



## Code of Ethics and Human Rights Policy Statement

Quality Carriers, Inc. and its subsidiaries (QC) are committed to safely transporting chemicals for customers throughout North America. To do so, we must maintain an organizational culture in which we can all thrive and conduct our business in a manner that reflects our core values:

- Safety first and foremost
- World-class customer service
- Ethical behavior in all activities
- Honest and fair communication
- Continuous improvement and innovation
- Team success above personal ego
- A financial return above our cost of capital
- Responsibility for action and results
- Commitment to efficiency
- Caring for community and environment
- Responsiveness to all stakeholders
- Diversity and inclusion

QC is proud to be part of CSX and to share CSX's guiding principles: improve customer service; control costs; optimize asset utilization; operate safely; and value and develop employees. As part of CSX, QC follows the CSX Code of Ethics (Code) and commits to the CSX Human Rights Policy Statement (Human Rights Statement). The Code serves as a foundation for our actions and decisions, setting ethics expectations, including respect for human rights, and guiding us in our professional conduct and interactions with colleagues, customers, suppliers, contractors, and the broader communities where we live and operate.

Every QC employee is required to be familiar with, and adhere to, the Code and the Human Rights Statement. Every QC supplier and independent contractor is expected to abide by the applicable provisions of the Code and the Human Rights Statement. CSX maintains and updates the Code and the Human Rights Statement [electronically](#). QC employees can also access a copy of the most recent version of the Code and the Human Rights Statement on their UKG homepage.

QC's General Counsel is responsible for overseeing the application of the Code and the Human Rights Statement to the QC organization. If you have any questions about how to interpret the Code, or how to apply the Code in a given situation, contact Anne Laughlin at 813-569-7434 or [alaughli@qualitycarriers.com](mailto:alaughli@qualitycarriers.com). If you learn of or suspect that a violation of the Code has occurred or is likely to occur, immediately report the violation to your supervisor, or the QC General Counsel, or through QC's confidential Reporting Hotline that can be accessed anonymously 24 hours a day, 7 days a week. The QC Reporting Hotline Line may be reached toll-free at 1-877-RPT-LINE (1-877-778-5463) or <http://www.reportit.net> (user name: QualityCarriers; password: QualityCarriers). The anonymity of the reporting person, if requested, will be preserved to the extent possible under the circumstances, consistent with QC's obligation to investigate that person's concerns and take necessary corrective action.

By adhering to the Code and the Human Rights Statement, we not only foster a positive work environment but also enhance our reputation and trust within the industry. Thank you for your commitment to upholding QC's shared values.