



CODE OF CONDUCT

Knight Global is committed to treating all workers with respect and dignity, ensuring safe working conditions, and conducting environmentally responsible, ethical operations. We also expect suppliers in our operations and supply chain, and their suppliers, to embrace the following social, environmental, and ethical responsibilities.

Harassment & Discrimination

Knight will not discriminate based on gender, color, race, national origin, religion, sexual orientation, age, veteran status, disability, or gender identity.

Conditions of Employment

Knight will comply with applicable laws regulating work hours, wages, and benefits. Employees must be paid in a timely fashion that meets or exceeds legal minimum standards.

Forced Labor

Knight will not use any form of forced or involuntary labor. Knight must take reasonable measures to ensure that all their employees understand the terms of their employment.

Child Labor

Knight will not use children to work who are under the legal age of the country where it operates its business.

Human Trafficking

Knight will not engage, directly or indirectly, in human trafficking.

Freedom of Association and Collective Bargaining

Knight will comply with applicable laws that recognize and respect the rights of employees to freedom of association and collective bargaining.

Workplace Health & Safety

Knight will provide clean, healthy, and safe environments for their employees that meet or exceed legal standards. Knight will have safety procedures for their employees and tracking tools that drive to a goal of zero workplace safety incidents. Knight employees will have the right to refuse work and report any conditions that do not meet these criteria.

Environmental Continuous Improvement

Knight will increase efficiency throughout their companies and take measures to reduce their carbon footprint, energy use, water use, wastes, and other emissions.



Environmental Stewardship

Knight will look to conserve resources and protect the communities and environment that surround them. Knight is encouraged to develop and deploy environmentally friendly technologies and to increase the use of renewable energies.

Anti-Corruption/Anti-Bribery

Knight will not tolerate corruption, bribery, embezzlement, or fraud in any form. This includes giving or receiving anything of value, including money, gifts, or unlawful incentives to improperly influence negotiations or any other dealings with governments and government officials, customers, or any other third parties.

Ethical Behavior

Knight will avoid conflicts of interest and operate honestly and ethically throughout the supply chain and in accordance with applicable law, including those laws pertaining to anti-competitive business practices, respect for and protection of intellectual property, company and personal data, export controls and economic sanctions.

Reporting and Non-Retaliation

Knight will provide an adequate mechanism for their employees to report integrity concerns, safety issues and misconduct without fear of retaliation. Knight will also appropriately investigate reports and take corrective action, if needed. Knight will prohibit retaliation.

Stakeholder Engagement

Knight will communicate these or substantially similar codes to their suppliers and subcontractors. Suppliers will continuously improve their sustainability and stakeholder engagement progress. Suppliers will develop and implement appropriate internal business processes and policies to ensure compliance with applicable law and this Code of Conduct.

Knight Global is committed to providing a safe and healthy workplace, the fair treatment of all people, taking responsibility for a cleaner environment, and maintaining overall business integrity.