



Ryder System, Inc.

Human Rights Statement

Ryder System, Inc. ("Ryder" or "we") is committed to respecting and promoting human rights. We are committed to respecting the human rights articulated in the United Nations Universal Declaration of Human Rights, the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights. We also expect suppliers and contractors with whom we do business to uphold these same principles. We acknowledge that promoting human rights is integral to building stronger communities as well as an empowered and diverse workforce, both of which are critical pillars to Ryder's success.

COMMITMENT TO HUMAN RIGHTS

Our commitment to human rights includes respecting that all people have a human right to be treated with dignity and without discrimination, regardless of their gender identity, national or ethnic origin, color, age, disability status, religion, nationality, sexual orientation or other inalienable characteristics. We also believe that human rights include acknowledging and promoting equality among people, employee well-being and security, right to privacy, personal freedom from persecution, among other rights.

At Ryder, we conduct all our business with this belief and expect those with whom we do business to do the same. We are committed to respecting human rights throughout all levels of our organization and throughout the communities in which we operate.

COMMITMENT TO ETHICAL CONDUCT

We acknowledge that we have a responsibility to our customers, employees, other stakeholders, and the communities we serve to conduct our business according to the highest ethical standards and with the upmost integrity. At Ryder, we integrate ethics and integrity into our daily operations and every member of our team must adhere to our strict Principles of Business Conduct that distinguish us as a trusted, ethical and responsible enterprise. Our Principles of Business Conduct reflect four leadership competencies of character, judgement, relationships and results, which help ensure that our employees conduct our business fairly, honestly and ethically.

In addition to our Principles of Business Conduct, we also developed a Supplier Code of Conduct to ensure our suppliers understand that we expect that they conduct their businesses in a fair, safe, honest and ethical manner. We are committed to respecting human rights and upholding laws that prohibit child labor and human trafficking, and expect our business partners, suppliers, vendors and other entities to do the same.

COMMITMENT TO OUR WORKFORCE

We understand that we must promote an environment of respect, trust, diversity and collaboration among our workforce in order to meet the expectations of our customers and other stakeholders. In order to provide our employees with a safe, dynamic and rewarding work culture that allows them to excel in their fields, we have defined the following business practices that support human rights:

- *Inclusion and Equality* – We strive to create a diverse workforce and do not discriminate based on age, race, ethnicity, religion, disability, sexual orientation, gender identity, military status, national origin or any other inalienable characteristic.

- *Ongoing training and advancement opportunities* – We employ the top talent in our industry and provide employees with opportunities to build their skills and grow their careers.
- *Health, Safety and Wellness* – We are committed to the health, safety and wellness of our employees, and offer wellness, comprehensive health, welfare and retirement programs for our full-time employees.
- *Fair and safe working environment* – We are committed to ensuring our employees are free from persecution, abuse, hostile behavior, or other unfair treatment while they are engaging in their employment duties.
- *Wages* – We conduct our business to comply with applicable national and local regulations related to wages, work hours, overtime and benefits.
- *Voluntary labor* – We do not knowingly engage in forced, compulsory or bonded labor and we do not threaten our employees such practices.
- *Child labor* – We do not knowingly violate any applicable national or local regulations governing age of employment.
- *Privacy* – We are committed to respecting the privacy of personally identifiable information of our employees, customers, suppliers and other individuals with whom we do business, and ensure we satisfy all obligations under applicable privacy laws.

COMMITMENT TO COMMUNITIES

We are committed to investing in the communities in which we conduct our business to ensure we are supporting human rights, which includes supporting crisis relief efforts, education and job training opportunities and diversity initiatives. Our employees also volunteer their time, share knowledge and make monetary contributions to improve communities. Through the Ryder Charitable Foundation, we focus our philanthropic efforts in ways that reflect both our business operations and our core values of trust, safety, innovation, expertise, collaboration and equality.

STAKEHOLDER ENGAGEMENT AND COMMUNICATION

Ryder is committed to engaging with stakeholders and obtaining their feedback on a diverse range of topics. Our stakeholders include our customers, employees, shareholders, suppliers, and members of the communities in which we serve. We conduct formal and informal sustainability materiality assessments to identify issues that are most critical to our stakeholders and in turn to our business. From these materiality assessments, we have determined several material topics related to human rights, including: environmental stewardship, safety and security; workforce diversity; compensation; and ethical conduct.

INTERNAL COMPLIANCE AND REPORTING

Members of Ryder's legal, ethics & compliance, safety, environmental, internal audit and human resources departments work collaboratively and diligently to monitor our policies and practices that impact the human rights of Ryder's employees, customers, suppliers and the communities in which we operate. In addition, throughout the year employees receive training on how to identify warning signs of potential human rights concerns, including human trafficking. Ryder employees have several options to report any potential human rights concerns, including through our 24/7 Helpline (via phone: (800) 815-2830 or on the web: <https://ryder.alertline.com>) that is hosted by a third-party and managed by Ryder's Compliance & Ethics Department. If we become aware that we may have caused or contributed to a potential human rights concern, we actively investigate the issue and engage in remediation efforts, as appropriate.