



## Human Rights Policy

Our business operates in a broad, diverse society. We work to develop positive relationships and reputations with the people and communities where we do business to achieve our goals. That is why at Forward, we put people at the center of everything we do. We strive to empower the people that power Forward. Forward Air's leadership, management, and all team members are committed to implementing this policy.

While it is the duty of governments to protect human rights, Forward Air is committed to doing the right thing to protect and promote human rights in all areas of our business.

Forward is committed to embedding respect for human rights in our business and maintaining the highest standards of ethical business practices and legal regulatory compliance as stated in our [Code of Business Conduct and Ethics](#). The principles of this policy apply to the business and all team members.

We acknowledge our company's role and impact on human rights and are committed to conducting our business in a manner that demonstrates that responsibility. These include our commitment to:

- Comply with all human rights laws and regulations.
- Fair labor practices.
- Prevention of forced labor and human trafficking.
- Non-discrimination and equal employment opportunity practices.
- Providing access to water and sanitation.
- Providing security measures on all company premises.

We are, have been, and continue to be one of Equal Employment Opportunity. We do not tolerate discrimination, harassment, or retaliation towards any person based on that person's actual or perceived membership in a protected class under federal and state law pertaining to nondiscrimination and equal opportunity.

Forward Air respects the rights of individuals regardless of gender, gender identity, ethnicity, race or sexual orientation, including but not limited to women, LGBTQ+ people and minorities. We create awareness and provide education on human trafficking through our partnership with Truckers Against Trafficking and promote an inclusive workplace through the efforts of our Diversity, Equity, Inclusion, and Belonging (DEI&B) Council. We periodically evaluate our approach to human rights and assess our impact in our business and supply chain.

At Forward Air, we are committed to training and educating our employees on various human rights issues and important topics. All people policies including anti-harassment policy, and equal employment opportunity policies are available and easily accessible to all employees, including in the [Code of Business Conduct and Ethics](#) and the Personnel Policy Manual.

We value the input of all our stakeholders as we periodically review and update these principles and related programs. We communicate and encourage our contractors, suppliers, vendors, and partners to adhere to these same principles.