



ETHICS AND CSR CHARTER



AGL

AFRICA GLOBAL LOGISTICS

2 ETHICS AND CSR CHARTER

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OUR APPROACH

Through this charter, the Africa Global Logistics (AGL) undertakes to:

- **identify**, prevent and mitigate the social and environmental risks its activities may expose the stakeholders of its value chains to, by implementing robust vigilance cycles
- **roll out** all the appropriate resources to effectively manage the most important risks related to its activities, and to optimize its actions as it continually strives to make positive economic, social, ethical and environmental impacts
- **incorporate** the commitments of this charter into its specific policies, guiding its teams and partners in their day-to-day actions in all the countries where it operates
- **consult** with and take into consideration the expectations of its relevant stakeholders, ensure that whistleblowers are carefully listened to and properly protected
- **share** the results of the policies implemented as part of the proper reporting of non-financial information (in the context of a CSR report)



OUR VALUES

Present in more than forty countries, its strategy of integration, its capacity to adapt and diversify, and its drive to develop local business, has allowed AGL to hold strong positions in transportation and logistics in Africa.

In a dramatically shifting business environment, the AGL is asserting its determination to respond to the ethical, social and environmental challenges that affect the prosperity of its activities. The company believes that the preference criteria of its customers and investors, as well as its teams' pride in belonging to it and the trust of all its stakeholders, will be based increasingly on its Corporate Social Responsibility (CSR) commitments.

This **Ethics and CSR Charter** sets out AGL's major commitments in support of a sustainable and inclusive development. The relevance of its responses to these complex challenges, tailored to the circumstances in which AGL operates, will be based on the **gradual implementation of vigilance cycles capable of demonstrating the sensibility and effectiveness of its actions.**

In addition to compliance with the regulatory requirements, the standard framework that guides this Ethics and CSR policy incorporates **the principles of the International Charter of Human Rights, the guiding principles issued by the UN, OECD and ILO, the guiding principles of ISO 26000, the principles of the Global Compact and Sustainable Development Goals of the United Nations.**

AGL thus intends to **utilize all the appropriate resources** to ensure compliance with these commitments based on a vigilance culture, aiming to be shared with all the stakeholders. As such, **this charter, which is being made available to the public, is an integral part of the rules that govern our business relationships.**

The commitments described here unite the employees of the different entities and enable them not only to safeguard but also perform their duties with full awareness of their rights and obligations to AGL and to its stakeholder, thanks to the support provided by a compliance and/or CSR delegate in each entity and under the responsibility of their General Management.

OUR CSR PILLARS, THE 4 Ps

ENSURING
RESPONSIBLE PRACTICES



We support ethical and fair practices throughout our value chain

ACTING FOR
PEOPLE



We are a responsible employer and guarantee a healthy, safe and attractive work environment

COMMITTING FOR OUR
THIRD PARTIES



We strengthen the dialogue with our stakeholders and the positive spinoffs on our ecosystem and our anchor territories

PRESERVING THE
PLANET



We promote innovative and sustainable logistics solutions geared towards respect for environment

ENSURING RESPONSIBLE PRACTICES



We support ethical and fair practices throughout our value chain

Our commitments:

As part of our **compliance policy**:

- We forbid any violation of probity, influence peddling, corruption, illegal taking of interest and any behavior consisting of offering, requesting, granting or accepting illicit undue benefits and/or payments to obtain and/or retain a contract, or any other illegal benefit
- We forbid anti-competitive practices
- We ensure compliance with economic sanction plans
- We combat tax evasion
- We maintain relationships with authorities that comply with its ethics policy
- We publish clear, specific information
- We report the measures implemented to ensure the compliance of our commitments

As part of our **vigilance policy**:

- We ensure respect for workers' rights across its value chain, complying with the highest standards promoted by the international organizations
- We respect the fundamental rights of the communities and residents where we conduct business
- We identify and prevent damage to the environment, human rights, fundamental freedoms and the health and safety of people
- We combat all forms of harassment and discrimination
- We continually strive to make a positive societal contribution for our stakeholders
- We ensure compliance with our commitments in our supply chain through the implementation of suitable vigilance processes

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- We educate our employees and partners about these issues
 - We provide all our stakeholders with a professional, secure and confidential whistleblowing system
 - We deploy the **responsible purchasing charter**, the **human rights charter** as well as the **code of conduct**

ACTING FOR
PEOPLE



We are a responsible
employer and guarantee a
healthy, safe and attractive
work environment

Our commitments:

We undertake to:

- continuously strengthen the health, safety and security of our teams
- guarantee our employees a healthy and caring working environment
- develop the employer brand to identify, integrate and retain talent
- encourage the development of all our employees and the enhancement of their employability through trainings
- promote ongoing, first-rate social dialog with our employees
- deploy programs and policies to promote social balance:
 - ▶ enforce an effective social welfare policy
 - ▶ enforce an equitable and motivating compensation policy in line with the results of the business lines and local economic contexts
- deploy the **diversity & inclusion charter**

COMMITTING FOR OUR THIRD PARTIES



We strengthen the dialogue with our stakeholders and the positive spinoffs on our ecosystem and our anchor territories

Our commitments:

Owing to our strong territorial grid, and as a player in economic and social development, **we are committed to:**

- develop long term local partnerships in order to contribute to local development
- contribute to social, economical and environmental development of countries where we operate
- invest in the local economy
- identify our stakeholders and create quality dialog
- initiate social and societal actions that benefit communities
- contribute to the opening-up of regions by offering infrastructure investments and dedicated logistics and transport solutions
- support community initiatives through sponsorship actions
- provide responses to the expectations of our stakeholders

PRESERVING THE PLANET



We promote innovative and sustainable logistics solutions geared towards respect for environment

Our commitments:

With the aim of harmonizing our services towards environmental protection, **we undertake to:**

- engage in every effort for the preservation of the environment;
- enhance communication and cooperation with stakeholders on environmental topics
- monitor our environmental impact by measuring our consumption of natural resources and our emissions
- implement measures to reduce and offset the impacts of our activities on the environment
- develop inventive and environmentally friendly logistics solutions
- promote the efficient use of natural resources
- commit to the climate change
- implement measures to preserve and protect biodiversity
- contribute in complete transparency to any verification certifying that our commitments are being met



AGL

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