



# Diversity, Equity and Inclusion Policy of the Leschaco Group

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## Index

1	INTRODUCTION.....	3
2	PURPOSE.....	3
3	SCOPE.....	3
4	POLICY STATEMENTS.....	3
5	KEY PRINCIPLES .....	4
6	APPLICATION AND COMPLIANCE.....	4
7	REPORTING AND ACCOUNTABILITY .....	4
8	GRIEVANCE MECHANISMS .....	5
9	REFERENCE.....	5

## 1 INTRODUCTION

Celebrating differences is a fundamental part of Leschaco's culture. We are dedicated to fostering an inclusive environment that values and respects the diversity of our global community. We believe that a team enriched by varied backgrounds, perspectives, experiences, and skills is what drives us to become a stronger and more successful organization.

We have zero tolerance for discrimination, harassment, or retaliation of any kind—whether based on race, ethnicity, gender, age, religion, disability, sexual orientation, nationality, or any other personal characteristic. By upholding these principles, we empower our employees—who are passionate about their work—to reach their full potential and thrive.

## 2 PURPOSE

The purpose of this Diversity, Equity and Inclusion (DEI) policy is to:

- Promote a diverse, equitable, and inclusive workplace where every individual feels valued and respected.
- Encourage the unique strengths of each employee, fostering a culture of thoughtful decision-making.
- Serve as a global baseline to guide compliance across all locations, aligned with local legal requirements on non-discrimination, equal opportunity, and human rights.
- Ensure that all employees have equal access to opportunities for growth and development.
- Creating an environment where open communication and mutual support are the norms.
- Support the overall mission and values of Leschaco by leveraging the full potential of our diverse workforce.

## 3 SCOPE

This policy applies to all employees, contractors, and stakeholders of Leschaco, across all global locations.

## 4 POLICY STATEMENTS

In realizing our vision to become the world's best logistics company for complex logistics solutions, we embrace diversity and continuously build an inclusive work environment where everyone is provided with an equal opportunity to thrive.

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## 5 KEY PRINCIPLES

When we talk about **Diversity** at Leschaco, we are addressing the elements that make people similar or different from one another, including background, views, experiences, capabilities, values, beliefs, physical differences, ethnicity, gender, age, thinking styles, preferences and behaviors.

When we talk about **Equity** at Leschaco, we are focusing on creating a work environment that promotes equal opportunities, fair compensation and balance training and educational opportunities. Equity recognizes that different people may require different support to achieve equal outcomes.

When we talk about **Inclusion** at Leschaco, we are referring to our focus on removing any perceived or tangible barriers to becoming a part of our business, being treated fairly and respectfully. We seek to make it easier for our people to have a voice and use the variety of thinking styles that they brought along with their uniqueness.

## 6 APPLICATION AND COMPLIANCE

This approach will be practically achieved across our business by:

### (1) Leadership

- Demonstrate a commitment to DEI through actions and communication
- Ensure that DEI is integrated into business practices and decisions
- Hold themselves and others accountable for promoting and upholding DEI values

### (2) Employees

- Treat all colleagues with respect and dignity
- Actively participate in DEI initiatives and training
- Speak up and report any behaviors or practices that are inconsistent with our DEI values

## 7 REPORTING AND ACCOUNTABILITY

In supporting the commitment to Diversity, Equity and Inclusion, Leschaco has an ecosystem to support this

- Leschaco will provide mechanisms for employees to report discrimination, harassment or any other conduct that violates this policy through our grievance mechanisms.
- Reports will be taken seriously and addressed promptly and fairly

## 8 GRIEVANCE MECHANISMS

Employees can report concerns or grievances related to Diversity, Equity and Inclusion to the manager, Human Resources department or the management. Leschaco ensures that the complaint will be investigated promptly and impartially, with appropriate remedial actions taken when necessary.

You can reach our Whistleblowing portal following the link:

[Leschaco Whistleblower System | Home \(whistleblowersoftware.com\)](https://whistleblowersoftware.com)

Or by scanning the QR Code



## 9 REFERENCE

This policy functions as an independent document, but it also aligns with and references other Leschaco's policies, such as the Code of Conduct, the Human Rights Policy, and Labour Rights policy.