998 Declaration on the Fundamental Rights of Workers.

Effect on our Employees

We at F2 Logistics Philippines, Inc. & F2 Global Logistics, Inc. commit to observe the rights of our employees in accordance with measures and policies to prohibit Forced Labor and Human Trafficking, Employment of Minors, Discrimination in Employment, and Sexual Harassment.

We commit ourselves to assure that our employees receive Fair Wages, have Safe and Humane Conditions of Work, and are free to Form and Join Unions of their Choice and air their Grievances to the management. In the ever-changing world, we also strive to improve our employees lives through the implementation of Labor Laws both Locally and Internationally.

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Effect on our Service Provider

We at F2 Logistics Philippines, Inc. & F2 Global Logistics, Inc. commit to extend to the employees of our service providers the same rights and privileges accorded to our own employees. We incorporate compliance measures in our contracts to make sure that our service providers pay their employees a just and fare wage including government mandated benefits.

We strongly prohibit Labor-Only Contracting by making sure our service providers secure the appropriate and necessary clearances, licenses, and permits from the concerned government agencies and have them updated regularly.

Effect on the Environment in General

We at F2 Logistics Philippines, Inc. & F2 Global Logistics, Inc. commit to reduce our negative effect on the environment by instituting policies and programs like Solid Waste Management, Clean Up Drives, Energy Conservation, and Proper Disposal of Hazardous Waste.

In order to reduce our Carbon Footprint, we make sure that our fleet runs in the best condition possible and use products which are not only effective but are not harmful to the environment as well.

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Effect on Business Partners

We at F2 Logistics Philippines, Inc. & F2 Global Logistics, Inc. are expected to observe and exercise high standards of Integrity and Business Ethics in the conduct of our business operations. We strive to be a respected member of the business community by setting an example worthy of emulation.

We keep our Ethics and Integrity intact and instill discipline to our employees through the implementation of Policies covering Conflicts of Interest, Bribery, Corruption, and Fraud, Disciplinary Actions, and Whistleblowing. We make sure that each employee fully understands that it is not only a matter of policy but also make them accept full responsibility and accountability for their actions.

Control and Measures

In the observance of this policy, everyone is expected to be diligent and aware of all the policies and measures indicated herein. F2 Logistics Philippines, Inc. & F2 Global Logistics, Inc. commits to conduct a periodic Compliance Review of all Policies, Rules, Regulations, and Contracts in order to determine compliance therewith. Through this review, we are also given a chance to update, revise, and modify the policies if necessary.

Erring employees are subjected to disciplinary actions with punishments ranging from warnings to termination, non-compliant service providers are subjected to termination of their contracts – these measures are our first line defense for our Human Rights Policy. If possible, criminal prosecution could be resorted to if irreparable damage or injury has been caused.

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