

EXHIBIT A
RELEVANT POLICIES

Equal Employment Opportunity

Our Company is committed to and provides equal employment opportunities to all team members and applicants for employment without regard to gender, race, color, religion, place of origin, ancestry, ethnic origin, citizenship, age, creed, sexual preference, sexual orientation, same-sex partnership status, pregnancy, genetic information, disability, handicap, veteran status, record of offences, marital status, family status or any characteristic protected by applicable law. This policy applies to the terms and conditions of employment including, but not limited to, hiring, placement, promotion, termination, transfer, leaves of absences, compensation and training. Notwithstanding the above, the Company may infringe on the rights listed above to the extent permitted by applicable law as a result of a reasonable and bona fide qualification connected to the nature of employment. Improper interference with the ability of Intelligent Logistics team members to perform their job duties will not be tolerated.

We encourage you to discuss equal employment opportunity-related questions you may have with us.

Standards of Conduct

Each team member has an obligation to observe and follow the Company's policies and to maintain proper standards of conduct at all times. Intelligent Logistics' places the highest value on the integrity of the Company and each of its team members. All Intelligent Logistics' team members are expected to accept certain responsibilities as a part of their employment.

All team members and representatives of the Company are responsible for:

- knowing and complying with all Company policies, practices and procedures;
- abiding with applicable laws and regulations when acting as an agent for the Company;
- ensuring appropriate stewardship of the Company's assets.

Expectations

All team members are expected to:

- observe the highest possible standards of ethics, integrity and behavior;
- exercise fairness, equity, courtesy, sensitivity and respect in dealing with colleagues, clients, contractors, vendors and other stakeholders;
- maintain all forms of communication at the highest level of professionalism, courtesy and respect with all colleagues, clients, contractors, vendors and other stakeholders;
- scrupulously maintain integrity, honesty and truthfulness in all transactions, communications and reports, both internal and external to the Company;
- not take advantage of any conflicting or competitive business opportunity discovered during the course of their employment, or engage in any competitive behavior with the Company;
- perform their assigned roles with commitment to excellence.

Behaviors

Our Company endeavors to provide all team members with an environment that is conducive to business and allows individuals to excel, be creative, take initiative, explore new ways to solve problems, generate opportunities and be accountable for their actions. The Company is committed to creating and maintaining a supportive work environment, where each team member has the opportunity to learn and grow.

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Intelligent Logistics commits to demonstrating equal treatment of all team members, clients, contractors, vendors and other stakeholders without regard to gender, race, color, religion, place of origin, ancestry, ethnic origin, citizenship, age, creed, sexual preference, sexual orientation, same-sex partnership status, pregnancy, genetic information, disability, handicap, veteran status, record of offences, marital status, family status or any characteristic protected by applicable law. All team members are expected to honor this commitment.

Certain behaviors are deemed unacceptable if exhibited within the workplace, and may lead to disciplinary action, up to and including termination. The following non-exclusive list provides examples of unacceptable behaviors:

- Engaging in physical, visual, verbal or sexual harassment;
- Exhibiting demeaning, insulting, embarrassing or humiliating behavior towards colleagues, clients, contractors, vendors and other stakeholders;
- Spreading misinformation or rumors about any team member, client, contractor, vendor or other stakeholder;
- Participating in behavior or actions that would in any way jeopardize the safety or well-being of colleagues, clients, contractors, vendors and other stakeholders;
- Defacing, damaging, destroying or stealing Company property or that of a team member, client, contractor, vendor or other stakeholder;
- Behaving unprofessionally or inappropriately at any client or Company-sponsored event;
- Reporting to work or working under the influence of alcohol or illicit substances;
- Accessing or viewing sexually explicit material in any Company or associated business location or while using any Company asset;
- Bringing into, possessing, or using a weapon on Company premises.

Intelligent Logistics expects all forms of team member communications to be at the highest level of professionalism, courtesy, and respect with all team members, clients, contractors, vendors or other stakeholders. To report a violation of misconduct, team members are encouraged to contact their supervisor, Director of Team Happiness and/or a member of the Executive Management Team.

Anti-Bribery - Anti-Corruption

Our Company is committed to the highest standards of ethical conduct and integrity in its business activities. The Company is committed to complying with all applicable laws and regulations and conducting its logistics operations in a lawful manner. The Company will not tolerate any form of bribery or corruption by, or of, its team members, agents or consultants or any person or entity acting on its behalf. All team members, contractors, temporary team members, agents and representatives are required to comply with this policy. The Company strictly prohibits retaliatory acts such as demotion, harassment or other negative acts against any person for reporting suspected violations in good faith or participating in any Company investigation.

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Harassment, Bullying and Discrimination

Our Company is committed to maintaining a workplace that is free from unlawful harassment, sexual harassment, bullying and discrimination. In keeping with this commitment, Intelligent Logistics strictly prohibits all unlawful harassment and discriminatory acts at Intelligent Logistics facilities, off-site business trips, business functions, and/or sponsored events or where otherwise representing Intelligent Logistics. Harassment based on gender, race, color, religion, ancestry, place of origin, ethnic origin, citizenship, creed, age, sexual preference, sexual orientation, same-sex partnership status, pregnancy, genetic information, disability, handicap, veteran status, record of offences, marital status, family status or any characteristic protected by applicable law, as well as psychological and sexual harassment is unlawful and against Intelligent Logistics policy and prohibited by team members, vendors, applicants, clients and contractors of Intelligent Logistics.

The purpose of this policy is not to regulate the personal morality of any team member. It is to assure that, in the workplace, no team member harasses or discriminates against another team member for any reason.

While it is not always easy to define precisely what harassment is, it includes, but is not limited to: slurs, epithets, threats, derogatory comments or visual depiction's, unwelcome jokes, teasing, and other similarly inappropriate verbal or physical contact. Sexual harassment may include, but is not limited to: unwelcome sexual advances, requests for sexual favors and/or verbal or physical conduct of a sexual nature including, but not limited to, drawings, pictures, jokes, teasing, uninvited touching or other similarly inappropriate sexually-related comments.

Any team member who believes to be victim of such harassment or discrimination in the workplace should immediately report the matter to Director of Team Happiness and/or a member of the Executive Management Team. The Company via Director of Team Happiness will investigate all such reports as confidentially as possible, in a discreet and thorough manner. The Company recognizes that every investigation requires a determination based on all relevant facts for all parties involved.

Adverse action will not be taken against any team member who in good faith reports or participates in the investigation of a violation of this policy. Violations of this policy will not be permitted and may result in disciplinary action, up to and including discharge. Any team member found to be responsible for any act in violation of this policy will be subject to disciplinary action up to and including termination for cause.