



NUWAY EXPRESS INC

SUPPLIER CODE OF CONDUCT

INTRODUCTION

At Nuway Express Inc, we hold ourselves to the highest standards of integrity, ethics, and social responsibility. As a company committed to excellence, we believe that our success is intricately tied to the conduct and principles upheld by our suppliers and partners. This Supplier Code of Conduct outlines the expectations we have for those with whom we collaborate and underscores our collective commitment to ethical business practices.

SHARED RESPONSIBILITY

By choosing to work with Nuway Express Inc, suppliers become integral partners in our commitment to ethical and responsible business conduct. We believe that through this shared responsibility, we can create a business environment that not only meets legal requirements but exceeds them, contributing to a sustainable and socially responsible future.

OVERVIEW

The Code reflects Nuway Express Inc's values and sets forth what is required and expected of its Suppliers with respect to the following topics:

1. Ethics and Integrity
2. Data Privacy and Security
3. Inclusion and Diversity
4. Labor Compliance
5. Health and Safety
6. Environmental Sustainability

ETHICS AND INTEGRITY

At Nuway Express Inc, we uphold the highest standards of ethics and integrity in all aspects of our business. This Supplier Code of Conduct outlines the principles and expectations regarding ethics and integrity for our valued suppliers.

1. ANTI-BRIBERY AND ANTI-CORRUPTION

Suppliers must conduct their business with utmost integrity and comply with all applicable anti-bribery and anti-corruption laws and regulations. Bribery, kickbacks, and any form of corrupt practices are strictly prohibited. Suppliers shall not offer, provide, or accept bribes, kickbacks, or any improper payments, either directly or indirectly.

2. NON-RETALIATION

We encourage an open and transparent communication environment. Suppliers must not engage in any form of retaliation against individuals who, in good faith, report concerns, violations, or unethical behavior. Reporting mechanisms are in place to ensure that concerns can be raised without fear of reprisal.

3. FAIR COMPETITION

We advocate for fair and open competition. Suppliers must operate in accordance with all applicable competition laws and regulations. Unfair business practices such as price-fixing, bid-rigging, and market allocation are strictly prohibited.



4. TRADE AND SANCTIONS COMPLIANCE

Suppliers are expected to comply with all international trade laws and regulations, including sanctions imposed by relevant authorities. It is imperative that suppliers conduct thorough due diligence to ensure compliance with trade restrictions and adhere to applicable export and import controls.

5. TRUTHFUL REPRESENTATION OF PRODUCTS

Suppliers must provide accurate and truthful information regarding their products and services. This includes clear and honest representation in marketing materials, labeling, and any communication related to the products. Any misleading or deceptive practices are strictly prohibited.

DATA PRIVACY AND SECURITY

This Supplier Code of Conduct outlines the principles and expectations for our suppliers regarding the protection of personal information, confidentiality, intellectual property, and procurement integrity.

1. PERSONAL INFORMATION AND PROTECTION

Suppliers must handle personal information responsibly and in accordance with applicable data protection laws. Any collection, use, or disclosure of personal information must be lawful, transparent, and conducted with the utmost respect for privacy rights. Suppliers are expected to implement and maintain robust security measures to safeguard personal data against unauthorized access, disclosure, or loss.

2. CONFIDENTIAL PROPRIETARY INFORMATION

Suppliers may have access to confidential proprietary information during the course of our business relationship. It is imperative that suppliers treat such information with the highest degree of confidentiality. Unauthorized use, disclosure, or reproduction of confidential information is strictly prohibited. Suppliers must implement safeguards to ensure the secure handling and storage of proprietary data.



3. INTELLECTUAL PROPERTY

Respecting intellectual property rights is crucial. Suppliers must ensure that their products and services do not infringe upon the intellectual property rights of others, including protection against disclosure, patents, copyrights, and trademarks.

4. PROCUREMENT INTEGRITY

Suppliers must maintain the highest standards of integrity in their dealings with Nuway Express Inc. This includes, but is not limited to, refraining from engaging in any unethical practices related to the procurement process, such as bribery, kickbacks, or any actions that compromise the fairness and impartiality of the procurement process.

INCLUSION AND DIVERSITY

This Supplier Code of Conduct articulates our expectations regarding non-discrimination, workplace diversity, and supplier diversity, emphasizing our dedication to advancing inclusion and promoting relationships with diverse and underrepresented businesses.

1. NON-DISCRIMINATION AND WORKPLACE SAFETY

Suppliers are expected to uphold a workplace free from discrimination and harassment. Employment decisions, including hiring, promotion, and compensation, should be based on merit, qualifications, and job-related criteria. We are dedicated to fostering a workplace that reflects the diversity of the communities in which we operate, and we expect our suppliers to share this commitment.

2. SUPPLIER DIVERSITY

Our commitment to inclusion extends beyond our internal operations to our supplier relationships. We actively seek to engage with diverse and underrepresented businesses, including those owned by minorities, women, veterans, and individuals with disabilities. Suppliers are encouraged to embrace diversity in their own business practices, including their supply chains.



3. PROMOTING RELATIONSHIPS WITH DIVERSE BUSINESSES

Nuway Express is committed to actively promoting relationships with diverse and underrepresented businesses. Suppliers who share our dedication to inclusion and diversity enhance the richness of our supply chain and contribute to a more equitable business landscape. We encourage suppliers to identify and engage with diverse suppliers, fostering a collaborative network that reflects the varied perspectives of our global community.

LABOR COMPLIANCE

This Supplier Code of Conduct outlines our expectations regarding human trafficking, child labor, human rights, freedom of association, and compliance with employment laws.

1. HUMAN TRAFFICKING

Suppliers must not engage in, support, or tolerate any form of human trafficking or forced labor. All workers, including temporary, migrant, and subcontracted labor, must be treated with dignity and respect. Suppliers must comply with all applicable laws and regulations concerning human trafficking and forced labor.

2. CHILD LABOR

We strictly prohibit the use of child labor. Suppliers must not employ workers below the legal working age established by the country in which they operate. We expect suppliers to comply with international labor standards and local laws regarding child labor.

3. HUMAN RIGHTS

Suppliers are expected to respect and uphold the human rights of all workers. This includes the right to fair and just treatment, freedom from discrimination, and protection from any form of harassment or abuse. Workers should be treated with dignity, and their basic human rights should be safeguarded.



4. FREEDOM OF ASSOCIATION

Workers have the right to freely associate, organize, and bargain collectively in accordance with local laws. Suppliers must not interfere with these rights and should respect workers' freedom to join or not join trade unions or employee associations of their choice.

5. COMPLIANCE

Suppliers must comply with all applicable local and international employment laws and regulations. This includes but is not limited to laws related to working hours, wages, benefits, health and safety, and other conditions of employment. We expect suppliers to provide fair compensation and ensure safe working conditions for all employees.

HEALTH AND SAFETY

At Nuway Express Inc, the health and safety of all individuals within our supply chain is of paramount importance. This Supplier Code of Conduct outlines the expectations we have for our suppliers regarding the establishment and maintenance of robust health and safety practices.

1. WORKPLACE SAFETY

Suppliers are expected to provide a safe and healthy working environment for all employees, contractors, and visitors. This includes regular assessments of workplace hazards, implementing appropriate safety measures, and providing necessary safety training.

2. COMPLIANCE WITH LAWS

Suppliers are required to comply with all applicable local and international health and safety laws and regulations. This includes, but is not limited to, regulations related to occupational health and safety, workplace hygiene, and environmental health.

3. HAZARDOUS MATERIALS

If the use of hazardous materials is integral to the products or services provided, suppliers must ensure proper handling, storage, and disposal in accordance with relevant regulations. Information on the safe use of such materials should be communicated clearly to all relevant parties.



ENVIRONMENTAL SUSTAINABILITY

Nuway Express Inc is committed to reducing the impact of its operations on the natural environment and working with its Suppliers to do the same.

1. COMPLIANCE WITH LAWS AND REGULATIONS

Suppliers are expected to implement measures to conserve natural resources, including water and energy. This may involve the use of efficient technologies, responsible sourcing practices, and waste reduction initiatives. Suppliers must comply with all applicable environmental, health and safety laws, regulations and directives.

COMPLIANCE

Suppliers are expected to fully comply with the principles outlined in this Supplier Code of Conduct. By entering into a business relationship with Nuway Express Inc, suppliers commit to upholding the highest standards of ethical, environmental, labor, health and safety, and diversity practices. Continuous adherence to these principles is vital for maintaining a sustainable and responsible partnership.



OUR COMMITMENT

We are dedicated to providing a safe and confidential reporting mechanism that enables individuals to bring forward concerns without fear of retaliation. Open communication is fundamental to addressing issues promptly and upholding the values we stand for.

CONTACT US

By fostering a culture of open communication and accountability, we aim to address concerns transparently and maintain the highest ethical standards. We appreciate the commitment of both Nuway Express Inc colleagues and external parties in helping us uphold these principles.

Thank you for your dedication to ensuring the integrity and ethical conduct that define our collective values.

REPORTING PROCEDURES

If suppliers become aware of any potential violations of this Supplier Code of Conduct or encounter situations that may compromise compliance, it is imperative to report such incidents promptly to Nuway Express Inc. We encourage transparency and open communication to address concerns, investigate potential violations, and implement corrective actions as needed.



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TOGETHER WE CAN

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