



HUMAN RIGHTS & ETHICAL TRANSPORTATION POLICY

People, Safety, Dignity and Responsible Business Conduct

Policy Number	HR-SAF-002	Department	People, Safety & Compliance
Effective Date	September 24, 2026	Review Cycle	Annual
Approved By	_____	Applies To	All employees, drivers, contractors, officers and representatives

1. PURPOSE

Blue Ridge Transportation believes transportation is fundamentally about people. Every shipment involves professional drivers, customers, shippers, receivers, employees, families, vendors and communities whose dignity, safety and rights deserve respect. This policy establishes the company's expectations concerning human rights, ethical business conduct, workplace dignity, driver wellbeing, prevention of exploitation, fair opportunity and responsible business relationships.

2. POLICY STATEMENT

Blue Ridge Transportation is committed to conducting business in a manner that respects human dignity and supports fundamental human rights. The company prohibits and opposes human trafficking, forced labor, involuntary servitude, child exploitation, unlawful discrimination, harassment, retaliation, workplace violence, coercion and other forms of abuse or exploitation. These expectations apply to our own workforce and to interactions with customers, brokers, shippers, receivers, vendors, contractors and the public.

3. HUMAN RIGHTS PRINCIPLES

Blue Ridge Transportation's approach is grounded in dignity, safety, fairness, freedom from exploitation, opportunity, integrity, accountability and community. No shipment, deadline, customer request or financial consideration takes priority over lawful and safe operations. People should be treated fairly, given meaningful opportunities to contribute and grow, and be able to raise concerns about unsafe, unethical or unlawful conduct without retaliation.

4. PROFESSIONAL DRIVERS ARE PEOPLE FIRST

Professional freight drivers are not simply trucks, available hours, equipment capacity or dots on a dispatch screen. Dispatching, scheduling and customer-service decisions must reasonably consider driver safety and wellbeing, applicable hours-of-service requirements, fatigue, weather, road conditions, equipment limitations, realistic transit times and rest requirements. No person acting for Blue Ridge Transportation may require or pressure a driver to violate applicable law, company safety policy or reasonable safety precautions. Drivers are expected to communicate honestly and promptly regarding delays, fatigue, equipment problems and safety concerns.

5. HUMAN TRAFFICKING, FORCED LABOR & EXPLOITATION

Blue Ridge Transportation maintains zero tolerance for the knowing facilitation of human trafficking, forced labor, involuntary servitude, child exploitation or similar forms of exploitation. Company vehicles, equipment, facilities, technology, funds, accounts or other resources may not knowingly be used to facilitate such activity. Employees should report reasonable concerns through company procedures and appropriate public reporting channels. Employees must not physically intervene, confront suspected traffickers or place themselves or others in danger. If someone appears to be in immediate danger, call 911.

6. EQUAL DIGNITY, HARASSMENT & DISCRIMINATION

Blue Ridge Transportation is committed to a professional environment in which people are treated respectfully. Unlawful discrimination, harassment, intimidation, retaliation, threats, bullying or abusive treatment are inconsistent with company expectations. Employment decisions will be based on legitimate considerations such as qualifications, performance, conduct, safety, operational requirements and applicable law. This standard extends to coworkers, applicants, contractors, drivers, customers, brokers, shippers, receivers, vendors and members of the public.

7. FAIR OPPORTUNITY

Blue Ridge Transportation believes accountability and opportunity can coexist. Where permitted by law and consistent with applicable transportation, insurance, customer and safety requirements, the company supports individualized consideration of applicants who may have criminal histories or other barriers to employment. Decisions should consider legitimate job requirements, applicable laws and regulations, qualifications, safety responsibilities and circumstances relevant to the position rather than relying solely on assumptions or stigma.

8. EMPLOYEE HEALTH, SAFETY & WELLBEING

Employees have a responsibility to perform their work safely, and Blue Ridge Transportation has a responsibility to maintain reasonable systems supporting safe operations. Employees are encouraged to promptly report fatigue, unsafe working conditions, defective equipment, impairment concerns, harassment, threats or other circumstances that could jeopardize safety. Employees will not be instructed to disregard a legitimate safety concern merely to preserve a load, appointment, customer relationship or revenue opportunity.

9. RESPONSIBLE BUSINESS PARTNERS

Blue Ridge Transportation expects brokers, customers, shippers, receivers, contractors, suppliers, vendors and other business partners to conduct themselves lawfully and consistently with basic standards of human dignity and ethical business conduct. The company may review credible allegations concerning a business partner's conduct and, when appropriate and lawful, seek corrective action, restrict or suspend a relationship, decline future business or terminate the relationship.

10. PRIVACY & RESPONSIBLE USE OF INFORMATION

Respect for human dignity includes responsible treatment of personal information. Employee, applicant, customer, driver, vendor, operational and other confidential information must be accessed and used only for legitimate and authorized purposes. Company technology, telematics, communications systems, records and information resources must be used consistently with company policy and applicable law.

11. COMMUNITY RESPONSIBILITY

Blue Ridge Transportation was founded in Appalachia, and our commitment to responsible transportation extends to the communities in which we operate. We seek to operate safely, support responsible economic activity, treat community members respectfully, reduce unnecessary harm and conduct ourselves in a manner that reflects positively on the company and the transportation profession.

12. REPORTING CONCERNS

Employees are expected to promptly report suspected violations of this policy, company safety requirements or applicable law through their supervisor or People, Safety & Compliance. Reports should contain as much factual information as reasonably available. Employees are not expected to independently investigate allegations. Emergency situations should be reported directly to emergency services or appropriate public authorities.

13. NON-RETALIATION

Blue Ridge Transportation prohibits retaliation against an employee for making a good-faith report of suspected unlawful, unsafe, unethical, discriminatory or exploitative conduct or for participating honestly in an investigation. Knowingly making a materially false allegation is not protected by this policy and may result in corrective action consistent with applicable law.

14. INVESTIGATION & CORRECTIVE ACTION

Blue Ridge Transportation will review reported concerns in a manner appropriate to their nature and seriousness. When a violation is substantiated, corrective action may include coaching, additional training, restriction of duties, disciplinary action up to and including termination, referral to appropriate authorities, or modification or termination of a business relationship. Nothing in this policy prevents the company from immediately addressing circumstances presenting an imminent safety or legal concern.

15. SHARED RESPONSIBILITY

Respect for human rights is not solely the responsibility of management or People, Safety & Compliance. Every person representing Blue Ridge Transportation is expected to treat people with dignity, protect safety, speak up when something is wrong, avoid exploitation, act with integrity and help build stronger communities.

16. POLICY ADMINISTRATION

This policy establishes Blue Ridge Transportation's internal standard for human rights and ethical transportation. It does not replace or reduce any requirement imposed by federal, state or local law, regulation or controlling contractual obligation. When applicable law establishes a higher or different requirement, that requirement will control. Blue Ridge Transportation may revise this policy as laws, operations, insurance requirements or company needs change.

OUR COMMITMENT

People first. Safety always. Dignity in every interaction.
Local Roots. Regional Reach. Moving What Matters.

EMPLOYEE / DRIVER ACKNOWLEDGMENT

I acknowledge that I have received or been provided access to Blue Ridge Transportation's Human Rights & Ethical Transportation Policy. I understand my responsibility to comply with this policy, treat others with dignity, protect safety, avoid exploitation and report good-faith

concerns through appropriate channels.

Name: _____

Signature: _____

Date: _____