



BERTLING LOGISTICS ANTI-BRIBERY AND CORRUPTION POLICY STATEMENT

For over 160 years, Bertling has remained committed to the highest standards of ethical conduct, integrity and compliance in all business activities wherever it operates. Every employee and individual or organisation acting on Bertling's behalf is responsible for conducting business honestly, professionally and in accordance with applicable laws and regulations.

Bertling recognises that bribery and corruption have a detrimental impact on business, society and fair competition. We are committed to conducting our business in a transparent, ethical and responsible manner and to maintaining a culture of integrity throughout the organisation.

Bertling does not tolerate any form of bribery or corruption by its employees or any persons or organisations acting for, or on its behalf. The Shareholders, Board and Senior Management are committed to establishing, implementing, maintaining and continually improving effective systems designed to prevent, detect, monitor and address bribery risks, in accordance with the requirements of applicable anti-bribery legislation, including the UK Bribery Act 2010 and the United States Foreign Corrupt Practices Act 1977.

Bertling has issued its Values and Code of Conduct, which defines the ethical standards and behaviour expected of all employees and those acting on Bertling's behalf. All employees and relevant business associates are required to familiarise themselves with and comply with these requirements.

Bribery is defined as offering, promising, giving, requesting, agreeing to receive or accepting, directly or indirectly, anything of value with the intention of improperly influencing a decision, action or business outcome. This includes facilitation payments, grease payments and any other unofficial payments intended to secure routine governmental or business actions.

Employees and others acting for or on behalf of Bertling are strictly prohibited from making, soliciting, authorising or receiving any form of bribe or improper payment. Bertling is committed to ensuring that any hospitality, gifts, promotional expenditure or charitable donations are transparent, proportionate, reasonable, legitimate and compliant with company procedures.

Any breach of this policy by an employee will be treated as a serious disciplinary matter and may result in disciplinary action up to and including dismissal for gross misconduct. Bribery may also constitute a criminal offence, potentially resulting in imprisonment, financial penalties and reputational damage for both the individual and the organisation.

Bertling will not knowingly conduct business with service providers, agents, subcontractors, suppliers or representatives who do not support or comply with Bertling's anti-bribery and corruption principles and objectives.

SPEAK-UP AND REPORTING CONCERNS

Bertling is committed to fostering a culture where employees and business associates feel able and encouraged to raise concerns regarding actual, suspected or potential bribery, corruption or breaches of this policy.

**Bertling Logistics**

All employees and persons acting for or on behalf of Bertling are encouraged to report concerns as soon as possible where they have a **good-faith concern or reasonable belief** that bribery or corruption may have occurred, is occurring, or may occur in the future.

Reports may be made through management channels or via the Bertling ESG Helpline at **+1 704-552-8684**, online at www.bertling.ethicspoint.com or using the QR Code



Bertling is committed to ensuring that concerns raised in good faith are treated seriously, investigated appropriately and handled as confidentially as reasonably practicable. No employee, worker, contractor or other person associated with Bertling will suffer retaliation, reprisal, discrimination, intimidation or any other adverse consequence for raising a concern, seeking advice, refusing to participate in bribery, or cooperating with an investigation conducted in good faith.

Deliberately false, malicious or knowingly misleading reports will not be tolerated; however, individuals who raise concerns honestly and in good faith will be protected even where an investigation ultimately determines that no wrongdoing has occurred.

The Board and Senior Management fully support this commitment and recognise that effective reporting and protection of those who speak up are fundamental elements of Bertling's Anti-Bribery Management System and ethical business culture.

Signed:	Name & Title:	Date:
	Colin MacIsaac Chief Executive Officer	7 October 2026