

# Knight-Swift Transportation Holdings, Inc

## Human Rights Policy

### **Purpose:**

This policy is guided by State and Federal regulations that outline and protect human rights, the United Nations Universal Declaration of Human Rights and Guiding Principles on Business and Human Rights, and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. This policy applies to all employees, contractors, and suppliers of Knight-Swift Transportation Holdings ("Knight-Swift" or "the Company") and partners within our transportation network.

### **Policy Statement:**

Knight-Swift is committed to supporting and upholding human and workplace rights throughout its operations. The Company's culture is based on the highest standards of business and ethical behavior and is supported via company policies. We expect all employees and partners to adhere to this policy and to act in accordance with our values of integrity and respect for human rights.

- **Discrimination and harassment** – We are committed to providing an environment free of harassment and discrimination and taking all reasonable and necessary steps to prevent such conduct from occurring. This includes both sexual harassment and other forms of workplace harassment. Harassment and/or discrimination on the basis of race, color, national origin, ancestry, religion, veteran status, creed, disability, age, genetic information or any other basis protected by applicable federal, state or local law is strictly prohibited. If the Company determines that harassment and/or discrimination has occurred, it will take corrective action commensurate with the circumstances, including any other actions needed to deter any future harassment or discrimination.
- **Inclusive workplace** – We are committed to fostering a diverse workforce and an inclusive environment, which we believe allows us to leverage the effects of diversity to achieve a competitive business advantage. These efforts are evidenced in our hiring practices and employee training programs, as well as employee resource groups. We recruit, hire and develop employees without regard to race, color, religion, age, sex (including pregnancy, lactation, childbirth or related medical conditions), national origin or ancestry, disability, military or veteran status, genetic information, family history, sexual orientation, gender identity, or any other classification protected by federal, state and local laws. We are committed to compliance with all applicable laws providing equal employment opportunities.
- **Work hours, wages, and benefits** – We compensate employees competitively and comply with applicable laws and regulations relating to hours of work, wages, overtime, benefits, and other labor standards.
- **Forced & child labor** – We prohibit the use of forced labor, which is defined by ILO convention 29 as “all work or service exacted from any person under the menace of any penalty and for which the said person has not offered themselves voluntarily”. We also prohibit the use of child labor, as defined by ILO conventions 138 on the Minimum Age for Admission to Employment and 182 on the Worst Forms of Child Labor.
- **Human Trafficking** – Human Trafficking, defined by the Palermo Protocol as “the recruitment, transportation, transfer, harboring, or receipt of an individual by means of threat or use of force or other forms of coercion for the purpose of exploitation”, is strictly prohibited.

- Freedom of association and collective bargaining – The National Labor Relations Act of 1935 provides employees the right to organize a union, engage in collective bargaining, and to engage in other protected concerted activity. We abide by the NLRA, its regulations, and the rights it provides to employees. However, the Company is committed to maintaining positive relationships directly with its employees.

**Reporting and Response:**

The Company has multiple reporting tools for employees, suppliers, vendors, and other stakeholders, including: a 3<sup>rd</sup> party (EthicsPoint) whistleblower hotline, internal reporting mechanisms to managers and/or Human Resource personnel, and written pathways to the Chair of the Audit Committee and General Counsel.

The Company's detailed response protocol can be found online in our Corporate Governance Documents, found here: <https://investor.knight-swift.com/governance/governance-documents/default.aspx>

**Supplier and Partner Requirements:**

This policy extends to our suppliers and all other partners via our Supplier Code of Conduct.

All employees, contractors, and partners are required to comply with this policy. Non-compliance will result in disciplinary action, up to and including termination of employment or contracts. This policy will be reviewed and updated regularly to ensure its effectiveness and alignment with legal and ethical standards.