



CHILD LABOUR AND FORCED LABOUR POLICY

1. Objective

This Policy is based on TFI International Inc.'s commitment to find practical, meaningful and appropriate responses to support the prevention and effective elimination of child labour and forced labour practices, in accordance with the principles set forth by the International Labour Organization (ILO) and by the Canada Labor Code and similar legislations in force in each of the provinces of Canada.

2. Policy

TFI International Inc., and its subsidiaries (collectively herein referred to as "TFI"), shall not employ any person below the age of sixteen (16) years, or the local minimum employment age, whichever is higher.

No employee below the age of seventeen (17) years old shall be asked to work after the hour of 11:00 PM or before 6:00 AM.

TFI strictly and explicitly prohibits the use, by any of its affiliates and subsidiaries, of child labour and forced or compulsory labour. No employee is made to work against his or her will, or subject to corporal punishment, to threat or to coercion of any type in relation to work.

There is a zero tolerance policy towards any breach of this Policy.

3. Implementation

This Policy is and shall at all times be publicly available throughout TFI and its affiliates and subsidiaries, and clearly communicated to all employees in a manner in which it can be understood.

Employment contracts and other records, documenting all relevant details of the employees, including age, are maintained in all TFI facilities and are open to verification by any authorized personnel or relevant statutory body.

4. Monitoring & Audit

Periodic assessment may be conducted by TFI; in this context, the human resources department may undertake random checks of records no more than on an annual basis.

5. Amendment

TFI will continuously seek to make this Policy as relevant and as effective as possible. To that effect, TFI may amend this Policy from time to time.

Adopted by TFI International Inc.'s Corporate Governance and Nominating Committee on the 20th day of October 2016 and approved by its Board of Directors on the same day.