



## Protecting Human Rights

Saia Inc. and its subsidiaries respect fundamental human rights and support global efforts to protect them. Child labor, human trafficking or other illegal, abusive or forced labor practices have no place within our operations or our supply chains anywhere in the world.

Saia affirms its commitment to The Ten Principles of the United Nations Global Compact and will strictly comply with all applicable laws and regulations regarding the prevention of human trafficking. It is the company's intent to cooperate with law enforcement authorities to address any such instances of exploitation.

We must all work to ensure swift and consistent action against violations of human rights, including human trafficking. Employees are obligated by this policy and the Code of Conduct to promptly report any known or purported legal or ethical violations to a supervisor, manager, Human Resources or the Legal Department. Employees are expected to cooperate during internal investigations of human rights violations.

We provide a dedicated hotline number (1-877-540-5063) for employees, suppliers and partners to report potential concerns regarding human rights violations. We do not tolerate any retribution or retaliation against any individual who has sought advice or reported questionable behavior or a possible violation.

The issue of human trafficking is one that hits close to home in our industry. Victims of this crime are often hidden in plain sight at places our drivers frequent daily, including rest stops and truck stops.

Every employee at our terminals along with our drivers receive annual training and certification in how to identify the signs of human trafficking in accordance with our partnership with [Truckers Against Trafficking \(TAT\)](#) as they are the front line of our supply chain. Every transportation employee should be able to identify the red flags that indicate human trafficking may be taking place. These red flags usually indicate signs of control, vulnerability, recruitment and active exploitation. TAT partners with law enforcement and government agencies to facilitate the investigation of human trafficking.

