



Bill to:
COYOTE LOGISTICS , LLC
191 E.DEERPATH ROAD,
Lake Forest,
IL,
60045

Invoice Date: 05/20/2023
Invoice #: 29182820
Terms: NET 30
Due Date: 06/20/2023

Date	Customer Ref #	Origin - Destination	Quantity	Rate	Amount
05/18/2023		500 Frith Dr, Ridgeway, VA 24148, USA - 111 Distribution Way, Beaver Dam, WI 53916, USA			
			1	1700	1700

TOTAL
1700

PLEASE NOTE

The right to payment under this invoice has been assigned to Compass payment Solutions LLC (CFS) and all payments hereunder are to be directed to the assignee at the address noted below. Remittances to other than CFS do not constitute payment of this invoice. CFS must be given notification of any claims, agreements or merchandise returns which would affect the payment of all or part of this Invoice on the due date.

COMPASS FUNDING SOLUTIONS LLC
P.O.BOX 205154
DALLAS, TX 75320-5154
Tel: 844-899-8092



Rate Confirmation Load 29182820

Send invoices to:
CarrierInvoices@coyote.com
960 Northpoint Parkway
Suite 150
Alpharetta, GA 30005

877-6COYOTE
(877-626-9683)

Cust Requirements

Equipment	Van, 53'
Pre Cooled Temp	None
Load Temp	None
Tarps	Undefined
Value	\$100,000

Booked By

Jared Soderholm
Jared.Soderholm@coyote.com
Phone: +1 (773) 365 6497
x2228
Fax: +1 (773) 365 7804



Get CoyoteGO Today!

- Dispatch
- Send updates
- Check in
- Submit paperwork

*Available for An-
droid or iPhone,
at App Store or
Google Play*

Load Requirements

Tech Tracking Required

Equipment Requirements

Food Grade

Notes

All Van/Container loads MUST be sealed at origin either by shipper or driver with a seal number noted on bill of lading. The driver is responsible for re-sealing the trailer after each pickup/drop on a multi-stop shipment. In the event a shipment that was sealed at origin or after each additional pickup/drop arrives at the destination with a tampered seal or without the seal intact then (i) the Carrier shall be liable for any shortage or damage claims with respect to such shipment and (ii) the shipper shall have the right, in its sole discretion, to deem the entire shipment damaged, adulterated/contaminated and unsalvageable, without the need for any inspection and the Carrier shall be liable for the full value of the shipment. Carrier is required to weigh shipment within 50 miles of departing each shipper. If carrier fails to weigh shipment within 50 miles of departing each shipper, any citations/expenses incurred due to the equipment and/or shipment weight will be the carrier's sole responsibility. Carrier must meet and comply to shipper requirements at the facility. All drivers must wear masks or facial coverings to the extent required by laws or facilities. **Carrier must be in full compliance with the Food Safety Modernization Act (FSMA), if applicable. By accepting the shipment, Carrier agrees that the driver has consented to receiving text messages and/or phone calls from or on behalf of Coyote.**

Approval for payment of detention is contingent upon the following eligibility requirements:

- 1) Carrier must report facility departure time and total detention hours within 24 hours of shipment delivery at the final facility.
- 2) Carrier must provide proof of the on time arrival and departure times in the form of a BOL or other shipping document with arrival and departure times notated by facility within 24 hours of shipment delivery at final facility.

Route Directions

Carrier acknowledges that any routing instructions from the shipper herein are being provided for convenience only, and the Carrier may choose the route.

Signature Line

By signing below, BRZ agrees to the terms and conditions set forth below and provided herewith, if any.



Rate Confirmation

Load 29182820

Stop 1: Pick Up

Pick Up 859012975 Numbers	Scheduled For Thu 05/18/2023 from 08:00 - 14:00	Facility Notes CARRIER MUST HAVE 250K CARGO or 12 MOVED LOADS IN PAST 3 MONTHS BOL's/POD's must be signed and dated by driver for invoicing. - Driver MUST confirm everything matches on BOL before departing shipper. Must report any differences to Coyote for confirmation before heading to receiver - Trailer must be clean, hole-free, and empty before arriving to shipper.
Confirmation None Numbers	Driver Work No Touch	
Facility West Rock	SLIC N/A	
Address 500 FRITH DR Ridgeway, VA 24148		
Contact Matthew Gallegos Phone None		
		Shipping Notes: -Driver(s) will not discuss details of the load w/ anyone -Driver(s) must get Fuel prior to picking up the load & arrive well rested -Driver(s) will not carry unauthorized passengers -Driver(s) must be able to legally drive 250 miles from shipper or border after loading & must notify Coyote anytime driver stops w/ driver's location -Driver(s) will not take the load home or make unauthorized stops -Driver(s) must apply a solid steel shackle padlock & seal trailer

Stop 1 Requirements

N/A					
Commodity	Packaging	Load On	Exp Wt	Pieces	Pallets
Miscellaneous	Case	Pallets	1,741 Lbs	62	11



Rate Confirmation

Load 29182820

Stop 2: Delivery

Delivery Numbers	7679361307	Appointment Scheduled For	Sat 05/20/2023 at 06:30	Facility Notes
Confirmation Numbers	20733311			- POD's must be signed and dated by driver for invoicing - All accessorials must be submitted within 24-hours of delivery for approval - Must have in/out times on POD if detention occurs - Must report all damages, shortages and overages to Coyote immediately upon delivery. You must wait for disposition from booking rep for all OSD occurrences.
Facility	Walmart DC 7039	Driver Work	No Touch	Receiving Notes: -Driver(s) will have two-way radios, Qualcomm, or use other cellular devices to contact dispatch/coyote & will communicate the status of their trip to their dispatch/Coyote every 4 hours -Driver(s) will never leave equipment uncoupled, unsecured, unattended, or at unauthorized location -Driver(s) will stay on major toll roads, no secondary roads -Driver(s) will watch for signs of being followed & will contact the authorities if they suspect they are being followed
Address	111 DISTRIBUTION WAY Beaver Dam, WI 53916	SLIC	N/A	
Contact	Unknown			
Phone	None			

Stop 2 Requirements

Strict Appt Lumper Receipt Required

Commodity	Packaging	Load On	Exp Wt	Pieces	Pallets
Miscellaneous	Case	Pallets	1,741 Lbs	62	11

Charges

Description	Units	Per	Amount
Fuel Surcharge	869.00	\$0.490	\$425.81
Flat Rate	1.00	\$1,274.190	\$1,274.19
Total			USD \$1,700.00

Contact

Send invoices to:
**960 Northpoint Parkway
Suite 150
Alpharetta, GA 30005**

Please contact Coyote
at 877-626-9683 if the
charges are incorrect.



Rate Confirmation

Load 29182820

Agreement

Carrier Riki Transportation Inc
USDOT 3119062
Phone None
Email shawn@rtbrz.com
Fax None

Broker Coyote Logistics, LLC
Rep Jared Soderholm
Title Sales Rep
Phone +1 (773) 365 6497 x2228
Fax +1 (773) 365 7804
Date 05/18/2023 10:26

By signing below, BRZ agrees to the terms and conditions set forth below and provided herewith, if any.

Name and Title (Print)

Signature

Date

PLEASE SIGN THIS AGREEMENT AND EMAIL TO Jared.Soderholm@coyote.com

Coyote Logistics, LLC is an Equal Opportunity Employer



Rate Confirmation

Load 29182820

Terms and Conditions

The Broker-Carrier Agreement or Carrier Agreement (in each case, the "Agreement") between Coyote Logistics, LLC, a Licensed Property Broker - USDOT # 2236410, and BRZ is amended by the verbal agreement between Jared Soderholm of Coyote Logistics, LLC hereafter referred to as BROKER, and Shawn of BRZ hereafter referred to as CARRIER, dated 05/18/2023.

This confirmation is subject to the terms of the Agreement and this document constitutes an amendment thereto. If the CARRIER has not signed the Agreement, then the rate shown above is the agreed individually negotiated rate and no other rate shall apply including any carrier tariff rate or terms.

THIS LOAD SHALL NOT BE DOUBLE BROKERED. No additional charges not listed above may be added by the CARRIER. Any additional charges must appear on a revised confirmation sheet signed by the BROKER. CARRIER must include signed copy of the shipper's bill of lading and any other proof of delivery with invoice to BROKER. Rates, except as specifically designated above, are inclusive of any fuel surcharge. CARRIER certifies that it is in compliance with all requirements of the California Air Resources Board (CARB) that are applicable to the scope of CARRIER's operations, including, but not limited to: Statewide Truck and Bus Regulations, Transport Refrigeration Unit (TRU) Regulations, Tractor-Trailer Greenhouse (GHG) Gas Regulations, and Drayage Truck Regulations. CARRIER also warrants that it is in compliance with any comparable requirements of the Environmental Protection Agency (EPA) and other states, where applicable. CARRIER shall be responsible for any fines imposed on BROKER and/or shipper resulting from noncompliance.

CARRIER hereby confirms that it maintains applicable and valid insurance without exclusions that would prevent coverage for the items listed above. CARRIER has at least \$100,000.00 in cargo insurance and \$1,000,000.00 in automobile liability coverage. CARRIER further confirms that in transporting the shipment described hereinabove, it will comply with all U.S. DOT and FDA regulations applicable to its operations while transporting said shipment, including, but not limited to drivers' hours of service, and the Food Safety Modernization Act (FSMA), if applicable. CARRIER agrees to the attached requirements from the shipper, if any.

ALL LOADS ARE SUBJECT TO ELECTRONIC TRACKING

By accepting this shipment, CARRIER agrees that it has obtained a written agreement from each driver transporting a shipment tendered by BROKER to CARRIER pursuant to the Agreement in which each driver provides all necessary consents to (i) receiving text messages and/or phone calls from or on behalf of BROKER and (ii) allowing BROKER or its vendor to track such driver's location while transporting such shipment. CARRIER shall comply with all applicable laws relating to the collection, use, storage, retention, disclosure, and disposal of any information CARRIER provides to BROKER, including information regarding the drivers transporting shipments. CARRIER shall indemnify, defend, and hold BROKER and its affiliates harmless from and against any and all claims, damages, liabilities, losses, actions and expenses (including attorneys' fees) arising out of or in connection with CARRIER's breach of this Section. This Section shall survive the expiration or termination of the Agreement between BROKER and CARRIER.

Operating Requirements

L'Oreal

Carrier shall adhere to the following customer requirements:

Compliance with Safety Regulations – United States

Carrier shall not operate in a manner contrary to the Federal Motor Carrier Safety Regulations of the U. S. Department of Transportation as set forth in 49 CFR Parts 40, 303, 325 and 350-399. Carrier certifies that its FMCSA SafeStat Safety Rating is "Satisfactory" or the equivalent safety fitness determination rating under the Safety Measurement System. Carrier agrees to notify Broker/Shipper immediately in the event that its rating is downgraded.

Compliance with Safety Regulations – Canada

This Section applies to the extent that the parties establish the need for transportation services in Canada.

Carrier shall not operate in a manner contrary to the National Safety Code for Motor Carriers as set forth by the Canadian Council of Motor Transport Administrators (CCMTA). Carrier certifies that its Canadian Material Safety Code Rating is satisfactory. Carrier agrees to notify Broker/Shipper immediately in the event that its rating is downgraded.

Equipment Requirements

Carrier, at its sole cost and expense, shall provide motor vehicles, trailers and other equipment required for use in the services to be performed hereunder, which are adequate and satisfactory to Shipper and shall maintain such vehicles and equipment in good and efficient condition, both as to operation and appearance. Equipment offered to Shipper shall be clean, dry, leak-proof, free from detrimental odors and free of contamination and/or infestation. Carrier warrants that equipment provided to Shipper was not placed in service to transport refuse, garbage, trash or solid and liquid waste of any kind whatsoever, whether hazardous or non-hazardous. Shipper's hazardous material, if any, may be transported in equipment previously utilized for similar hazardous material shipments. Said equipment shall be subject to inspection for suitability and cleanliness by Shipper. Cleanliness and suitability of said equipment must meet Shipper's standards of acceptability for transportation. Carrier's equipment used for Shipper must at all times comply with all applicable Local, State (Provincial within Canada) and Federal laws. If Carrier transports temperature-controlled freight for Shipper, Carrier's equipment must be capable of maintaining the freight in the specified temperature range at all times between pickup and delivery to the consignee.

Personnel Responsibilities

Carrier, at its sole cost and expense, shall engage for the operation of such vehicles, trailers and equipment, only competent, able and legally licensed personnel meeting all applicable regulations and qualifications of the governing jurisdictions, including within the United States the requirements of the Federal Motor Carrier Safety Administration, and Carrier shall, when and as requested by Shipper upon reasonable notice, provide above personnel lawfully available and qualified for the operation of the vehicles at any hour of any day, including Saturdays, Sundays and Holidays.

Carrier's Use of Shipper's Facilities

When on the premises of Shipper, including facilities operated by Shipper or its agents, Carrier, its employees, subcontractors and agents shall comply with the safety practices and operational procedures established for those premises.

Refused Shipments

In the event a Shipment is refused by the consignee or Carrier is otherwise unable to deliver any Shipment for any reason, Carrier's liability for loss, damage, or destruction of Property shall continue until such Shipment is returned to Shipper or Shipper's agent as appropriately directed by Shipper.

Carrier shall return all damaged and refused Shipments at its sole cost and expense to the point of origin or to other point as instructed by Shipper. If Property is placed and held at Carrier's facility, Carrier shall provide Broker/Shipper, in writing, via electronic mail or certified mail, a description of the freight on-hand, the Carrier's invoice number, Shipper's bill of lading number and ship date, and the reason for refusal by the consignee. Carrier's liability as a warehouseman shall commence upon the expiration of the free-time period of **five (5) business days** after the Carrier provides Shipper on- hand notice.

Upon receipt of Carrier's on-hand notice, Shipper shall provide Carrier with written disposition of Shipment instructions within **two (2) business days**. Storage charges for freight on-hand at Carrier's facility shall begin to accrue after the expiration of the free- time period.

Concealed Loss or Damage

Claims based on a concealed loss or damage reported to Carrier within **fifteen (15) days** of the date of delivery shall be treated by Carrier as though an exception notation had been made on the delivery receipt at the time of delivery.

Inspection by Carrier

Inspection by Carrier will be made as promptly as possible and practicable after receipt of request by consignee or Shipper. Inspection will be made within **five (5) normal work days** after receipt of request from consignee or Shipper, excluding Saturdays, Sundays and holidays. A work day will be considered as the passing of **twenty four (24) hours** from 9 A.M., local time from the date of receipt of request for inspection.

Inspection of Carrier will include examination of the damaged merchandise, the shipping container, and any other action reasonably necessary to establish all facts. If a shortage is involved, inspector will check contents of package with invoice, weigh the shipping container and contents, or conduct any other type of investigation necessary to establish that a loss has occurred. In either case, inspection will be limited to factual report.

A written record of Carrier's findings shall be made in duplicate; the original report will be given the consignee for claim support and a copy retained by the Carrier. Any inspection report issued must be incorporated in claim file.

Carrier's Failure to Inspect

In the event Carrier does not make an inspection, the consignee must make the inspection and record all information to the best of his ability pertinent to the cause. Consignee's inspection, in such case, will be considered as the Carrier's inspection and will not jeopardize any recovery the consignee or Shipper is due based on the facts contained in the report.

Equal Opportunity

All Services shall be performed in strict compliance with applicable federal, state, local and provincial laws, ordinances, rules and regulations pertaining to employment discrimination, and the parties hereto agree that in performing their respective obligations hereunder, neither shall discriminate for reason of a person's race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability, genetic information or as otherwise prohibited by law.

Full Truckload and Intermodal Scope of Work

Carrier Audit

L'Oréal has the right to audit, with a 7 day notice, compliance of rules and specifications. This audit allows L'Oréal to create action plans enabling compliance with the rules and specifications while improving Carrier performance as necessary. An audit report formalizes the remarks noticed. Deviations from this SOW must be treated with defined corrective actions within precise time limits. A follow-up audit checks the application of

these actions, and the efficiency of these actions is checked during the assessments.

L’Oréal for the Future (L4TF)

Sustainability

Each supplier working with L’Oréal makes the commitment to support sustainability. Continuous improvement opportunities supporting the following areas are an expectation and will be included in the quality KPI:

- **% reduction of CO2 emissions as measured by: CO2 per ton permile/kilometer**

Ethical Commitment

Ethical Compliance. Carrier agree to comply with certain fundamental ethical rules. In particular, in the event it is not already prohibited by law, Carrier shall refrain from obtaining benefits from third parties by promising or providing compensation that is not consistent with an honest and legitimate business relationship. Carrier expressly acknowledges that it complies with the corporate and tax obligations relating to its business and shall not use undeclared work. Carrier undertakes to provide L’Oréal with any document that is required to be provided to clients in accordance with applicable laws. Carrier acknowledges that in the event of breach of the provisions contained in this section, L’Oréal may cancel pending Orders and cease all business relations with the Carrier.

General Business Requirements:

Temperature Controlled Shipment Requirements	<ul style="list-style-type: none">• Requirements found in Specific Location Information• Most temperature-controlled shipments are October-April to protect from freeze
Hazmat	<ul style="list-style-type: none">• Carrier, driver and equipment must comply with all DOT HazMat regulatory requirements for transporting products when regulated materials are transported
Corporate Quality Assurance	<ul style="list-style-type: none">• Trailers must be:<ul style="list-style-type: none">○ Clean, no debris○ No damage○ No odor detrimental to product being shipped○ No chemical residue○ No insect, rodent activity• Seals must stay intact unless authorized by Company• Thorough documentation must be provided if the seal is tampered with or removed• Shipments cannot be transloaded without pre-authorization
Retail Compliance	<ul style="list-style-type: none">• All carriers must abide by retail specific requirements (e.g. Walmart, Target, etc.)

General Business Requirements
<ul style="list-style-type: none">• Requirements found in Specific Location Information• Most temperature-controlled shipments are October-April to protect from freeze
<ul style="list-style-type: none">• Carrier, driver and equipment must comply with all DOT HazMat regulatory requirements for transporting products when regulated materials are transported

MUTUAL ETHICAL COMMITMENT LETTER

Dear Supplier,

In accordance with our [Code of Ethics](#) and as a supporter of the [United Nations Global Compact](#), L'ORÉAL actively seeks out and favours business partners who share our ethical standards with regards to human rights, working conditions, environmental stewardship and business integrity. We are committed to supporting business partners in meeting these standards whilst having the courage, if necessary, to end relationships with those who are unwilling to meet them.

We do realise that ensuring high ethical standards within your supply chain can be challenging. We do not ask from you what we are not willing to do ourselves and we are willing to support you in reaching such standards if this is not yet the case. The ethical standards described below are the same as those applied in our own entities throughout the world.

1. IN ORDER FOR US TO WORK TOGETHER, PLEASE CONFIRM THE FOLLOWING:

Respect of Local Laws

- Your company takes necessary measures to ensure it conducts its activities in compliance with all laws and regulations relating to anti-trust, data privacy and international economic sanctions (embargos...).
- If such laws and regulations require a higher standard than those set out in the present letter, they will apply. If the ethical standards set out in this letter provide for a higher standard, then they shall supersede local laws and regulations, unless this results in illegal activity in the countries in which you operate.

Prevention of Child Labour

- Your company's policy prohibits employing workers under the legal minimum hiring age, the compulsory schooling age or the age of 16, whichever is higher, and you have taken necessary measures to ensure this policy is respected including, for example, mandatory age checks upon hiring. If your company's policy allows for the employment of persons under this age, please let us know so we can review this together. You may be eligible for a waiver for apprenticeships or for children carrying out light work if this work does not affect their health and safety or their regular attendance at school.
- Your company does not require persons under the age of 18 to carry out hazardous work or night work.
- In the unlikely case that child labour is identified within your operations despite the measures you have taken to avoid this, your company would take immediate remedial action (e.g. enable the employee to return to school and if possible offer the same job to an adult family member if the return to school causes the employee's family financial hardship).

Prevention of Forced/Bonded Labour (Including Modern Slavery)

- Your company does not coerce or compel employees to work by the use of threat of force
- Your company does not retain employees' passports. Unless legally obliged, your company does not retain employees' personal documents (working papers etc...).
- Your company acknowledges the right of employees to freely leave employment, subject to their notice period. If letters of release or other documents are needed for the employee to leave employment, such letters are issued without delay.
- Your company does not require payment or any monetary deposits from employees as a condition of employment.
- Your company bears the cost of employment eligibility fees, including recruitment fees, and any required work visas, for all employees, including migrant workers.
- If your company uses security personnel, their only responsibility is to ensure the safety of employees and assets and they are namely not involved in disciplining employees. We encourage you to carry out background checks of security personnel to ensure they have not been involved in human rights violations and to ensure they are trained on the proper use of force.
- Employees are free to move about their workplace (except in areas restricted for safety or confidentiality)

reasons), are able to use the toilet at any time, can take breaks, and have access to safe drinking water and, if necessary, to cooling areas.

- If your company has recourse directly or indirectly to prison labour, you will let us know so we can review this together. In principle, we are not opposed to prison labour, so long as the prisoners carry out such work voluntarily, that they receive compensation and it is part of an official rehabilitation program.

Health & Safety

- Your company provides employees, including contracted workers working in your premises with a clean, safe and healthy workplace and takes all necessary steps to prevent accidents and injury. This includes having systems to detect, avoid and respond to potential risks to the safety and health of all persons present in your premises and the surrounding communities due to the following events and risks, as relevant given your activity and location:
 - + Risks related to buildings and the use of equipment including the solidity of buildings, use of Motorized Forked Machines (MFM) and AGV (Automatic Guided Vehicles) and injuries that can be caused by the interface between employees and machines
 - + Risks related to energy sources, materials and raw materials including exposure to sources of energy, fluids and dangerous emissions such as electricity, pressure, fluids, steam, hot water, high temperature, fires resulting from flammable products and materials or electrical installations, exposure of people to dusts and dangerous chemicals by inhalation, ingestion or skin contact and exposure of people to a high noise level
 - + Risks related to people's activity including entry into confined spaces and / or risks of anoxia, isolation, slips and falls, ergonomics of workstations, construction work and work at height.
- Your company ensures that your employees and contracted workers are informed of and understand emergency evacuation procedures that safe evacuation routes are accessible, that first aid kits are available in all workplaces and that sufficient first aiders are trained in emergency procedures.
- Where relevant, your company puts in place special health and safety precautions for new, expectant and nursing mothers, employees with disabilities, employees working at night, young employees namely aged between 16 and 18 and other vulnerable groups
- If accommodation and catering facilities are provided for your employees, they are clean, well-lit, healthy and safe, with access to safe drinking water, changing rooms, food storage, and clean toilet facilities.

Non-Discrimination

- Your company prohibits and takes necessary measures to avoid any discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on skin colour, gender, disability, family situation, gender identity, sexual orientation, age, political or philosophical opinions, religion, union membership, role as a staff representative, or ethnic, social, cultural or national origin (e.g. indigenous people).
- Your company does not carry out any pre-hire pregnancy or HIV tests that are not legally mandatory.

Freedom of Association and Collective Bargaining

- Your company respects employees' freedom of association and right to collective bargaining. In situations or countries where independent trade unions are discouraged or restricted, your company allows employees, if they so wish, to gather independently to discuss work-related problems and/or to voice grievances.
- If employees wish to be represented by authorised staff representatives, such staff representatives are elected without company interference.
- Subject to the company's legitimate confidentiality interests and safety rules, your company allows such staff representatives access to the workplace, employees, collective bargaining agreements as well as to relevant company documentation as needed to fulfil their duties.

Working Conditions

- Your company has put in place and communicated to employees fair, reasonable and legal disciplinary

practices.

- Your company prohibits and takes necessary measures to avoid sexual, verbal, physical and psychological harassment.
- Your company pays employees at least the minimum wage required by local law, compensates employees at overtime hourly rates greater than regular hourly rates when legally applicable, and provides them with legally mandated benefits, including holidays and leave, and severance when employment ends.
- Given that excessive working hours can lead to accidents and other health and safety issues, your company's normal workweek, for employees whose working time is subject to monitoring, is limited to the amount of time regulated by the applicable government entity. Overtime does not exceed the level set by local and federal law.
- Employees are informed of their terms of working, preferably through a contract written in a language they understand.
- Your company does not allow pay deductions or other financial sanctions not allowed by law and avoids deductions for disciplinary reasons.

Environmental Stewardship

- Your company has put into place systems to avoid accidental pollution of the air, soil, surface and underground water in the production and storage processes, including wastewater, as well as pollution during the transport of hazardous materials.
- Your company ensures that they make employees aware of how to behave in case of an environmental incident.

Animal welfare

- Your company does not use any raw materials derived from protected animals or plant species.
- If your company uses products or raw materials derived or obtained from animals, you seek to ensure that the well-being of the animals in question is maintained across your supply chain
- Your company does not use products or raw materials involving animal testing if another scientifically satisfactory method of obtaining the result sought, not entailing the use of an animal, is reasonably and practically available.

Business Integrity

- Your company complies with all applicable laws relating to anti-trust, data privacy and international economic sanctions (embargos...).
- Your company prohibits and takes necessary measures to avoid any bribery or corruption when dealing with public officials or individuals in the private sector.
- Your company does not permit employees to engage in any activities that could serve the purpose of money laundering or embezzlement.
- Your company prohibits giving undue advantages such as a position within your Company to any government officials or their family members, or to any of L'ORÉAL's employees, officers, directors, agents or their family members as "kick-backs".
- Monetary gifts (cash or gift cards) of any amount are forbidden. L'ORÉAL cannot accept any gifts/entertainment during bidding periods. Before offering gifts/entertainment to a L'OREAL officer, director, employee or agent, your company will consult its L'OREAL contact discuss the conditions of such offer in line with L'OREAL's Gift and Entertainment policy and will not offer gifts/entertainment exceeding such amount.
- Your company will promptly disclose to L'ORÉAL any situation of which it has knowledge that could be considered as a real or perceived conflict of interest in the provision of services to L'ORÉAL, including any relationship between officers, directors, employees, agents and/or subcontractors of your Company and officers, directors and/or employees of L'ORÉAL who may influence the business relationship between your Company and L'ORÉAL.

Supply Chain

- Your company takes necessary measures to select and work with suppliers and sub- contractors who also respect our shared ethical standards.

2. YOU ARE ALSO ENTITLED TO HAVE HIGH EXPECTATIONS OF L'ORÉAL

We are proud of our reputation for dealing with suppliers in a mutually supportive and open manner. Our supplier relationships are based on our 4 Ethical Principles - **Integrity, Respect, Courage and Transparency**.

All L'ORÉAL employees receive a personal copy of our [Code of Ethics](#) and all employees in contact with suppliers also receive a detailed [guidebook](#) on how to live up to these commitments.

In particular, L'ORÉAL suppliers are selected based on our global scorecard that includes quality, CSR, innovation, supply chain and competitiveness. All supplier offers are compared fairly and without favouritism. We are transparent about our bidding process and give honest, sensitive feedback to failed bids based on objective elements and respecting the confidentiality of the offers we receive.

The legitimate invoices of our Suppliers shall be paid in accordance with the agreed terms. The respect of these terms implies that our suppliers send their invoices in a timely manner and if possible electronically.

We protect our suppliers' confidential information according to the same standards that we use for our own.

If you feel that we are not living up to our own high ethical standards, we encourage you to raise any concerns you may have. We offer you a choice of different avenues to raise your concerns. Your L'ORÉAL contact is, of course, one option but if you consider it more appropriate, you can raise your concern with the Group Chief Direct Purchasing Officer, Mrs. Séverine THERY-CAVE [severine.thery-cave@loreal.com] or the Group Chief Indirect Purchasing Officer, Mrs Audrey IZARD [Audrey.izard@loreal]. Ultimately, you can make a whistleblowing report to L'ORÉAL's SVP & Chief Ethics Officer in application of our Speak Up policy, available at www.lorealpeakup.com. We are committed to responding in a timely and professional manner. No supplier will suffer retaliation from a L'ORÉAL employee for having made a Speak Up report or participated in its handling.



Equip ID

289474

Equip Arrival

05/20/23 06:24

Carrier

CLLQ

Seal

36857790

Reseal

DoorZone

Del Date

SUB1 54

05/20/23 06:30

Fuel Lvl

Dept

DIST

Type 53

I have read and understand the posted copy of WalMart's Appointment Drop Rules and Regulations

Driver Signature



Delivery# 20733311

DC 7039

34✓

TRAILER CONTROL RECORD

DC#: 7039

TRAILER CONTROL RECORD: 841603a7-1bee-4be9-8da1-49ff7630f204

289474

CLLQ

20733311

05/20/2023 06:30

05/20/2023 06:24:22

TRAILER#

CARRIER

DELIVERY#

APPT TIME

ARRIVAL D/T

ARRIVAL INFORMATION

INBOUND SEAL#: 36857790

SEALED AT GATE: N

INTACT: Y

AP ASSOCIATE: ccs009f

CURRENT SEAL#: 36857790

ACTUAL REEFER TEMPS:

ZONE1:

ZONE2:

ZONE3:

REEFER FUEL LEVEL:

SET REEFER TEMPS:

ZONE1:

ZONE2:

ZONE3:

LOAD ID#: 0

RECEIVING OFFICE

DROP: N

DRIVER UNLOAD:

COMMODITY: DIST

TRACTOR#: 851

RECEIVING DOCK

DOOR#: 54

ASSIGNED BY: heh002j

CLOSED BY: kroeder

DRIVER ARRIVAL AT WINDOW: 05/20/2023
06:52

UNLOAD END TIME:
05/20/2023 08:14:36

UNLOADER: heh002j

UNLOAD START TIME:
05/20/2023 08:08:06

PAPERWORK AVAILABLE AT WINDOW:
05/20/2023 08:22

TRAILER EMPTY: N

(IF NO, COMPLETE RETURN FIELDS)

RETURN/TRANSFER

RETURN CONTENTS:

REASON:

DESCRIPTION:

RE-ENTRY

SEAL INFORMATION

SEAL#:

SEALED BY:

RECEIVING OFFICE

TRAILER RESEALED BY:

OUTBOUND INFORMATION

AP ASSOCIATE:

D/T:

REEFER TEMPS:

ZONE1:

ZONE2:

ZONE3:

OUTBOUND_SEAL#:

Date: 05/12/2023



MASTER BILL OF LADING

Page: 1 Of 1

SHIP FROM

Name: LOREAL USA S/D, INC.

Address: 500 Frith Drive Ridgeway

City/State/Zip: RIDGEWAY, VA 24148

SID#: ME-859012975

FOB: ☒

Bill of Lading#:

00960180228321026



(402) 00960180228321026

SHIP TO

Name: WALMART DC 7039G

Address: 111 DISTRIBUTION WAY

City/State/Zip: BEAVER DAM, WI 53916

CID#:

FOB: ☐

Carrier: COYOTE

Trailer number: BRZ 289474

Seal number(s): 36857790

SCAC: CLLQ

Pro number:

DC 7039

DATE: 5-20-23

PO#

FREIGHT BILL RECEIVED IN FULL ☒

TRLR#

TOT CS REC

Freight Charge Terms:

TOTAL CASES REJECTED R

REASON

Prepaid ☒ Collect ☐ 3rd Party ☐

REC'D BY

DPV HELD UNLOAD: Y

☒ Master Bill Of Lading: with attached underlying Bills Of Lading

(Check box)

THIRD PARTY FREIGHT CHARGES BILL TO

Name: SYNCADA

C/O LOREAL NYX -LOREALUSA

Address: PO BOX 3001

City/State/Zip: NAPERVILLE, IL 60566

SPECIAL INSTRUCTIONS:

UNDERLYING BILL OF LADING
SEE CUSTOMER ORDER INFORMATION
TO ARRIVE ON - 22.05.2023

Carrier is required to immediately notify the L'Oréal Security Command Center @ +1 (908) 673-5125 of any incident of cargo loss, damage, theft or a reportable accident (as defined in 49 CFR § 390.5T).

CUSTOMER ORDER INFORMATION

CUSTOMER ORDER NUMBER	#PKGS	WEIGHT (LBS)	PALLET	DEPT	ADDITIONAL SHIPPER INFO UNDERLYING BOL#
7679361307	62	1,301.29	Y	TOTAL PALLETS 11	00046 00960180228321026
GRAND TOTAL	62	1,301.29			

CARRIER INFORMATION

HANDLING UNIT	PACKAGE	WEIGHT (LBS)	H M (X)	COMMODITY DESCRIPTION	LTL ONLY
QTY	TYPE	QTY	TYPE		NMFC#
		62	CTN	1301.29 440.00	
				DISPLAYS AND RELATED ARTICLES, DENSITY 1 BUT < 2 Total tare weight of all pallets used	057410-0300
11	PAL	62	CTN	1,741.29	
				GRAND TOTAL	

Where the rate is dependent on value, shippers are required to state specifically in writing the agreed or declared Value of the property as follows:

1. Release Value as set forth in NMFC: current publication
2. Actual value not to exceed release value as set forth in NMFC: current publication

NOTE: Liability Limitation for loss or damage in this shipment may be applicable. See 49 U.S.C. 14706 (c)(1)(A) and (B).

RECEIVED, subject to individually determined rates or contracts that have been agreed upon in writing between the carrier and the shipper, if applicable, otherwise to the rates, classifications and rules that have been established by the carrier and are available to the shipper, on request, and to all applicable state and federal regulations.

The carrier shall not make delivery of this shipment without payment of the freight and all other lawful charges.

COD Amount: \$
Fee Terms: Collect ☐ Prepaid: ☐
Customer check acceptable: ☐

SHIPPER SIGNATURE / DATE

This is to certify that the above named materials are properly classified, described, packaged, marked and labeled, and are in proper condition for transportation according to the applicable regulations of the Department of Transportation.

Trailer Loaded

☒ By Shipper
☐ By Driver

Freight Counted

☒ By Shipper
☐ By Driver/pallets
said to contain
☐ By Driver/Pieces

Carrier Signature / Pickup Date

Carrier acknowledged receipt of packages and required placards.
Carrier certifies emergency response information was made available and/or carrier has the DOT emergency response guidebook or equivalent documentation in the vehicle.
Property described above is received in good order, except as noted.

B. mck 05/18/23