



PINNACLE LOGISTICS SOLUTIONS

CODE OF CONDUCT

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CODE OF CONDUCT

Pinnacle Logistics Solutions is committed to conducting their business activities honestly, safely, and respectfully. To achieve this, all employees will align with the organization's values of Experience, Vision, and Integrity, and adhere to this Code of Conduct while representing Pinnacle Logistics Solutions. As an organization, we continually strive to work together in order to improve our workplace for the benefit of all stakeholders. We believe that this is a shared responsibility between owners, management, and staff.

This Code of Conduct is intended to provide guidelines for appropriate professional conduct, and applies to Pinnacle Logistics Solutions' management team, employees, contractors, and students.

To preserve the core values and business principles that our organization is founded upon, we expect all owners, management, and staff to represent Pinnacle in a way that would never be:

1. Hazardous to employee health & safety;
2. Criminal or unethical;
3. A negative influence on the workplace Culture, or;
4. Detrimental to the success of our business.

COMMITMENT TO PINNACLE LOGISTICS SOLUTIONS' VALUES

Pinnacle Logistics Solutions is founded upon strong values that consist of:

EXPERIENCE - Experience matters because it functions as a foundation for aptitude and expertise. As a company, we view each Experience as a learning opportunity, approaching it with an attitude of humility and continuous improvement.

VISION - At Pinnacle Logistics Solutions, we think of Vision as our most fundamental service offering. For us, Vision represents our commitment to faith, creativity, and a can-do attitude. It is a value that impacts the quality of our logistics solutions, as well as our commitment to building a better future for our team, our clients, and our community as a whole.

INTEGRITY - Above all, it is our Integrity that bonds our organization together. For Pinnacle Logistics Solutions, Integrity represents our devotion to doing our best at all times. It represents our dedication to the spirit of reciprocity, and our commitment to honesty and loyalty.

When representing Pinnacle during work hours, on the road, online, or at work related events such as conventions or corporate functions, owners, management, and staff understand that their conduct, even after hours, could negatively impact the organization's reputation or business success.

As an organization, we are committed to holding all of our employees accountable to operating with our code of conduct top of mind. We will work together to foster a respectful and ethical workplace culture that does not tolerate dishonest, improper, or illegal business activities.

RESPECTFUL WORKPLACE

Pinnacle Logistics Solutions does not tolerate unlawful discrimination, harassment, or bullying on the basis of age, race, color, creed, ancestry, citizenship, ethnic origin, sex, gender identity or expression, family status, disability, or any other characteristics protected by law.

Employees shall maintain a work environment that does not cause physical or mental harm to another person.

HEALTH & SAFETY

Employees shall perform their day-to-day work activities in accordance with the organization's health and safety policies and procedures.

COMPLIANCE EXPECTATIONS

Pinnacle Logistics Solutions' employees are expected to perform their job duties in a manner conducive to a safe, healthy, and respectful work environment in line with all organizational values, practices, policies, and procedures.

REPORTING VIOLATIONS

Employees who discover or suspect a violation of Pinnacle Logistics Solutions' Code of Conduct shall promptly report violations to the management team. The organization will appropriately investigate any report of violation and not reprimand employees who have brought the violation to the attention of the management team.

DISCIPLINARY ACTION

Pinnacle Logistics Solutions reserves the right to discipline and, in certain cases, terminate the employment of any employee for any conduct that violates the organization's Code of Conduct.