



Supplier Code of Conduct

At TFI International, we recognize the importance of ethical, responsible and sustainable business practices, as cornerstones of corporate citizenship. We expect our suppliers, partners and vendors to adhere to the highest standards of conduct in their operations. This code of conduct outlines the expectations we have, while serving as a guide to promote responsible business practices.

WE EXPECT SUPPLIERS TO FOSTER A SAFE AND RESPECTFUL WORKING ENVIRONMENT



Legal and Regulatory Compliance

Legal and Regulatory Compliance

Environmental Responsibility

Business Ethics

Labor Practices

Supply Chain Responsibility

Continuous Improvement

Suppliers, partners and vendors must comply with all applicable laws, regulations, and standards where they operate. This includes labor laws, environmental regulations, health and safety standards, and other relevant legislation. Suppliers, partners and vendors must maintain all necessary permits, licenses, records and certifications required to operate their business, and cooperate with any official audits, inspections, inquiries or investigations.



Adhere to all laws and regulations



Maintain health and safety standards



Comply with inquiries and inspections

Environmental Responsibility

Legal and Regulatory Compliance

Environmental Responsibility

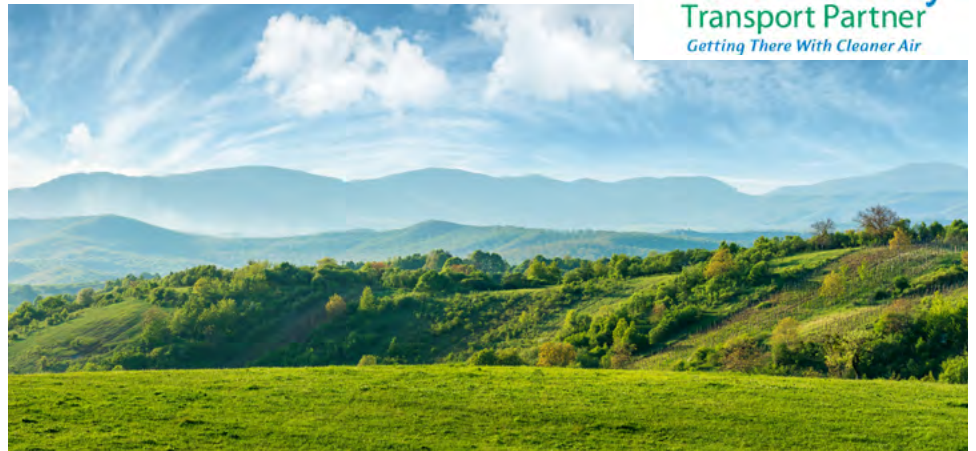
Business Ethics

Labor Practices

Supply Chain Responsibility

Continuous Improvement

TFI International is committed to minimizing our environmental impact. Our attention to environmental areas of concerns spans the entire lifecycle of our business strategy, driving us to continually improve efficiencies and reduce waste. We expect our suppliers, partners and vendors to share this commitment by not only complying with relevant environmental laws and regulations, but also minimizing their environmental impact within their business operations.



Key Points

- ✓ Integrate sustainable environmental practices
- ✓ Minimize negative environmental impacts
- ✓ Seek out opportunities to improve efficiencies and reduce waste

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Suppliers, partners and vendors must conduct their business ethically and with integrity. This includes avoiding any form of corruption, fraudulent or deceptive behavior, bribery, discrimination or other unethical practices. Suppliers, partners, and vendors should maintain accurate records and be transparent in their business dealings. TFI International is dedicated to ethical and fair competition. Suppliers, partners and vendors should respect intellectual property rights, trade secrets, or other proprietary or confidential information.



Key Points

- ✓ Build trust and credibility
- ✓ Avoid conflicts of interest
- ✓ Engage in fair competition

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Suppliers, partners and vendors must provide a safe and healthy work environment for their employees. Compliance with all applicable labor laws, providing fair compensation, and respecting the dignity and rights of workers are all essential. TFI International is an equal employment employer and is committed to providing a workplace free of discrimination, harassment, threats or abusive behavior. Suppliers, partners, and vendors must also prohibit any form of discrimination, harassment or abuse, while encouraging inclusivity and diversity in the workplace.



Key Points

- ✓ Treat others with dignity and respect
- ✓ Create a positive work environment and report inappropriate behavior
- ✓ Encourage inclusivity and diversity

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TFI International suppliers, partners and vendors must ensure that their own suppliers and subcontractors adhere to the same standards outlined in this code of conduct. Suppliers, partners and vendors should also be transparent about their supply chain practices and provide relevant information upon request.



Continuous Improvement

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We expect our suppliers, partners and vendors to continuously improve their operations and work towards implementing sustainable business practices. Suppliers, partners and vendors should regularly review their operations to identify areas for improvement and take action to implement changes. TFI International encourages open communication and welcomes the opportunity to address any suggestions for improvement.

TFI International is committed to responsible, ethical, fair and sustainable business practices. We expect our suppliers, partners and vendors to share this commitment and to adhere to the standards outlined in this code of conduct. We will review supplier, partner and vendor compliance with this code of conduct regularly and take appropriate action if necessary.

