









# Environmental Policy

POL-002  
Version: 2  
Review date: 17/12/2025

It is the policy of **RXO** to maintain an environmental management system that meets the requirements of ISO 14001:2015 (or any other standard aligned with the Annex SL structure) in support of its primary objectives, purpose, and organizational context.

It is the policy of **RXO** to:

-  strive to satisfy the requirements of all our customers, stakeholders, and interested parties whenever possible, while meeting and exceeding their expectations.
-  comply with all applicable compliance obligations, codes of practice, and other requirements related to our activities, including those concerning the nature, scale, and environmental impacts of our operations, products, and services.
-  reduce hazards and protect the environment, including managing carbon emissions, promoting sustainable resource use, mitigating and adapting to climate change, protecting biodiversity and ecosystems, and fulfilling any other specific commitments relevant to the organization's context.
-  provide all necessary resources, including equipment, trained and competent staff, and any other requirements needed to achieve these objectives.
-  ensure that all employees are aware of their individual responsibilities with respect to this environmental policy.
-  maintain a management system that achieves these objectives and continually improves its effectiveness and performance through a risk-based approach.

This environmental policy provides a framework for setting, monitoring, reviewing, and achieving our objectives, programs, and targets.

Customer service is an essential part of the environmental process, and to ensure this, all employees receive training to build awareness and understanding of environmental responsibilities and their impact on the products and services we provide.

To ensure the company maintains its commitment to continuous improvement, the environmental management system is regularly reviewed by Top Management to confirm it remains appropriate and suitable for our business. The environmental system is subject to both internal and external audits on an annual basis.

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