

SUPPLIER CORPORATE SOCIAL RESPONSIBILITY (“CSR”) CODE OF CONDUCT

1. INTRODUCTION & PURPOSE

At Motorvia (1993) (Pty) Ltd (“Motorvia”), we are committed to operating our business with the highest standards of integrity, ethics, and sustainability. We believe that a responsible approach to business extends beyond our own operations to encompass our entire supply chain. Our reputation, the quality of our services, and our ability to meet the expectations of our customers and stakeholders depend on the actions of our suppliers.

This Supplier Corporate Social Responsibility (CSR) Code of Conduct outlines the minimum standards we expect all our suppliers and their sub-contractors (hereinafter “Suppliers”) to adhere to when conducting business with or on behalf of Motorvia. By partnering with us, Suppliers agree to uphold these principles in all aspects of their operations.

2. SCOPE & APPLICABILITY

This Code applies to all companies, individuals, and entities that provide goods or services to Motorvia, including but not limited to logistics service providers (hauliers, carriers, freight forwarders), vehicle maintenance and repair providers, equipment and parts suppliers, IT service providers, and administrative service providers.

Suppliers are responsible for communicating and enforcing the principles of this Code throughout their own supply chains, ensuring their sub-contractors also meet these standards.

3. CORE PRINCIPLES

3.1 ENVIRONMENTAL RESPONSIBILITY

Recognizing the significant environmental footprint of the logistics industry, Suppliers are expected to demonstrate a strong commitment to environmental protection and continuous improvement.

- **Emissions Reduction:** Implement measures to minimize greenhouse gas (GHG) emissions and air pollutants from vehicles, equipment, and facilities. This includes optimizing routes, maintaining fleet efficiency, investing in lower-emission vehicles, and exploring alternative fuels.
- **Resource Efficiency:** Strive to reduce the consumption of energy, fuel, water, and other natural resources in all operations.
- **Waste Management:** Implement robust waste reduction, reuse, and recycling programs. Ensure the proper and environmentally sound disposal of all waste, including hazardous materials such (e.g., used oils, tires, batteries).
- **Pollution Prevention:** Prevent the discharge of pollutants into the air, water, or soil. This includes proper handling and storage of chemicals, fuels, and lubricants.
- **Environmental Compliance:** Comply with all applicable environmental laws, regulations, and permits in the jurisdictions where they operate.

- **Sustainable Practices:** Explore and adopt sustainable practices in vehicle maintenance, cleaning, and administrative functions.

3.2 LABOR & HUMAN RIGHTS

Suppliers must uphold human rights and fair labour practices, ensuring a safe, respectful, and dignified working environment for all employees.

- **No Child Labor:** Absolutely no use of child labour. The minimum age for employment shall not be less than the age of completion of compulsory schooling or 15 years, whichever is higher, or the applicable legal minimum.
- **No Forced Labor:** Absolutely no use of forced, bonded, indentured, or involuntary labour. All work must be voluntary, and workers must be free to terminate their employment at any time with reasonable notice.
- **Non-Discrimination & Harassment:** Foster a workplace free from discrimination and harassment based on race, colour, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, national origin, or any other characteristic protected by law.
- **Fair Wages & Benefits:** Provide fair wages and benefits that meet or exceed the legal minimum wage and industry standards.
- **Working Hours:** Adhere to applicable laws and industry standards on working hours, ensuring that workers are not required to work excessive hours and are provided with adequate rest periods.
- **Health & Safety:** Provide a safe and healthy working environment for all employees. This includes providing appropriate personal protective equipment (PPE), regular safety training, maintaining equipment, and implementing procedures to prevent accidents and occupational diseases, particularly those related to vehicle operation, loading, unloading, and maintenance.
- **Freedom of Association:** Respect employees' rights to freedom of association and collective bargaining in accordance with local laws.
- **Dignity & Respect:** Treat all employees with dignity and respect, prohibiting any form of harsh or inhumane treatment, including corporal punishment, mental or physical coercion, or verbal abuse.

3.3 ETHICAL, LEGAL & RESPONSIBLE BUSINESS CONDUCT

Suppliers are expected to conduct their business with the highest standards of integrity, transparency, and ethical behaviour.

- **Legal Compliance:** Comply with all applicable local, national, and international laws and regulations in the countries where they operate.
- **Anti-Corruption & Anti-Bribery:** Prohibit all forms of bribery, corruption, extortion, and embezzlement. Do not offer, pay, or accept bribes or participate in any corrupt practices to obtain or retain business or gain an improper advantage.
- **Fair Competition:** Conduct business in accordance with fair competition and anti-trust laws.
- **Intellectual Property:** Respect intellectual property rights and protect confidential information belonging to Motorvia and third parties.

- **Conflicts of Interest:** Avoid situations where personal interests could conflict with the interests of Motorvia. Any potential conflicts must be disclosed.
- **Data Protection & Data Security:** Suppliers must implement and maintain appropriate technical and organizational measures to protect personal data and sensitive business information against unauthorized access, disclosure, alteration, or destruction. This includes compliance with applicable data protection laws (e.g., POPIA, GDPR) and cybersecurity best practices. Suppliers must notify Motorvia promptly in the event of any actual or suspected data breach affecting Motorvia's data.
- **Export Controls & Economic Sanctions:** Suppliers shall comply with all applicable international trade regulations, including export controls, customs laws, and economic sanctions enforced by relevant authorities (e.g., South African Reserve Bank, United Nations, U.S. OFAC, EU sanctions). Suppliers must ensure that no transactions, transfers, or dealings related to Motorvia violate such regulations. Suppliers must screen their supply chains and partners against relevant restricted party lists.
- **Financial Responsibility:** Suppliers are expected to conduct business with sound financial practices, maintaining accurate and complete financial records in accordance with applicable laws and generally accepted accounting principles. Suppliers must not engage in fraudulent, deceptive, or misleading financial practices and must be able to demonstrate their financial stability upon request to ensure long-term service continuity.

3.4 COMMUNITY ENGAGEMENT

Suppliers are encouraged to be responsible corporate citizens within their local communities.

- **Local Impact:** Consider and mitigate any negative social or economic impacts their operations may have on local communities.
- **Positive Contributions:** Where feasible, engage in activities that contribute positively to the well-being of the communities in which they operate.

4. COMPLIANCE, MONITORING & CONSEQUENCES

- **Adherence:** Suppliers must ensure full compliance with this Code. Non-compliance may lead to review of the business relationship.
- **Transparency & Reporting:** Suppliers must be transparent about their practices and be prepared to provide relevant documentation and information to demonstrate compliance with this Code upon request. This may include self-assessments, certifications, and performance data.
- **Right to Audit:** Motorvia or a designated third party reserves the right to conduct assessments, site visits, or audits of Supplier facilities and practices to verify compliance with this Code.
- **Corrective Action:** In the event of non-compliance, Suppliers will be required to develop and implement a corrective action plan within an agreed timeframe.
- **Consequences of Non-Compliance:** Failure to adhere to this Code or to implement agreed corrective actions may result in, but is not limited to, the termination of existing contracts, exclusion from future tenders, or

other appropriate legal action. Motorvia will take severe violations of this Code very seriously, including immediate termination of the business relationship.

- **Reporting Concerns:** Suppliers are encouraged to report any concerns or suspected violations of this Code to Motorvia through our anonymous tip-off form: <https://forms.gle/7CWIMfajBFo5hwDk7>. All reports will be treated with confidentiality, and no retaliation will be tolerated against any party for making a good-faith report.

5. SUPPLIER COMMITMENT

By accepting purchase orders, contracts, or otherwise engaging in a business relationship with Motorvia, the Supplier acknowledges, understands, and agrees to comply with this Supplier Corporate Social Responsibility Code of Conduct. The Supplier further agrees to communicate these principles to its employees and sub-contractors and ensure their adherence.

End of Policy.