CODE OF ETHICS

South African Freight & Logistics Association

PURPOSE, SCOPE AND COMMITMENT

This Code sets out the principles, values and standards of ethical conduct that guide the South African Freight & Logistics Association and its members. It promotes responsible behaviour, maintains the trust of stakeholders and upholds the reputation of the freight and logistics sector in South Africa. It applies to all SAFLA members, office bearers, committee members, employees, contractors and agents, and extends to every business activity and interaction carried out on behalf of, or in connection with, the Association. SAFLA is committed to fostering a culture of ethical conduct, and all individuals and organisations associated with the Association are expected to uphold that commitment in their actions and decisions.

Key Principles and Values

1. **Integrity and Honesty** — SAFLA upholds the highest standards of integrity and honesty in all its dealings. We do not engage in deceptive, fraudulent or dishonest practices.
2. **Transparency and Accountability** — Members act transparently in their dealings with clients, service providers, regulators and fellow members, and take accountability for their decisions and conduct.
3. **Respect and Fairness** — SAFLA promotes an environment of mutual respect and fair dealing, free from discrimination, harassment or unfair business practices, among members and within the wider industry.
4. **Compliance with Laws and Regulations** — Members comply with applicable South African laws, customs and trade regulations, and the industry standards governing freight forwarding and logistics.

Professional Conduct and Business Practices

1. **Fair Competition** — Members compete fairly and ethically, avoiding anti-competitive behaviour, price-fixing or practices that could unfairly disadvantage other members or clients.
2. **Conflicts of Interest** — Members disclose any actual or potential conflict of interest and take appropriate steps to manage it in a way that protects the interests of clients and the Association.
3. **Confidentiality** — Members protect confidential information belonging to clients, fellow members and the Association, and do not use such information for personal gain.

Stakeholder Responsibilities

1. **Client Relationships** — Members provide services diligently, honestly and in the best interests of their clients, ensuring accurate documentation and clear communication in all freight and logistics transactions.
2. **Health, Safety and Environmental Responsibility** — Members conduct operations in a manner that safeguards the health and safety of employees and the public, and that minimises environmental impact.
3. **Community and Industry Reputation** — Members act in ways that enhance the reputation of the freight and logistics industry and contribute positively to the communities in which they operate.

Reporting and Enforcement

1. **Reporting Violations** — Members and employees are encouraged to report suspected violations of this Code to SAFLA's governing structures without fear of retaliation.
2. **Investigation and Disciplinary Action** — SAFLA investigates reported violations fairly and, where warranted, takes appropriate disciplinary action, which may include suspension or termination of membership.
3. **Review of the Code** — This Code is reviewed periodically by SAFLA's governing body to ensure that it remains relevant and effective.

By adhering to this Code of Ethics, SAFLA and its members demonstrate a shared commitment to integrity, professionalism and the sustainable growth of South Africa's freight and logistics sector.

ACCEPTANCE AND SIGNATURE

I/We confirm that I/we have read and understood the SAFLA Code of Ethical Conduct and agree to comply with its principles and requirements.

ORGANISATION
Pro-Active Shipping & Freight Solutions (Pty) Ltd

MEMBERSHIP NO.
SAFLA00001

AUTHORISED REPRESENTATIVE
Manogaran Eric Pillay

POSITION
Director

SIGNATURE


DATE
May 2026

SIGNED — SAFLA REPRESENTATIVE


DATE
May 2026