



## ANTI-CORRUPTION AND ANTI-BRIBERY POLICY

R&R Logistics Custom Freight Solutions reaffirms its commitment to ethics, transparency, and legality as fundamental pillars of its business management. Therefore, it adopts a zero-tolerance stance toward corruption, bribery, and any improper practices, both internally and in its relationships with third parties.

### Guiding Principles

- **Zero tolerance for corruption and bribery:** Corrupt practices will not be tolerated under any circumstances, regardless of hierarchical level or contractual relationship.
- **Transparency and integrity:** All operations and relationships with stakeholders will be conducted with honesty and ethics.
- **Regulatory compliance:** Applicable local and international anti-corruption and anti-bribery laws will be observed.
- **Due diligence:** Verification and monitoring processes will be implemented to prevent risks associated with improper acts by third parties or internal personnel.
- **Confidentiality and non-retaliation:** The confidentiality of reports and the protection of those who report in good faith will be guaranteed.

### Company Commitments

- Implement effective control, monitoring, and continuous improvement mechanisms to prevent acts of corruption and bribery.
- Foster an ethical culture through training and constant dissemination of the Code of Ethics.
- Promote the use of the Ethics Channel as a secure, anonymous, and accessible reporting tool.
- Objectively investigate any report, regardless of the hierarchy of the person involved.

Apply disciplinary or legal sanctions when violations of this policy are confirmed.

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### Responsibilities

- **Senior Management:** Lead by example, ensure the necessary resources are in place to implement this policy.
- **Compliance Officer:** Oversee the implementation of this policy, manage internal investigations, and promote awareness.
- **Employees:** Be familiar with and comply with the policy, report suspicious behavior, and reject any irregular practices.
- **Third Parties (suppliers, customers, contractors):** Respect and adhere to the guidelines as a condition of the business relationship.

### Complaints Channel

R&R Logistics CFS makes the **Ethics Channel** available to all stakeholders to report violations of this policy or any conduct suspected of corruption or bribery. Reports can be made **anonymously and securely** via email: [hr@rrlogistics.us](mailto:hr@rrlogistics.us)

### Prohibitions

The following are strictly prohibited:

- Offering, promising, paying, or accepting bribes in any form.
- Falsifying accounting records or altering information to conceal improper acts.
- Obtaining undue advantages through facilitation payments or unauthorized gifts.
- Allowing or covering up behavior that is contrary to this policy.

Sincerely

Legal Representative

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