



**Continental
Expedited
Services**

UNITED STATES - MEXICO - CANADA

CES Anti-Bribery Statement 2024

About Continental Expedited Services

Continental Expedited Services is an established and successful expedited services provider across the US, MX and Canada. The services we provide are established from the fundamental Core Values of our organization that are Integrity Above All, Winning Together, Commitment to Improvement, Delivering Excellence and Driven to Persevere. CES is also committed to protecting the environment and reducing its carbon footprint while still maintaining the highest level of service and speed.

Anti-Bribery Statement

At Continental Expedited Services, we are committed to conducting our business with the highest level of integrity and transparency. We have a zero-tolerance policy towards bribery and corruption in any form, whether direct or indirect.

Commitment to Ethical Conduct

Continental Expedited Services expects all employees to conduct themselves and company business in a manner that reflects the highest standards of ethical conduct, and in accordance with all federal, state, and local laws and regulations. This includes avoiding real and potential conflicts of interests and complying with all applicable anti-bribery and anti-corruption laws and regulations. This commitment extends to our employees, officers, directors, agents, and any third parties acting on our behalf.

What Constitutes a Conflict of Interest

Continental Expedited Services recognizes and respects the individual employee's right to engage in activities outside of employment which are private in nature and do not in any way conflict with or reflect poorly on the company. It is not possible to define all the circumstances and relationships that might create a conflict of interest. If a situation arises where there is a potential conflict of interest, the employee should discuss this with a manager for advice and guidance on how to proceed.

The list below suggests some, but not all, of the types of activity that indicate improper behavior, unacceptable personal integrity, or unacceptable ethics:

- Simultaneous employment by another firm that is a competitor of or supplier to Continental Expedited Services.
- Holding a substantial interest in, or participating in the management of, a firm to which the company makes sales or from which it makes purchases.



Continental Expedited Services

UNITED STATES - MEXICO - CANADA

CES Anti-Bribery Statement 2024

- Borrowing money from customers or firms, other than recognized loan institutions, from which our company buys services, materials, equipment, or supplies.
- Accepting substantial gifts or excessive entertainment from an outside organization or agency.
- Participating in civic or professional organization activities in a manner that divulges confidential company information.
- Misusing privileged information or revealing confidential data to outsiders.
- Using one's position in the company or knowledge of its affairs for personal gains.
- Engaging in practices or procedures that violate antitrust laws, commercial bribery laws, copyright laws, discrimination laws, campaign contribution laws, or other laws regulating the conduct of company business.

Prohibition of Bribery

Under no circumstances will Continental Expedited Services or its representatives offer, promise, give, request, or accept bribes or other improper payments, whether in the form of money, gifts, services, or any other benefit, to influence business decisions or secure an unfair advantage.

Gifts and Hospitality

While we recognize that giving and receiving modest gifts and hospitality can be part of normal business practices, they must be reasonable, proportionate, and transparent. Gifts and hospitality should not be intended to influence business decisions or create a sense of obligation. All such interactions must comply with our internal expectations and be reported as required.

Reporting and Enforcement

We encourage any employee, business partner, or other stakeholder to report any suspected bribery or corruption activities. Reports should be made through the direct supervisor or confidentially through the HR department. All reported concerns will be investigated thoroughly, and appropriate action will be taken in cases of non-compliance.

Actions to be taken in 2024 - 2025

- Create confidential method of reporting through hotline or directly through HR.



Continental Expedited Services

UNITED STATES - MEXICO - CANADA

CES Anti-Bribery Statement 2024

- Provide regular training to our employees and relevant stakeholders on anti-bribery and anti-corruption policies to ensure understanding and adherence.
- We are committed to formalizing our anti-bribery policies and practices to address risks and ensure alignment with best practices and legal requirements.
- We are committed to a regular review and continuous improvement process of all policies and procedures.

At Continental Expedited Services our core values are built on Integrity Above All, Winning Together, Commitment to Improvement, Delivering Excellence and Driven to Persevere. We are dedicated to ensuring our business practices reflect those core values.

Ahmed Said

Ahmed Said

Chief Operating Officer