



International Freight Drone

Position on Employment and Labor Rights

Background

Employers impact people's lives in very meaningful ways. This impact extends not only to our direct employees and the employees of our business partners, but also to their families, communities, and the broader society in which they live and work. While countries have many laws governing employment and labor rights, an employer's influence extends well beyond the provisions of laws and regulation, encompassing many different aspects of a person's life throughout their employment lifecycle. For example, fair and equitable compensation; inclusive, safe and healthy working environments; learning and development programs; and opportunities to progress and make a contribution to local community life are just a few of the areas in which people experience the potentially transformative effects of employment on their lives.

Relevance

As a new company, we are becoming ingrained into societies around the world. We deeply care about the individuals who form our family of companies and we know that, when we practice values-based, responsible, ethical, and inclusive employment, they are motivated and empowered to contribute at their best. This enables us to have confidence in our ability to attract and retain the most talented people, engage them in meaningful and inspiring work, and as a result, deliver our business goals and objectives. In doing so, we advance our purpose of blending heart, science, and ingenuity to change the trajectory of health for humanity and help advance prosperity around the world.

Our ability to succeed depends on every individual in our global IFD team contributing at their personal best, and it is our responsibility to our stakeholders to create and maintain the conditions that empower them to do so. In fact, it's more than a responsibility—it's a privilege.

Guiding Principles

As stated in [Our Business Conduct Credo](#): "We are responsible to our employees who work with us throughout the world. We must provide an inclusive work environment where each person must be considered as an individual. We must respect their diversity and dignity and recognize their merit. They must have a sense of security, fulfillment, and purpose in their jobs. Compensation must be fair and adequate and working conditions clean, orderly, and safe. We must support the health and well-being of our employees and help them fulfill their family and other personal responsibilities. Employees must feel free to make suggestions and complaints.

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There must be equal opportunity for employment, development, and advancement for those qualified. We must provide highly capable leaders and their actions must be just and ethical.”

Our Position

At IFD, we believe in respecting and supporting the individuals who, every day, help fulfill our vision and mission to deliver better transportation options for all. We believe in the value of all individuals and their inalienable rights as represented in the United Nations’ [Universal Declaration of Human Rights](#) and the principles defined in the International Labor Organization’s [Declaration on Fundamental Principles and Rights at Work](#). We believe in upholding our employees’ rights as individuals in the workplace and in helping them thrive and prosper throughout their lifetime. We celebrate the richness that a diverse workforce brings to our businesses, and to each of us as individuals, and we practice inclusion so that everyone can be heard, recognized, and rewarded. We believe in supporting our employees in their personal and professional development and in helping them thrive as people, employees, family and community members, and pillars of a responsible and just society. We support our beliefs with actions by:

Maintaining a respectful and supportive culture for all

A workplace is more than somewhere to complete tasks. It is first and foremost a place of human interaction and collaboration, where we strive to achieve shared, meaningful goals. By insisting on respect for all, and by genuinely showing we care about each other, we instill a culture that welcomes diversity, celebrates individual contribution and empowers each to be at their best. Deliberately fostering a respectful and caring culture is the backbone of our approach as a responsible and ethical employer.

Compliance with employment laws

We strive to ensure that all employment complies with all applicable laws and regulations in every country in which we operate, including those concerning hours of work and rest, compensation, equal opportunity, human rights and working conditions.

Upholding labor rights

We respect, uphold and promote adherence to fundamental and universally accepted labor rights. Our approach to labor rights includes, but is not limited to:

- Our support for the right of children to a childhood free of work responsibilities. We prohibit the employment of young persons (under the age of 18) anywhere in our business, other than in compliance with International Labor Organization Conventions (ILO Conventions) 138 and 182 and all applicable laws and regulations concerning age, hours, compensation, health and safety. We also support the right of individuals to freely choose their place of work and therefore prohibit the use of any forced or bonded labor in the manufacture of any product, or any component of a product, by or for any of our businesses. We do not tolerate any form of trafficking or unlawful exploitation of individuals.

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- Our respect for the right of our employees to join a labor union (freedom of association) and engage in collective bargaining. We require our operating companies to respect each employee's right to decide to join or not join associations or labor unions, and to respect each employee's ability to make an informed decision, free of coercion. We maintain constructive dialogue with employees' freely chosen representatives and bargain with them in good faith. An employee's choice regarding joining an association or labor union must not impact the employee's employment or an individual's application for employment. See our [Position on Freedom of Association](#).
- Our compliance with applicable regulations governing hours of work in every country in which we operate. We respect limits for overtime work and irregular work hours, including weekends and national or religious holidays. We do not force employees to work overtime and we compensate those who do in a fair and proper manner, always in line with the law as a minimum standard.

Providing a workplace free from discrimination and harassment

We base employment decisions on merit, and consider qualifications, skills and achievements. We do not tolerate discrimination based on characteristics such as age, gender, race, ethnic background, sexual orientation, gender identity, national origin, religious beliefs or any other dimension of diversity.

We believe a place of work should be a safe haven for all, where individuals have no fear of expressing themselves freely and respectfully. We strictly prohibit all forms of harassment, including sexual harassment, physical or mental punishment, and other forms of abuse in any part of our operations. We provide education for all employees so they understand the various forms harassment can take and are empowered to report any breaches of this approach. See also our [Position on Providing a Safe and Harassment-Free Workplace](#).

Providing fair compensation

We are committed to compensating our employees fairly and to offering the kinds of benefits that are relevant to meet the needs of today's employees and their families. Through our compensation framework, a set of core principles that guide all compensation decisions, we recognize the important, contribution of our employees to delivering our mission in ways that align with our values. We observe legal minimum wage provisions and aim to exceed these. Our benefits packages aim to improve the quality of life for employees by providing practical support for family, health, education and long-term financial management needs. See also our [Position on Employee Compensation and Benefits](#).

Maintaining health, safety and wellbeing in the workplace

We always have a shared interest with our employees in their safety at work and their ability to invest in their health and wellbeing while in our employment. We believe employees do their best work in a clean, orderly, and safe environment. We therefore invest in maintaining a safe and healthy workplace, fully complying with applicable workplace safety and industrial hygiene

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standards as mandated by law and exceeding these where our own IFD standards go beyond legal requirements.

We aim to create a culture of safety where everyone takes personal responsibility for their own safe practices and seeks continuous improvement. We provide our employees with the relevant training, tools and equipment to perform their duties safely. See also our [Position on Environmental Health and Safety Management](#).

We also address different aspects of wellbeing, including ways to manage work and other responsibilities in a balanced way. We encourage employees to use our wellbeing platforms to assist them in maintaining their wellbeing, undergo medical assessments, take physical exercise, eat healthily and manage stress effectively. See also our [Position on Employee Health and Wellbeing](#).

Maintaining fair and respectful disciplinary procedures and grievance resolution

When required, employees who breach the standards expressed in our [Code of Conduct](#) and our other policies will be disciplined fairly, in line with internal Company standards. Physical punishment is never permitted. In cases of serious breaches of conduct, we will terminate individuals' employment with the Company. In any event, appropriate process is observed in the case of disciplinary measures and in addressing and resolving employee grievances. The [Our Integrity Line](#) is available for all employees to voice a grievance. See our [Position on Resolving Employee Grievances](#).

Advancing diversity and inclusion

IFD and all its operating companies are committed to workplace diversity and to cultivating, fostering, and preserving a culture of inclusion. We know that bringing our diverse backgrounds, cultures, and perspectives together enables us to best solve today's complex transportation problems. Enabling everyone within IFD to perform at their best while being themselves is fundamental to our continued success.

Our diversity and inclusion global strategy and policy set out the principles and requirements for enhancing diversity and inclusion throughout the organization. Our diversity and inclusion vision is: *Be yourself, change the world*. Our vision at IFD is for all employees to draw on their unique experiences and backgrounds together—to spark solutions that create a better world. Our strategy includes:

- Advancing a culture of inclusion and innovation;
- Building a diverse workforce for the future; and
- Enhancing business performance and reputation.

Encouraging employees to learn, develop and advance their careers

The opportunity to develop personally and professionally is a core aspiration both for employees who have newly joined our organization and for those who have been part of the

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IFD family for years. We therefore deploy a global approach to ensure development is for everyone, regardless of where they are on their career journey. Our objective is to foster a learning culture that helps shape each person's unique career path and empower them to better contribute to achieving our business objectives while creating a robust pipeline of talent to deliver our long-term strategies.

At IFD, we believe development is for everyone. We maintain an integrated, enterprise-wide approach to human resources management and professional development, empowering everyone to achieve their personal best at work. See our [Position on Employee Development](#) for further details.

Providing opportunities for employees to use their talent for good

We believe that the skills, expertise and ingenuity of our employees are the key to our effectiveness in advancing the trajectory of freight transportation. To unleash the potential and impact of our people, we provide a range of opportunities for employees to help our community-based partners address critical capacity-building needs. These include, for example, volunteers in community causes through our Volunteer Leave Policy, or as first responders through our First Responder Time-Off Policy. See our [Position on Community Impact](#) for further details.

Providing support for our managers around the world

We seek to ensure that our employment policies, positions, and standards are implemented in full throughout our businesses. Our Human Resources organization supports managers in understanding and upholding their responsibilities toward employees, and we encourage proactive discussion about training, development, and benefits.

Monitoring, auditing and reporting on employment issues

We maintain systems around the world to monitor and audit the implementation of our employment practices and take corrective action should any aspect of practice fall short of our policies and provisions. We report regularly to the IFD Executive Committee and to our Board of Directors on employment matters.

Extending our position on employment and labor rights to our contractors and suppliers

We view our extended supply chain as an extension of our own businesses and expect all contractors and suppliers to adhere to the same level of integrity and respect for employment standards and labor rights that govern our own operations. We make all reasonable efforts to ensure those who work with our Company know what is expected of them and have systems in place to ensure compliance. IFD [Responsibility Standards for Suppliers](#) outlines our expectations of supplier business conduct, including respect for human and employment rights.

Application

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This position is relevant for IFD Companies, as detailed in our [governance materials](#).