



STATEMENT REGARDING HUMAN RIGHTS AND LABOR RIGHTS

Expeditors International of Washington, Inc. (“Expeditors” or “Company”) respects the rights of its employees to be treated with dignity and respect, work in safe conditions, have reasonable work hours, work under their own free will, and earn fair wages. Expeditors is committed to the protection of human rights for its employees and will not be complicit in any human rights violations; it will hold vendors, suppliers, and partners to this same high and necessary standard. The Company respects its employees’ right to freedom of association. Expeditors supports the principles established in the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, the International Labor Organization’s Core Conventions on Labour Standards, the Universal Declaration of Human Rights, and the Organization for Economic Co-operation and Development’s Guidelines for Multinational Enterprise.

Expeditors’ commitment to human rights and labor rights of its employees is reflected in its practices and, in particular, in the areas identified below:*

Minimum Wage, Hours, and Benefits

Expeditors meets or exceeds applicable legal requirements in compensating its employees fairly and equitably with competitive wages and benefits. The Company complies with applicable wage and hour laws, including minimum wage, overtime, meal breaks, rest periods, leave, and equitable pay.

Reasonable Working Hours

Expeditors does not permit its employees to work more than the maximum hours established by applicable law.

Freely Chosen Employment

All terms of employment are voluntary and not compulsory. Forced, bonded, indentured, or involuntary work is not permitted at Expeditors.

Child Labor

Expeditors does not employ persons below the minimum legal age of employment.

Health and Safety

The Company maintains a safe workplace for its employees by removing hazards, inspecting work site conditions regularly, providing timely training and instruction, and supplying employees with personal protective equipment where needed.

Humane Treatment

Expeditors prohibits any harsh, inhumane, bullying, or mobbing treatment of any kind or the threat of any such treatment.

Nondiscrimination

Expeditors prohibits discrimination based on race, sex, sexual orientation, gender identity, gender expression, marital status, age, color, religion, creed, national origin, disability, veteran status, union membership, political affiliation, or any other characteristic protected under applicable law.

Freedom of Association and Engagement with Management

The Company believes that the individual relationship between employee and manager is the most optimal relationship to ensure an employee’s individual concerns are addressed in areas like development, opportunity, compensation, and productivity. However, Expeditors respects its employees’ right to freedom of association.

* The Code of Business Conduct (www.expeditors.com/COBC), applicable employee handbooks, and other policies address these areas.