



The Easyfresh Code of Conduct

Our Values. Our Responsibility.





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Dear Easyfresh colleagues,

The history of our organization includes a long-standing commitment to comply with the law wherever we operate and to conduct all business activities with the highest ethical standards. In today's business environment, upholding this commitment is critical for our continued success in the global marketplace.

As Easyfresh members, we might find ourselves dealing with situations where it is difficult to decide which is the proper action to take. We should always proceed in ways that are consistent with Easyfresh's Corporate Values and Principles. This Code of Conduct (The Code) provides a framework for our Corporate Values, as well as guidance on our behavior, and it helps us deal with difficult situations.

The Code summarizes the principles that must dictate the actions of all Easyfresh team members in order to comply with the standards that our respective stakeholders expect from us. In drafting the Easyfresh Code of Conduct, we have been inspired by sector thought leaders and international best practices.

At Easyfresh we are committed to promoting socially responsible conduct in order to achieve sustainable development. The Code helps us to integrate our economic, environmental and social responsibility in everything we do.

Our reputation and integrity depend on each of us assuming personal responsibility for our business conduct. Every Easyfresh team member is expected to understand and apply this Code.

In case you might have any questions or concerns, please do not hesitate to address this with us at info@easyfresh-logistics.com

Thank you for your continued commitment to upholding the reputation of Easyfresh around the world.

Sincerely,

Rafael Llerena



Our Code is based on our Corporate Values

At Easyfresh, our vision is to offer all realistic transport modes and its combinations to our customers, under temperature controlled environment globally. And this by creating sustainable economic, social and environmental value. We are a reliable, innovative and dynamic business partner that aims to provide the highest quality business solutions.

We seek to create strong and long term relationships with our customers and suppliers, fostering partnerships and open dialogue. We conduct our operations and business around the world in a responsible way guided by our Corporate Values that help us fulfill our purpose and achieve our vision.

These values, which we embrace on our daily work, reflect who we are, what we do, what we expect of ourselves and each other. Cited values are linked to our success factors and to our unique mission :

Integrity

We strictly observe the law. We walk the talk and honor our word.

Efficiency

We strive to optimize our output through business intelligence, talent and experience.

Commitment

We don't give up. We are dedicated to learning new ways to fulfill our strategy.

Respect

We care for and hold in deep regard the safety and well-being of all our respective stakeholders.

Accountability

We hold ourselves to strict standards. We take action and are results-oriented.

The 8 Easyfresh Success factors :

Commitment / Transparency / Globality / Communication
Unique Operation / Focus / Dedication / Passion

Our Mission :

Our Mission is to supply integrated logistics solutions for perishable cargo globally.

Which leads us to be ; *“the only world's global, neutral & dedicated reefer logistics suppliers”*



Compliance with the Code

Scope of the Code

Our Code applies to all Easyfresh Network Members and is part of our Easyfresh Service Manual. We also expect our contractors, suppliers and other business partners who work on our behalf, to uphold the principles and standards of our Code.

Adherence to the Code

Easyfresh members are required to read, understand and apply the Code and other organization policies, procedures and guidelines, included in our Service Manual. We must follow the Code wherever we are located. We are expected to carefully and consistently uphold the standards found in the Code, conducting ourselves in a manner that reflects positively on the network.

Violations of the Code

Anyone who violates the Code will be subject to measures contained in the Easyfresh Service Manual and respective agreements. Easyfresh members are encouraged to speak up if they suspect or know that a colleague is not complying with the Code.

Reporting and Raising Questions

By raising questions and concerns, we help Easyfresh Management to detect potential problems early on as well as promoting our Code and ethical culture. We also help minimize the risk of harm to our organization our respective stakeholders and our reputation. So you may mail easyfresh.admin.ho@easyfresh-logistics.com to raise any questions or concerns.

All reports of misconduct are taken seriously and will be treated confidentially, consistent with a full and fair inquiry.

No Retaliation

We respect those who raise concerns about improper behavior and will never tolerate any form of retaliation against anyone for making a report of actual or potential misconduct in good faith.



Respect for Law

At Easyfresh we conduct our business in a responsible way, with high ethical standards and furthering the goal of sustainable development. We aim to comply with all applicable laws and regulations and to respect international norms of behavior

Compliance with law

Easyfresh aims to comply with all the applicable laws and regulations of the countries in which we operate.

Fair Competition

Antitrust laws are designed to ensure a fair and competitive free-market system. At Easyfresh we are encouraged to compete vigorously in the marketplace, always complying with the applicable antitrust and competition laws wherever we do business. This means we compete within appropriate legal boundaries and on the basis of price, quality and service, without engaging in any unfair, misleading or deceptive trade practice. We also expect all our employees to comply with these laws and to conduct our commercial activities in a fair and ethical manner. We actively support free trade.

Anti money laundering

Easyfresh condemns any possible conduct aimed at facilitating offences such as receiving, laundering and using money, goods or any other utility of unlawful origin and will implement all requested preventive and subsequent control measures necessary to ensure these offences do not occur.

Anti-Corruption.

At Easyfresh we refrain from any illegal action or incentive to obtain a favorable decision. We foster good business practices and prohibit bribery and other forms of improper payment. In pursuing business with governments the standards of conduct and prohibited practices may be different and stricter from those adhered to in commercial business. All dealings must be carried out with integrity and must comply with applicable laws. We expect that third parties that represent Easyfresh know of and abide by these laws when they conduct business.

Inside Information and Trading

Easyfresh forbids its members from using confidential material information for trading or tipping others to trade. The insider trading laws apply to all members, as well as suppliers and consultants who have access to such information. Furthermore, we will not disclose material non-public information to anyone, other than in the necessary course of business



Respect for People

We treat people fairly, with dignity and respect, recognizing that the consideration towards all our colleagues is key for business excellence

Human and Labor Rights

Easyfresh Network Members aim to comply with all national and international labor laws and is committed to upholding internationally recognized principles in the areas of human rights and labor conditions. Easyfresh encourages our colleagues to take their matters up directly with their respective local managements. The organization aims to create an environment where direct dialogue is the preferred way of effectively resolving issues. In compliance with all relevant legislation, we do not tolerate child, forced or involuntary labor. We expect our suppliers and business partners to adhere to the same principles.

Diversity and Equal Opportunities

We aim to provide equal opportunities to everybody within our organization regardless of race, gender, religion, political opinion, disability, sexual orientation, marital status or age. Success within Easyfresh must depend on personal skills and work performance. At Easyfresh we must all work together to ensure that our workplace is one of inclusion and acceptance. The diversity of our individual backgrounds is an important driver in Easyfresh's success. We also promote an atmosphere of openness, engagement, active listening and trust.

Harassment

At Easyfresh we do not tolerate harassment of any type, including verbal, physical, mental and visual harassment. This type of harassment can be destructive to a positive work environment and is not tolerated. We strive to create an environment of mutual respect, free from harassment and unprofessional behavior in the workplace.

Workplace Health and Safety

We are committed to assist to provide a safe and healthy work environment. There are extensive local and national laws designed to promote a safe workplace and these laws are strictly enforced. Extensive and continuous training and regular safety audits are essential for the understanding of and compliance with safety laws. All Easyfresh Members respective operations and facilities have adequate HSE procedures and practices in place.

Fair employment practices

Easyfresh aims to comply with all applicable wage and working hours laws, as well as to honoring all members' employees rights. We are committed to fostering personal and professional development and encourage our colleagues to balance their work and personal responsibilities.



Respect for respective stakeholders and business partners

At Easyfresh we earn the trust of our respective stakeholders and protect our reputation through ethical behavior and proper governance. We seek an open and honest dialogue with key stakeholders and maintain high standards of honesty and integrity.

Accurate Business and Financial Records

Easyfresh members keep and present all company records and reports in accordance with the law and in an accurate, complete and reliable manner.

Protection of Company resources and information

At Easyfresh we all have the obligation to protect resources and use them in the proper way. All colleagues are encouraged to protect respective company assets. Information generated within Easyfresh network is Easyfresh's property and should not be disclosed outside Easyfresh without the proper authority, unless legally required. All Easyfresh members who have access to proprietary and confidential information are required to safeguard it from unauthorized access.

Intellectual Property

At Easyfresh we strictly protect and assert our Intellectual Property rights because we are aware that our continued success and future growth depend on innovative logistic solutions. Easyfresh also respects the property rights of others, trademarks and patents.

Data Privacy

Easyfresh respects the privacy of all members' employees and protects their personal data. The respective members collect their employees personal information for legitimate purposes with the appropriate safeguards to limit access. All Easyfresh members are required to take reasonable measures to maintain the security of this sensitive information and to comply with all applicable laws.

Third-Party Information

It is Easyfresh members' responsibility to use, store and carefully safeguard confidential information that might have been shared by customers, suppliers and other business partners pursuant to applicable laws and pertinent agreements.



Respect for respective stakeholders and business partners

Conflict of Interest

Easyfresh team members are required to do business ethically and with integrity. This includes conducting business transactions with the best interests of Easyfresh at heart. This will allow everybody to avoid any situation that may involve a conflict between their personal interest and the interests of the organization. Those dealings with customers, suppliers, contractors or competitors must be in the best interest of Easyfresh regardless of any personal advantage. If anyone feels that their personal situation could represent a conflict of interest they should address their concern to easyfresh.ho.admin@easyfresh-logistics.com

Offering and Accepting Gifts

Easyfresh has no objection that its members receive gifts and entertainment courtesies solely as a legitimate business purpose and if such courtesies do not compromise their ability to make objective and fair business decisions. Easyfresh may also offer gifts and entertainment to others only if they are consistent with customary business practices, are not excessive in value, cannot be construed as a bribe or payoff and are not in violation of applicable laws or ethical standards.

Product Safety and Quality

At Easyfresh we uphold the highest quality and safety standards of our service portfolio and assure they meet all legally required standards for health and safety. In doing so we encourage the use of environmentally sound technologies for better, safer, cleaner and more sustainable logistics. Easyfresh members also provide transparent and effective procedures to address customer complaints.

Suppliers and Business Partners

We act as long term and trustful partners throughout our value chain seeking mutually beneficial relationships with clients, customers, suppliers and service providers. We are committed to dealing with them fairly. We expect them to comply with all applicable laws and we encourage them to embrace environmental and social principles



Respect for Society and the Environment

At Easyfresh we are accountable for the impact of our decisions and activities on society, the economy and the environment. We take steps to lessen our environmental impact and strive to make a positive difference in the communities where we work and live. We aim to be transparent about our business to foster constructive relationships

Environmental Responsibility

At Easyfresh we take account of our environmental impact and the need to protect our natural resources. Therefore we continually seek to improve our corporate environmental performance, encouraging the use of environmentally sound transport modes and technologies, complying with all applicable laws and addressing our environmental impact in the decision making and business planning process. We also encourage our contractors, suppliers and other business partners to adopt and apply environmentally friendly practices and policies.

Community Engagement

Easyfresh is committed to contributing to economic and social welfare in rural communities. Through relationships with our neighbors and partners, we are working to bring better health, income and working conditions for farming families and workers of the communities in which we operate. Therefore we seek to listen to the needs and concerns of these communities and engage with them to address those needs. At Easyfresh we manage the social and environmental impacts of our business activities carefully and work with others to mitigate any negative consequences. All Easyfresh members are encouraged to engage in communities' needs assistance with their personal contributions, in-kind donations and volunteer efforts.