



Social Responsibility Policy / Code of Conduct

Canal Movers & Logistics Corp.



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Canal Movers & Logistics Corp. provides a work environment in which every person is treated equally, with respect and dignity. Each employee has the right to work in a professional environment, where discrimination and harassment as well as illegal practices are prohibited. Each employee has the freedom to learn from their successes and their mistakes.

The company policy guarantees equal opportunities for all employees without discrimination or harassment based on color, gender, race, sexual orientation, religion, disability or any other characteristic protected by the laws of the Republic of Panama. When we choose a staff to a specific project or to cover the needs of our customers, we choose based on the merits and abilities of that person.

Canal Movers & Logistics Corp. recognizes that the success of the company is tied to the physical and psychological health of their employees, thus an environment free of alcohol, drugs or controlled substances put at stake the success of operations or guarantees affecting other employees, customers or suppliers. We accomplish this by anti-doping tests as a condition during recruitment and surprise tests during work periods.

Canal Movers & Logistics Corp. ensures meet ethical, honest manner within a professional environment with its clients, suppliers and employees. Any practice of corruption, extortion and embezzlement will not be tolerated. Bribes or other illegal inducements or some form of advantage as a result of the Client Company, company-vendor, and enterprise-employee relationships are not accepted.

Employees who feel they have been victims of any prohibited conduct must inform their immediate supervisor or the entity assigned for conflict resolution. Any event that may occur will be duly investigated and appropriate disciplinary actions will be taken. Canal Movers & Logistics ensures confidentiality handling by setting the following parameters: secure way to resolve conflicts objectively investigate the extent and nature of the problem, involve employees and representatives in preventing workplace harassment,



continually spread the values of the organization, guaranteeing the right to complain without retaliation and include organizational culture in the planning and design of social relations. Channels to scale any situation which may be given are supervisor or first line manager as a first step, the management of human resources as a second step and finally general management if not resolved the conflict.

All employees of Canal Movers & Logistics Corp. are responsible for maintaining a safe workplace, following the practices of health and safety rules. Each employee is responsible to immediately report any accident or injury, as well as equipment, unsafe practices or conditions to a supervisor or other designated person. Canal Movers & Logistics Corp. is committed to keep its workplaces free of danger analyzing all the risks involved. It is expected that all employees comply with laws and policies to prevent risks detected in all processes.

Canal Movers & Logistics Corp. also maintains anti-monopoly policies and there is commitment from top management and heads of departments to ensure free and fair competitions. Our trade agreements are clear and unambiguous together. We fulfill our obligations and act fairly to enforce our rights. We always communicate in an honest, accurate and timely compliance with all legal requirements.



Walter M. Laffitte
President & CEO