LIDS EAZYPHLY
GLOBAL TRAVELS & LOGISTICS

COMPLIANCE CODE OF CONDUCT

Document ID: COC-HRL-2023-V1
Applies To: Staff and Partners

Partners and Internal Logistics Operations Personnel.

1. Executive Summary & Core Values

At **Lids Eazyphly Global Travels & Logistics Ltd,** operational excellence is built on integrity, safety, legality, and fair labor practices. As a human resources and logistics provider, we connect businesses with human capital and supply chain management. This Compliance Code of Conduct outlines the mandatory ethical, legal, and operational standards required of all vendors, third-party logistics (3PL) partners, recruitment agents, and internal HR/operations personnel. Adherence to this Code is a mandatory requirement for doing business with or on behalf of **Lids Eazyphly Global Travels & Logistics Ltd.**

2. Fair Labor Standards & Human Rights

Human resources and labor logistics carry a fundamental obligation to protect the rights, health, and dignity of workers.

- **Prohibition of Forced & Child Labor:**
  - o Vendors and manpower suppliers must not engage in, support, or tolerate any form of child labor, human trafficking, forced labor, or debt bondage.
  - o All work must be voluntary, and workers must retain control over their identity documents (passports, government IDs).
- **Fair Wages and Working Hours:**
  - o All workers (permanent, temporary, or contracted) must be paid at least the legally mandated minimum wage, including overtime premiums, benefits, and statutory deductions.

- Work hours, including overtime, must comply with national laws and local labor regulations.

- **Non-Discrimination & Equal Opportunity:**
  - Hiring, placement, compensation, promotion, and termination must be based on merit, capability, and qualifications.
  - Discrimination or harassment based on race, gender, age, religion, disability, nationality, or any other protected characteristic is strictly prohibited.

- **Freedom of Association:**
  - Respect workers' rights to form, join, or refrain from joining trade unions or worker organizations without fear of retaliation or intimidation.

3. Workplace Health, Safety & Environmental Standards (HSE)

Logistics operations involve inherent physical risks (warehousing, fleet transport, heavy machinery, material handling). Safety is non-negotiable.

- **Occupational Health & Safety:**
  - Vendors and site operators must maintain a safe work environment, providing necessary Personal Protective Equipment (PPE) at no cost to workers.
  - Clear safety protocols must be established for fleet handling, equipment operation, loading docks, and hazardous material management.

- **Drug & Alcohol Policy:**
  - Zero tolerance for the possession, distribution, or working under the influence of drugs or alcohol during duty hours or on logistics sites.

- **Environmental Responsibility:**
  - Operations must comply with all environmental laws, including proper waste disposal, emissions management for transport fleets, and efficient energy use.
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4. Ethical Business Conduct & Financial Integrity

- **Anti-Bribery and Anti-Corruption:**
  - Vendors and partners must comply with applicable anti-bribery laws (e.g., FCPA, UK Bribery Act, and local corporate regulations).
  - No gifts, hospitality, kickbacks, or facilitation payments may be offered to or accepted from government officials, clients, or company representatives to secure business advantages.

- **Conflicts of Interest:**
  - Vendors and employees must disclose any actual or potential conflicts of interest before entering into business agreements or placement contracts.
- **Fair Competition:**
  - Conduct business in full compliance with antitrust and fair competition laws. Price-fixing, bid-rigging, or market allocation among recruitment or transport vendors is strictly prohibited.

5. Recruitment Integrity & HR Logistics Compliance

Given the focus on HR logistics and manpower distribution:

- **No Recruitment Fees (Employer Pays Principle):**
  - Job seekers and deployed logistics personnel must **never** be charged recruitment, placement, or processing fees by suppliers, labor brokers, or agencies.
- **Clear Employment Terms:**
  - Deployed workers must receive clear, written employment contracts in a language they understand prior to deployment, outlining job duties, pay rates, working hours, and leave entitlements.
- **Licensing & Statutory Compliance:**
  - Labor vendors and recruitment agencies must hold valid local licenses, operating permits, tax clearance certificates, and statutory insurances (e.g., workers' compensation).

6. Information Security, Data Privacy & Fleet Asset Protection

- **Data Protection:**
  - Personal data belonging to job applicants, logistics personnel, clients, and partners must be collected, processed, stored, and destroyed securely in compliance with data privacy laws.
  - Confidential operational data (route sheets, customer lists, pricing structures) must be protected against unauthorized access or leaks.
- **Asset Protection & Cargo Integrity:**
  - Maintain strict physical and digital security controls to protect cargo, machinery, transport vehicles, and facilities against theft, sabotage, or loss.

7. Monitoring, Audits & Escalation Framework

Oversight Mechanism	Requirement & Scope	Action / Remedy
Right to Audit	Announced or unannounced site inspections and payroll reviews by [Company Name].	Immediate access must be granted to records and personnel.
Minor Non-Compliance	Procedural omissions or minor record-keeping discrepancies.	Corrective Action Plan (CAP) required within 14 calendar days.
Severe Breach	Forced labor, bribery, recruitment fees, or major HSE failure.	Immediate contract illegal termination, blacklisting, and potential legal action.

8. Reporting Violations & Whistleblower Channel

Any vendor personnel, worker, or partner who witnesses or suspects a breach of this Code is expected to report it immediately. Reports made in good faith will be treated confidentially, and retaliation is strictly forbidden.

- **Confidential Email:** compliance@lideazytravels.com
- **Ethics Hotline / Phone:** +2347066063455

9. Acknowledgment & Undertaking

(To be signed by Vendors, Suppliers, and HR Logistics Partners)

I, the undersigned authorized representative, confirm that I have read, understood, and agree to adhere strictly to the **Lids Eazyphly Global Travels & Logistics Ltd Compliance Code of Conduct**.

Authorized Representative Name: Musah Peter

Title / Designation: Managing Director/CEO

Company /Vendor Name: Lids Eazyphly Global Travels & Logistics Ltd

Signature: _____

LIDS EAZYPHLY GLOBAL TRAVELS & LOGISTICS LTD. Sign..... Date 07/04/25

Date & Stamp: _____