



APPROVED BY

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HUMAN RIGHTS AND LABOR PRACTICE POLICY

Summary

Respect for human rights is on the top of priorities in Vector-Logistics values, it reflects in how we operate our business, and cooperate with our colleagues and partners around the world. At Vector-Logistics, we value diversity and equal opportunity and do not tolerate discrimination or harassment of any kind.

Vector-Logistics is committed to our colleagues, customers, future generations and the communities where we live and work. We support and encourage colleagues to fully capture their potential through training, development, personal growth and educational opportunities which we support and proactively initiate. We encourage colleagues to engage in community and believe in giving back to our communities by every available means.

This Vector-Logistics policy describes and presents the company's expectations with respect to human rights issues and the high standard of conduct expected of colleagues at Vector-Logistics. This includes but is not limited to human rights issues such as: non-discrimination, gender equality, freedom of association, collective bargaining, child labor, human trafficking, forced or compulsory labor and indigenous rights.

It is the obligation of every colleague to understand these responsibilities and to exercise proper judgment in compliance with the policy to avoid infringing on the human rights of others. We have clear processes and understanding in place to ensure we are able to identify and prevent human rights impacts resulting from or caused by our business operations.

Vector-Logistics management is responsible for implementing, reviewing, and ensuring that the employees reporting to them are aware of the provisions in this document and colleagues are expected to adhere to the conditions defined in this policy.

Scope

For the purpose of this policy, Vector-Logistics colleagues include, company in-house employees and third-party vendors or consultants who may access Vector-Logistics systems for a period of time.

This includes but is not limited to human rights issues such as: non-discrimination, gender equality, freedom of association, collective bargaining, child labor, human trafficking, anti-slavery, forced or compulsory labor and indigenous rights.

Policy

Vector-Logistics aligns to the highest ethical conduct as outlined in the Vector-Logistics Business Code of Conduct in all aspects of business, including Human Rights, Labor, Anti-Slavery, Environment and Anti-Corruption. Vector-Logistics operates on a foundation of our core values of Respect, Quality, Teamwork. Integrity and Innovation which are expected to be followed by all colleagues, management and vendors.

Vector-Logistics respects fundamental human rights and realize them as necessary component of responsible corporate citizenship. In addition to supporting the fundamental principles contained in the Russian legislation of Human Rights, we are applying these principles in our ongoing operations, cooperation with customers and vendors.

Vector-Logistics are committed to the follow not only local legislation, but, also the ILO standards:

- International Labor Standards on Child labor
 - Minimum Age Convention, 1973 (No. 138)
 - Worst Forms of Child Labor Convention, 1999 (No. 182)
- International Labor Standards on Freedom of association
 - Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87)
 - Right to Organize and Collective Bargaining Convention, 1949 (No. 98)
- International Labor Standards on Working time
 - Hours of Work (Industry) Convention, 1919 (No. 1)
 - Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)
 - Forty-Hour Week Convention, 1935 (No. 47)

- Reduction of Hours of Work Recommendation, 1962 (No. 116)
- Weekly Rest (Industry) Convention, 1921 (No. 14)
- Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)
- Holidays with Pay Convention (Revised), 1970 (No. 132)
- Night Work Convention, 1990 (No. 171)
- Part-Time Work Convention, 1994 (No. 175)
- International Labor Standards on Forced labor
 - Forced Labor Convention, 1930 (No. 29)

In Vector-Logistics we believe that fulfillment of human rights will contribute to a better community and higher socio-economic level.

Risk assessment

Vector-Logistics identifies risks of violations of human rights or labor rights, and will take the required steps to prevent its contribution and use its capabilities with internal and external business networks to mitigate any remaining impacts to the greatest extent possible.

By doing so, and in accordance with Vector-Logistics core business, we pay special attention to ILO standards mentioned above.

Reporting and Whistleblowing

Reporting and mitigation of issues and concerns on human rights and labor rights issues, occur as other reporting concerns per our risk management processes according to *SOP Risk Management*.

Non-Discriminatory Treatment

In Vector-Logistics we provide equal opportunities for all in recruiting, hiring, developing, promoting, and compensating without regard to age, color, sex, gender identify, disability, gender, national origin, race, religion. sexual orientation. pregnancy or any other basis that is protected under applicable law.

Healthy and Safe Work Environment

We are committed to the health and safety of our employees, Vector-Logistics invest in and develops our Workplace Health and Safety Policy. Regular education, emergency response planning and training are done to ensure individuals are equipped to identify and manage potential risks at the workplace.

Minimum Wages

Vector-Logistics complies with local minimum wages. Besides, we use market and industry standards to apply fair wages where no wage law is in existence.

No Child Labor

Vector-Logistics align the local minimum age regulations laws and do not employ child labor in any circumstance.

Voluntary Employment

Vector-Logistics doesn't use forced or compulsory labor. All employment is voluntary.

Freedom of Association

Vector-Logistics respects the rights of its employees to freely participate in labor unions, or choose not to participate, and the right to collectively bargain, in accordance with local law.

Anti-Harassment

In Vector-Logistics we prohibit ethnic, racial, religious, sexual or any other type of harassment. Examples of unacceptable practices include any behavior that is physical or verbal in nature that interferes with and obstructs performance in the workplace.

Anti-Slavery and Human Trafficking

Modern slavery is a crime and a violation of fundamental human rights. We in Vector-Logistics have a zero-tolerance approach to modern slavery and we are committed to act ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We expect same high standards from all of our vendors, colleagues and partners, and as part of our contracting processes, we require commitments against the use of forced, compulsory or trafficked labor, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standard.