



## York Transportation & Warehousing Group Code of Conduct

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At York Transportation & Warehousing Group, we are committed to maintaining the highest standards of ethical conduct and integrity in all aspects of our business operations. Our Employee Code of Conduct outlines the expectations and responsibilities of all employees, contractors, and temporary workers to ensure a professional, respectful, and compliant work environment.

### Professional Integrity

We expect all employees to act with honesty and integrity. Compliance with all applicable laws, regulations, and company policies is mandatory. Any form of deceit, fraud, or misrepresentation will not be tolerated.

### Respect and Fairness

Respectful treatment of colleagues, customers, and partners is essential. Discrimination, harassment, and bullying are strictly prohibited. We value diversity and are committed to providing equal opportunities for all employees.

### Confidentiality and Data Protection

Employees must protect the confidentiality of company information, customer data, and employee records. Adherence to data protection policies is required to safeguard sensitive information.

### Conflict of Interest

Employees must avoid situations where personal interests conflict with those of the company. Any potential conflicts of interest must be disclosed. Accepting or offering gifts that could influence business decisions is prohibited.



## Health and Safety

A safe working environment is a priority. Compliance with health and safety regulations is mandatory. Substance abuse, including the use, possession, or distribution of illegal substances or alcohol on company premises, is strictly forbidden.

## Use of Company Resources

Company resources must be used responsibly and for business purposes only. Unauthorized use of company assets for personal gain is prohibited. Intellectual property rights must be respected and protected.

## Reporting Violations

Employees are encouraged to report any violations of this Code of Conduct or unethical behavior. The company prohibits retaliation against individuals who report violations in good faith.

## Penalties and Disciplinary Procedures

Violations of this Code of Conduct will result in disciplinary actions, which may include warnings, suspension, termination of employment, or legal action. All reports of violations will be thoroughly investigated.

## Acknowledgement

All employees, contractors, and temporary workers must sign an acknowledgement form confirming that they have read, understood, and agreed to comply with this Code of Conduct. The signed acknowledgement will be kept in the employee's file for documentation purposes.

By adhering to this Code of Conduct, we collectively contribute to a secure, ethical and professional workplace that upholds the values and standards of York Transportation and Warehousing Group and meets the requirements of CTPAT.

**Approved by York Transportation & Warehousing Group of Companies  
September 5, 2025**