



OVO LOGISTICS

Global Anti-Corruption Policy





Dear Team,

As OVO Logistics continues to expand and deliver **end-to-end supply chain solutions—from factory floor to customer door**—we take immense pride in the critical role each of you plays in shaping the future of **global trade**.

To support this mission, we are introducing our **Code of Conduct**, built on three foundational pillars:

Our People, Our Business, and Our Integrity.

These principles define how we operate, guide our decisions, and distinguish us as a trusted leader in the logistics industry.

Our reputation for **ethical conduct and reliability** is one of our greatest strengths. This Code reinforces that legacy and ensures we consistently deliver exceptional value to our clients, partners, and communities. It governs how we interact internally and externally, reflecting our shared commitment to **excellence, innovation, and accountability**.

We encourage every team member to **read, understand, and embrace the Code of Conduct**. If you observe any behavior that does not align with these standards, please report it through our **Whistleblowing Hotline**. Your voice matters in maintaining the integrity of our organization.

Thank you for your dedication and for helping us uphold a **positive, ethical, and world-class work environment**. Together, we will continue to set the benchmark for global logistics excellence.

Jeff Smith

Chief Executive Officer





Our Commitment to Ethical Business Practices

At **OVO Logistics**, we are dedicated to ensuring that everything we do creates a lasting positive impact on global trade, economies, and society. To achieve this, we uphold the highest **ethical, professional, and legal standards** in all aspects of our operations.

Our **Code of Conduct** defines how we maintain international best practices in preventing:

- Conflicts of interest
- Fraud and corruption
- Insider trading
- Misuse of confidential or personal information
- Modern slavery and human rights violations

This Code reflects our unwavering commitment to integrity and transparency.

Zero Tolerance for Bribery and Corruption

Bribery is unethical and harmful—it undermines institutions, distorts markets, and erodes trust. At OVO Logistics, we have adopted a **non-negotiable commitment to eliminating bribery and corruption** from our business.

This commitment is supported by:

- **Clear anti-bribery policies**
- **Practical procedures and controls**
- **Employee training programs**
- **Regular monitoring and compliance reviews**

We actively engage with communities, industry groups, and stakeholders to promote anti-bribery standards. For inquiries or collaboration on compliance initiatives, please contact compliance@ovologistics.com.

Expectations for Business Partners

We expect all business partners—including vendors, consultants, and joint venture partners—to share our ethical values and anti-bribery principles.

If you observe any unethical or unlawful conduct related to our business, we encourage you to report it through our **Whistleblowing Hotline**. All reports are handled confidentially and in good faith.

