

I. Scope

DXI Logistics LLC is committed to high standards of governance and ethical behaviour. We expect our suppliers, subcontractors and agents to observe similar standards, to comply with all applicable laws and regulations, including those of the UAE, and to meet the requirements of this Code.

II. Health, safety and environment

Suppliers must provide a healthy, safe and secure working environment for all their employees, in line with UAE occupational health and safety requirements. Suppliers will:

- Refrain from causing harm to the environment and comply with UAE and Dubai environmental requirements.
- Actively seek ways to reduce the environmental impact of their activities.
- Maintain an effective programme for managing and reporting health, safety, security and environmental issues.

III. Employment and labour

Suppliers will:

- Comply with the UAE Federal Decree-Law No. 33 of 2021 on the Regulation of Labour Relations and its implementing regulations, including valid work permits and employment contracts for all workers.
- Pay wages on time and in full, through the Wage Protection System (WPS) where applicable, and at least at a level that meets workers' basic needs.
- Respect working-hour limits, rest days, and the annual summer midday work break for outdoor work.
- Never retain workers' passports or identity documents, or charge workers recruitment fees.
- Treat all workers with respect and prevent any form of harassment, exploitation or abuse.

Suppliers will not:

- Employ child labour or use forced, bonded or trafficked labour in any form, in line with UAE Federal Law No. 51 of 2006 on Combating Human Trafficking Crimes.
- Discriminate on the basis of race, colour, sex, religion, national or social origin, disability, age or any other ground protected by UAE law.

IV. Business ethics

Suppliers will:

- Protect all confidential information and personal data provided by DXI, in line with the UAE Personal Data Protection Law.
- Respect DXI's intellectual property.
- Require similar standards from their own suppliers.

Suppliers will not:

- Engage in or tolerate fraud, extortion, bribery or any other form of corruption.
- Offer gifts or hospitality of more than nominal value to DXI employees.
- Engage in or facilitate money laundering.
- Breach applicable trade sanctions or export controls.
- Breach competition or anti-trust laws.

V. Human rights

Suppliers will not engage in any conduct that breaches internationally recognised human rights.

VI. Compliance and right to audit

DXI may request documents evidencing compliance with this Code and may audit supplier facilities. If a supplier breaches this Code, DXI may take action, including suspending or terminating its contract with the supplier.

Approved by:

Jerry Nazzal
Group President

This policy is effective from Oct. 2026 and will be reviewed by Oct. 2027, or earlier if required by changes in UAE law or DXI operations.