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AVERRITT LABOR AND HUMAN RIGHTS POLICY

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Introduction

Averitt Express, Inc. (“Averitt” or the “Company”) is committed to respecting and promoting human rights. Corporate integrity, responsible product sourcing, and the safety and wellbeing of workers across the global supply chain are of paramount importance to Averitt Express. We are guided by instruments including the United Nations Universal Declaration of Human Rights, the International Labor Organization’s 1998 Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights. We recognize that our outside vendors and other suppliers play a vital role in our ongoing quest to be the Carrier of Choice and expect them to uphold these same standards.

Forced Labor, Child Labor and Human Trafficking

All labor must be voluntary. Averitt has zero tolerance for the use of any forms of forced labor in any of our operations and facilities. We prohibit the hiring of individuals who are under the age of 18 for positions in which hazardous work is required. Human trafficking in any form as defined by the United Nations is also strictly prohibited and we equip all employee drivers with awareness training so they are prepared to be part of an effective prevention strategy.

Hazardous Conditions and Workplace Safety

Creating safe workplaces, whether in the cab of a truck or in an office, is a core value and fundamental to the culture of safety at Averitt. This policy conveys Averitt’s commitment to the well-being of our employees and the public, as well as our desire to comply with laws and regulations. From initial employee onboarding through long-term performance, measurement and reporting shall take place continually to ensure compliance and continuous improvement with this policy.

No Discrimination, Abuse, or Harassment

Averitt believes in equal employment opportunity for all employees and applicants for employment in all terms and conditions of employment. Averitt is committed to basing employment decisions on the principles of equal employment opportunity. Averitt will recruit, hire, compensate, offer benefits to, upgrade, train, terminate, and/or promote individuals without discrimination on the basis of any class that is protected by applicable law including race, color, national origin, gender, gender identity, sexual orientation, military status, religion, age, marital or pregnancy status, disability or status as a protected veteran.

Freedom of Association and Collective Bargaining

Averitt respects and adheres to all applicable labor relations laws and regulations including the National Labor Relations Act of 1935 and the rights they protect for all employees. Averitt is

further committed to maintaining positive and direct relationships with our employees based on open communication and mutual respect.

Environmental Protection

Making business decisions that have a positive impact on the environment is a priority at Averitt. From decreasing overall carbon dioxide emissions to promoting sustainable energy consumption, practicing and advocating for environmental sustainability is important to our customers, the communities we serve, and ultimately our success. Averitt is dedicated to creating a more sustainable supply chain by advocating for innovating fleet operations, exploring alternative vehicle and fuel solutions, leading conversations within the industry, and using data-driven insights to gain efficiency.

Business Ethics

Averitt's reputation and continued success requires an unwavering commitment to honest and ethical business practices. The Company prohibits and will not tolerate any form of bribery, conflicts of interest, unfair competition or anti-trust, corruption, fraud, extortion, embezzlement, money laundering or other illegal or unethical practices on behalf of employees or vendors

Data Protection and Data Security

Averitt respects the privacy and confidentiality of its customers, employees, and business partners. Averitt will only collect, use, store, and dispose of personal data and sensitive information in accordance with all applicable data protection and privacy laws and regulations. The company has implemented appropriate technical and organizational measures to protect data and systems from unauthorized access, disclosure, modification, or destruction. Averitt and its vendors may only share data and information with authorized parties who have a legitimate business need and who agree to maintain its confidentiality. The company will not disclose, sell, trade, or rent personal data or sensitive information to third parties without first obtaining all legally required consent of the data subjects.

Whistleblowing and Protection Against Retaliation

Averitt encourage its employees, managers, directors, and business partners to report any actual or suspected violations of this Policy, or other code of ethics, policies, laws, or regulations. Vendor shall ensure that all reports are treated confidentially and anonymously, unless otherwise required by law.

Vendor shall not tolerate any retaliation or discrimination against anyone who reports in good faith any actual or suspected violations of this Code of Conduct, or other code of ethics, policies, laws, or regulations. Retaliation includes any adverse action or threat that could deter or discourage anyone from reporting or participating in any investigation or audit. Vendor shall protect the rights and interests of anyone who reports or participates in any investigation or audit and take appropriate disciplinary or legal actions against anyone who engages in any retaliation or discrimination.

Monitoring, Reporting and Remediation

Averitt's committed safety, environmental, legal, internal audit, compliance and human resources professionals work diligently every day to monitor our policies and practices that impact the basic

human rights of Averitt employees and the communities in which we operate. Averitt's Open Door Policy provides all employees with avenues to report potential departures from established policies. In those cases, if the Company finds that it has caused or contributed to potentially negative human rights impacts, we are committed to actively engage in remediation efforts, always seeking to fairly address the interests of all parties.