

Schneider National Inc., together with its subsidiary companies, is committed to maintaining a corporate culture that respects promoting, protecting and supporting all internationally recognized human rights. We recognize our responsibility to respect human rights and avoid complicity in human rights abuses.

Applicability

Schneider's commitment to promoting human rights applies to all associates and persons involved in the Company's operations including, but not limited to, Company associates, officers, contractors, suppliers, vendors and customers.

Purpose

While governments have the primary duty to protect and ensure fulfillment of human rights, Schneider believes that respecting human rights is a fundamental value of the Company. Schneider strives to respect and promote human rights in our relationships with our associates, customers, communities, indigenous communities, and other business stakeholders.

Our Associates

Consistent with its core values which include safety and respect for others, Schneider believes that associates should be treated with respect and dignity and work in an environment that is free from harassment and unlawful discrimination. In addition, we value and promote workforce diversity and do not tolerate harassment in our workplaces. The Company's commitment to respect human rights in the workplace is manifested in our Code of Business Conduct, and our policies, standards and practices.

Our Associates have access to a company Ethics Hotline as well as a Fair and Equitable dispute resolution process, through which concerns and questions can be raised confidentially and resolved effectively. Associates are strongly encouraged to raise ethics, discrimination or harassment matters, and to report suspected violations of applicable laws, policies and/or our Code of Business Conduct. Retaliation for raising concerns in good faith is prohibited per our Code of Business Conduct.

Our Suppliers

Schneider strives to respect human rights through its supply chain by encouraging actions that are consistent with and further the objectives of our Code of Business Conduct, and by using suppliers whose corporate values are consistent with ours. Specifically, the Company sets expectations of conduct through onboarding and contractual language acknowledgement of Schneider's Code of Conduct for Suppliers and Contractors to follow all applicable legal requirements in the areas of freely chosen employment; working hours; respect in the workplace; wages and benefits; health and safety; ethical sourcing; and the elimination of involuntary labor, human trafficking and child labor. We see relationships with our suppliers as an opportunity to share best practices and to promote continual learning and improvement with respect to human rights.

Our Customers

Schneider seeks to do business with customers who share our values with respect to human rights. We strive to carry out appropriate due diligence and encourage our customers to maintain high ethical standards and practices. Through our customer relationships we have an ability to share best practices, which we believe will help further the respect of human rights around the world.

Communities and Stakeholders

Schneider recognizes and enthusiastically accepts our responsibility to the communities we serve, through acting as a good neighbor and through involvement and support for community activities. We respect the rights of people in communities in which we operate. The Company will seek to identify adverse human rights impacts and take appropriate steps to avoid, minimize and/or mitigate them. Schneider will strive to ensure that our communications with governments, regulatory bodies and public authorities are consistent with our human rights commitments, as stated herein.

Workplace Security and Healthy Workplace

Schneider is fully committed to the health and safety of our work force and to the protection of our neighbors, the environment and our assets. Schneider will exercise reasonable care in providing each Associate a workplace free of recognized hazards, including violent acts or threats of violent acts against employees or third parties within Company workplaces. The Company will not tolerate violence or threats of violence and takes reasonable measures to provide a safe workplace. The Company intends to comply with applicable safety and health laws and regulations, as well as internal requirements.

Diversity and Inclusion

Schneider values and advances diversity and inclusion in the workplace. The Company is committed to equal opportunity and is intolerant of discrimination and harassment. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, or any other status protected by applicable law, this also includes any form of sexual harassment. Qualifications, performance, skills and experience are the basis for recruitment, hiring, placement, development, training, compensation and advancement at the Company.

Rights of Indigenous Peoples

Schneider respects the rights of indigenous peoples, insofar as they are affected by our business activities.

Labor Relations

Schneider is dedicated to creating a workplace that respects and values all employees and maintains an environment of open and direct communication. The Company strives to develop mutually rewarding relationship with employees through fairness, trust and integrity. Due to the direct partnership with employees, the Company does not believe in the need for an outside group to speak on behalf of employees. However, the Company respects freedom of association and collective bargaining, without fear of reprisal, intimidation, or harassment.

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