



KING'S MOVER INTERNATIONAL
北京华天元国际货运代理有限公司

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Social responsibility policy and code of conduct

- 1. Definition: company create profit in the business, comply with national laws, provide high quality service to customer and partner, always concern the value of employees, make contributions to society.**
- 2. Maker: General Manager**
- 3. Executer: all staff**
- 4. Social responsibility/ code of conduct**
 - 4.1 always concern the value of employees, provide safe working condition, respect to human right, provide equal employment that include an anti-discrimination for race, religion, disability and sexual orientation , prohibit to using of child labor.**
 - 4.2 make Observe professional ethics and make trusting action in business activities which is include all parties.**
 - 4.3 provide a fair competition action, try best benefit to all parties(private customers and/or corporate accounts) and its Supply Chain..**
 - 4.4 comply with national law, comply with the FIDI' code of conduct ,comply with Fiam standards, comply with environment policy**
- 5. Escalation procedure**
 - 5.1 Department manager has full authorization to solve urgent issue if occur in service process, make sure the issue has been solved.**
 - 5.2 report to management in time.**
 - 5.3 inform to both staff and supply chain.**
 - 5.4 if needed ,inform to cooperate account and customer**
 - 5.5 if needed, make a correction for changed rules immediately.**



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6. Monitoring and review procedure

6.1 make evaluation at management meeting at the end of the year.

6.2 provide detailed summary of Social responsibility/ code of conduct

At management meeting.

6.3 based on summary, the management should make a decision to change if needed.

6.4 inform staff and service provider

7. inform to all staff and supply chain on time

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