Hawthorn
LOGISTICS
Simple Solutions in a Complex World

Hawthorn Logistics

ESG Policy

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1 - Introduction

At Hawthorn Logistics, we recognise the importance of sustainability and our responsibility to work towards providing a sustainable future in our operational processes. We recognise that our services directly impact the environment, communities, and the people we serve. Our ESG policy outlines our commitment to sustainable development.

2 - Rationale of the ESG Policy

The rationale of Hawthorn Logistics Solutions ESG Policy is that we are committed to being in compliance with all relevant legislation within the territories we operate in and the various industries that we service. The ESG policy applies to all aspects of the business covering all functions of the business and the all the services we provide to our clients.

The goal of this policy is to ensure that our business practices: -

- ✓ Contribute to a sustainable future
- ✓ Minimises our environmental footprint by reducing emissions
- ✓ Optimises resource use
- ✓ Ensures the health, safety, and well-being of our employees
- ✓ Maintains and supports human rights and other ethical practices in our operations and within the supply chain
- ✓ Promotes awareness and compliance with anti-corruption measures.

3 - The Employees Health and Safety

The health and safety of our employees is paramount. At Hawthorn we are committed to providing a safe and healthy workplace by ensuring health and safety standards. We perform regular and updated safety training and awareness programs for all employees. We ensure compliance with regulations and proactively encourage a culture of safety in the workplace by empowering employees to report any hazards they may come across. Health and Safety Policy

4 - Human Rights

As an organisation we respect and promote International Human Rights including civil, social, political, cultural and economic as required. We ensure, to the best of our ability, avoidance of any potential human rights infringements that may affect the people we work with in a business relationship.

Hawthorn's commitments to human rights include, adhering to national and international human rights laws, ensuring fair wages and working hours for all employees, promoting diversity, equality, and inclusion in the workplace, and encouraging all suppliers and partners to adhere to the same human rights standards as us.

5 - MOVE, CONNECT and DELIVER – The Environment.

At Hawthorn Logistics, we are fully committed to reducing our environmental impact through various steps, we strive to *MOVE, CONNECT, DELIVER*

MOVE

We work to reduce our carbon emissions by optimizing supply chain efficiency to minimize, where possible, the company's environmental impact. Sustainability is at the core of our operations within the supply chain. We are committed to moving freight as responsibly and sustainably as possible.

CONNECT

We will work with our customers and suppliers to connect them to more sustainable practices and to encourage them to form green(er) partnerships within the supply chain. Our network values the same positive change and dedication to sustainability that we are committed to achieving.

DELIVER

We aim to make a positive impact with every shipment by setting high standards in our sustainable logistics and provide (in each situation) the most sustainable option possible to support both our customers and our own sustainability goals to contribute to a healthier planet.

6 - Awareness and anti-corruption

At Hawthorn, we establish clear policies and procedures to prevent fraud and corruption, we engage in responsible business dealings and promote transparency in financial transactions. All while ensuring that all business partners and suppliers comply with our anti-corruption guidelines. Code of Conduct Policy

7 - Policy Revision and Update

We will revise and update our ESG policy on an annual basis to keep it current and to allow us to incorporate the most relevant changes and developments within our policy document

The revised Policy is approved by our Directors and signed by our Managing Director.

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Martin Cunningham
Managing Director