
Code of Ethics, Conduct & Responsible Business Practices

Cargomax Worldwide Logistics *One Step Ahead*

At **Cargomax Worldwide Logistics**, ethics, respect, safety, and responsible business conduct are part of how we operate.

This Code reflects the principles that guide our professional behavior, our internal culture, and the way we interact with customers, employees, vendors, partners, authorities, and the communities where we conduct business.

This document is intended as a public statement of our corporate principles. It does not replace employment agreements, internal policies, applicable laws, contractual obligations, or specific operational procedures.

1. Our Commitment

Cargomax Worldwide Logistics is committed to conducting business with integrity, accountability, and respect. We recognize that logistics operations require coordination, trust, and sound judgment. For that reason, we expect our team members and business partners to act responsibly, communicate honestly, and make decisions based on facts, safety, and professional standards.

2. Respect for Facts

Respect for facts is a core principle of our culture.

When operational assumptions, expectations, or theories differ from what is actually occurring, we rely on verified facts. This approach supports responsible decision-making, transparency, accountability, and reliable execution.

In logistics, facts matter. Documentation, cargo condition, timelines, regulatory requirements, operational constraints, and communication records must be treated with accuracy and care.

3. Respect for People

We believe that customers, employees, vendors, partners, and members of the communities where we operate should be treated with dignity, courtesy, and fairness.

Cargomax Worldwide Logistics promotes a professional environment based on respectful communication, collaboration, and responsible conduct.

We do not tolerate harassment, intimidation, abusive conduct, or discriminatory behavior in our workplace or in business interactions.

4. Health, Safety & Operational Responsibility

Operational safety is fundamental to our business.

Cargomax Worldwide Logistics promotes safe and responsible practices in the planning, coordination, handling, and execution of logistics operations, especially where cargo characteristics, equipment, facilities, or transport conditions require additional care.

We expect our team members, service providers, and operational partners to follow applicable safety procedures, use appropriate judgment, and report unsafe conditions when identified.

Safety requires prevention, communication, and discipline. It is a shared responsibility.

5. Integrity & Compliance

Cargomax Worldwide Logistics expects all business activities to be conducted in accordance with applicable laws, regulations, contractual commitments, and internal standards.

Our approach to compliance includes responsible handling of information, proper documentation, ethical conduct in business relationships, and respect for regulatory requirements applicable to international trade and logistics operations.

We do not support improper payments, fraudulent documentation, misrepresentation of cargo information, or any conduct intended to avoid legal or regulatory obligations.

6. Confidentiality & Information Protection

Cargomax Worldwide Logistics recognizes the importance of protecting confidential, commercial, operational, and personal information.

Information received from customers, vendors, employees, and business partners must be used only for legitimate business purposes and handled with appropriate care.

We expect our personnel and partners to respect confidentiality obligations and avoid unauthorized disclosure of sensitive information.

7. Fair Business Relationships

We seek to build long-term relationships based on trust, performance, transparency, and mutual respect.

Cargomax Worldwide Logistics expects fair dealing with customers, vendors, agents, carriers, service providers, and other stakeholders.

Business decisions should be made based on service capability, compliance, operational reliability, and the best interests of the customer and the company.

8. Responsible Use of Company Resources

Company resources, systems, facilities, equipment, documents, and information must be used responsibly and for legitimate business purposes.

This includes protecting company assets, maintaining accurate records, safeguarding access credentials, and avoiding unauthorized use of systems, documents, or operational information.

9. One Step Ahead

One Step Ahead represents our commitment to anticipation, adaptability, and execution.

In practice, this means identifying risks early, communicating clearly, adjusting to changing conditions, and seeking practical solutions for operations that require coordination, precision, and control.

For Cargomax Worldwide Logistics, being One Step Ahead is not only a brand statement. It is a way of approaching responsibility.

10. Continuous Improvement

Cargomax Worldwide Logistics may review and update this Code as business needs, regulatory expectations, and operational practices evolve.

We understand that responsible business conduct requires ongoing attention, training, communication, and improvement.

11. Reporting Concerns

Questions or concerns related to ethical conduct, compliance, safety, or responsible business practices may be reported through the appropriate company channels.

Cargomax Worldwide Logistics encourages good-faith reporting and expects concerns to be reviewed with fairness, discretion, and professionalism.

Closing Statement

Cargomax Worldwide Logistics believes that reliable logistics execution is built on more than transportation. It requires facts, people, safety, integrity, and accountability.

These principles guide how we work, how we make decisions, and how we build trust with those who depend on us.

This document is intended solely as a public statement of corporate principles and does not create contractual rights, guarantees, or legal obligations. Cargomax Worldwide Logistics may revise these principles periodically as business, operational, or regulatory requirements evolve.