RESPONSIBLE TRUCKING

CODE OF CONDUCT BENCHMARK PRESENTATION

PURPOSE

The transportation and logistics industry currently has no common social guidelines in place. As a result, social sustainability is not addressed in a standardized manner which poses a considerable risk for logistics companies and their customers.

It is therefore important to establish a clear set of expectations for the sector to ensure greater alignment and ultimately better working conditions for truck drivers.

BENCHMARK

Initially, the 12 Partners' Codes of Conduct were benchmarked against each other to assess if there were any obvious gaps.

This benchmark showed that almost all companies contained commitments relating to:

- Child & Forced Labour
- Working Hours
- Remuneration
- Health & Safety

- Harassment
- Freedom of Association
- Discrimination

INTRA-GROUP BENCHMARK

		BETTER TRUCKING PARTNERS SUPPLIER CODE OF CONDUCT BENCHMARK
		Slavery	Child Labour	Working Hours	Wages & Benefits	Non-Discrimination	Freedom of Association	(Occupational) Health & Safety	Harassment
SHIPPERS	1								
	2								
	3								
	4								
	5								
	6								
	7								
CARRIERS	1								
	2								
	3								
	4								
	5								

BENCHMARK VS INTERNATIONAL CODES

PARTNER CODE OF CONDUCTS AND INTERNATIONAL STANDARDS

		UN International Bill on Human Rights[1]	ILO Declaration on Fundamental Principles and Rights at Work[2]	OECD Guide for Multinationals	UNGC	UN Guiding Principles on Business and Human Rights
SHIPPERS	1	■	■	■	■	
	2	■	■	■	■	■
	3		■		■	■
	4	■	■		■	
	5		■		■	
	6	■				■
	7	■				
CARRIERS	1	■	■		■	
	2	■	■		■	
	3					
	4	■	■	■	■	■
	5					

GOLD STANDARD BENCHMARK

Social Accountability 8000
International Standard

by Social Accountability International
June 2014
SA8000®: 2014

Supersedes previous versions: 2001, 2004 and 2008

The official language of this Standard and supporting documents is English. In the case of inconsistency between versions, reference shall default to the English version.

SAI
SOCIAL ACCOUNTABILITY INTERNATIONAL
SA 8000

1 | Page

In order to get a fuller understanding of the strength of Partners' Codes of Conduct, they were also benchmarked against a gold standard: the Social Accountability 8000: 2014.

The SA8000 is a voluntary standard for auditable third-party verification. The elements of the Standard are based on the UN Declaration of Human Rights, Conventions of the ILO, International Human Rights norms and National labour laws.

SOCIAL ACCOUNTABILITY 8000

The SA-8000:2014 includes 8 different areas with specific set of criteria under each:

- Child Labour (4 Criteria)
- Forced Labour (5)
- Health & Safety (10)
- Freedom of Association (3)

- Discrimination (4)
- Disciplinary Procedures (1)
- Working Hours (4)
- Remuneration (5)

SA8000 COVERAGE RESULT

Across the 8 areas covered by the SA8000:2014, there are a total of 36 criteria points, of which 30 are relevant to the Group's activities and business operations.

The 30 Criteria for each of the 12 Partners results in 360 total criteria points.

GROUP	SCORE	CRITERIA POINTS	COVERAGE RESULT
Shippers	**126**	**210**	**60%**
Carriers	**75**	**150**	**50%**
Responsible Trucking	**199**	**360**	**55%**

SOCIAL STANDARD SCORE (SSS)

To give a more reflective result, there needs to be an element of weighting given to each category. Each category of the SA8000 has a different number of criteria (for example there are 10 criteria under *'Health & Safety'* and 4 criteria under *'Working Hours')* and therefore it is important to balance the results by creating a **Social Standard Score (SSS)** by working out a percentage score per category. The SSS gives us a realistic value of how the different SA8000 Categories are represented in existing Codes of Conducts.
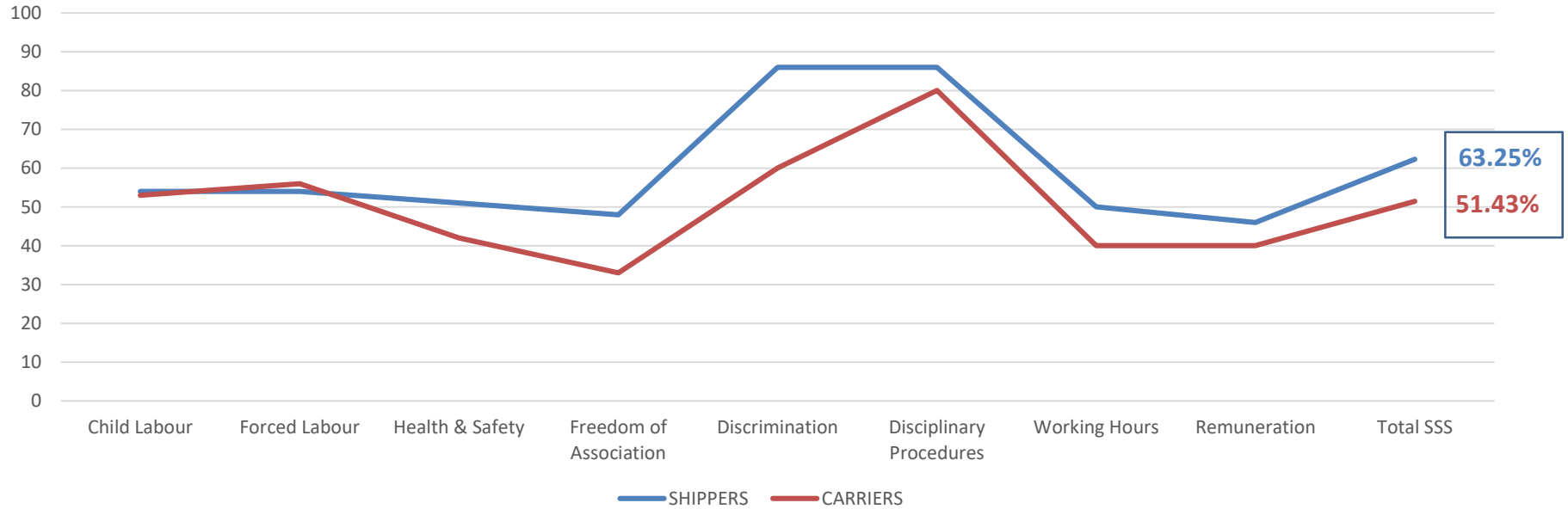
Example: Partner A meets 3 of the 5 criteria under *'Working Conditions'*, resulting in a coverage result of 3/5 and a SSS of 60% for the category.

GROUP	TOTAL SSS
Shippers	**63.25%**
Carriers	**51.43%**
Responsible Trucking	**57.34%**

SSS PER CATEGORY

Shippers vs Carriers

63.25%

51.43%
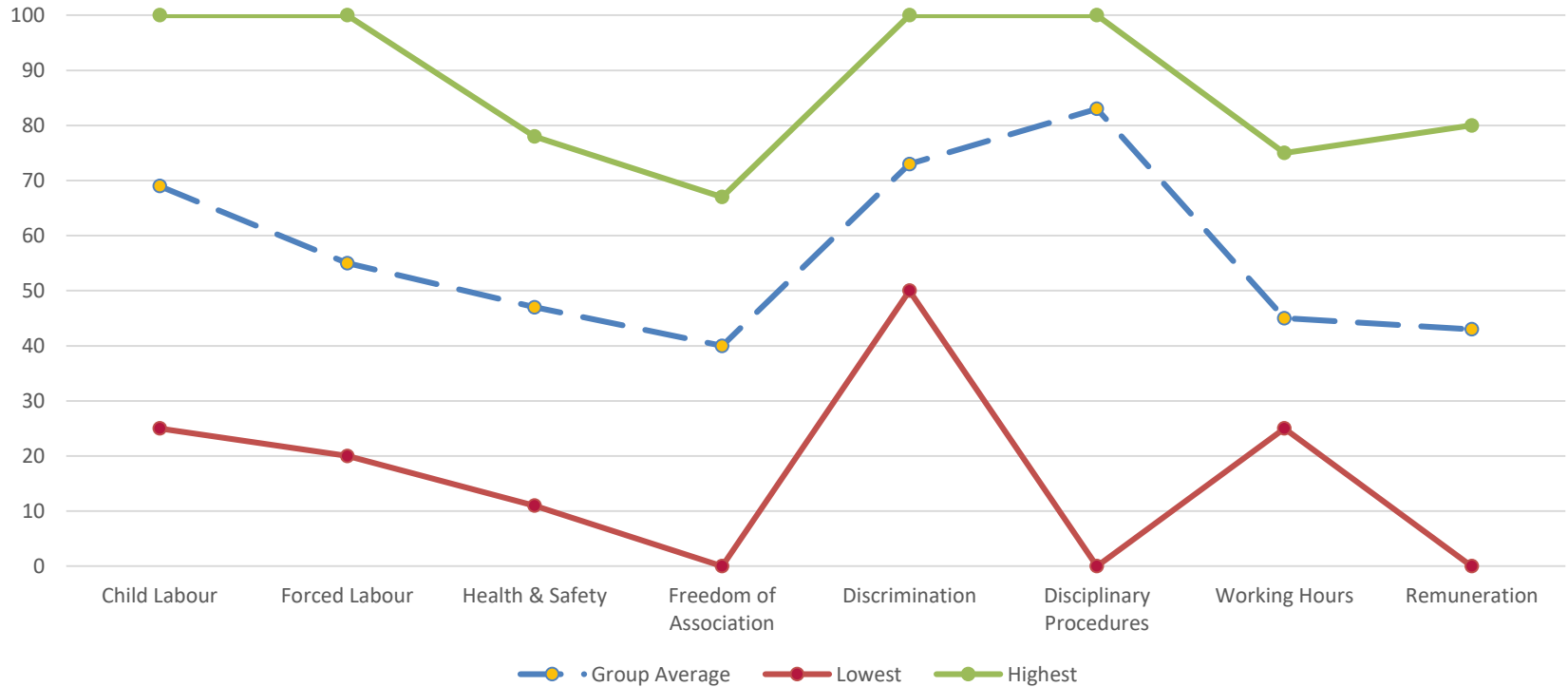
BENCHMARK RESULT ACROSS INDIVIDUAL SA8000 CRITERIA