



INVOICE

BILL TO:
COYOTE LOGISTICS LLC
2545 W. DIVERSEY AVENUE
CHICAGO, IL 60647

INVOICE DATE: 12/02/2024
INVOICE #: R66925
TERMS: NET 30
DUE DATE: 01/02/2025

DATE	CUSTOMER REF#	ORIGIN - DESTINATION	QUANTITY	RATE	AMOUNT
11/25/2024		7685 Saint Andrews Ave, San Diego, CA 92154 - 455 Pan American Dr, El Paso, TX 79907-5630			
		Freight Income	1	\$2,800.00	\$2,800.00
		Detention	1	\$120.00	\$120.00

Payments:

DATE	METHOD	CHECK#	CHECK DATE	REFERENCE	AMOUNT
11/26/2024	Direct Deposit	698680	11/26/2024	698680	\$2,800.00

TOTAL
\$120.00

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.

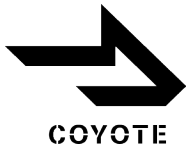
Remittances to other than CFS do not constitute payment of this invoice. CFS must be given notification of any claims, agreements or merchandise returns which would affect the payment of all or part of this Invoice on the due date.

COMPASS FUNDING SOLUTIONS LLC

P.O.BOX 205154

DALLAS, TX 75320-5154

Tel: 844-899-8092



Rate Confirmation Load 32444166

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

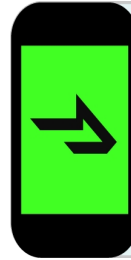
877-6COYOTE
(877-626-9683)

Cust Requirements

Equipment	Van, 53' x 102 x 110
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



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droid or iPhone,
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Load Requirements

Tech Tracking Required Seal

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, ROYAL3 INC agrees to the terms and conditions set forth below and provided herewith, if any.



Rate Confirmation

Load 32444166

Stop 1: Pick Up

Pick Up D24-067B Numbers	Scheduled For Mon 11/25/2024 at 10:00	Facility Notes -Driver full name, cell, truck and trailer number, and GPS is MANDATORY. Must opt in 2 hours prior to check in. Must sign up for SENSIGUARD if asked and comply with tracking requirements. -ETA and trailer number must be provided at time of booking. All accessories will be denied if not provided. -Check in with PU#s and provide destination. -Driver must ensure trailer is sealed and notated on BOL PRIOR to leaving facility. If shipper does not seal, driver must provide their own. Must use solid steel shackle padlock. -Temp download capabilities required for reefer shipments.
Confirmation None Numbers	Driver Work No Touch	
Facility Steris Isomedix San Diego	SLIC N/A	
Address 7685 SAINT ANDREWS AVE San Diego, CA 92154		
Contact None Phone +1 (619) 671 9171		

Stop 1 Requirements

Strict Appt Check In As Coyote Must Secure Load CDL – Hardcopy

Commodity	Load On	Exp Wt	Pallets
Product	Pallets	40,000 Lbs	28

Stop 2: Delivery

Delivery None Numbers	Appointment Scheduled For Tue 11/26/2024 from 07:00 - 17:00	Facility Notes -Carrier must agree to trailer interchange if there are delays in transit and repower is needed. -Must notify Coyote of any delays immediately. -Strict Appointment – Risks rejection if late. -Load must be secured at all times. -Driver cannot dispose of any OSD product unless authorized by Coyote operations. -Temp download capabilities required for reefer shipments.
Confirmation None Numbers	Driver Work No Touch	
Facility EES S.A de C.V. / Classic Industries Inc.	SLIC N/A	
Address 455 PAN AMERICAN DR El Paso, TX 79907- 5630		
Contact None Phone +1 (111) 111 1111		



Rate Confirmation

Load 32444166

Stop 2 Requirements

Check In As Coyote Must Secure Load CDL – Hardcopy

Commodity	Load On	Exp Wt
Product	Pallets	40,000 Lbs

Charges

Description	Units	Per	Amount
Fuel Surcharge	724.00	\$0.410	\$296.84
Flat Rate	1.00	\$2,503.160	\$2,503.16
Total			USD \$2,800.00

Contact

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

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

Agreement

Carrier ZIGI FREIGHT INC
USDOT 2828543
Phone None
Email bill@royal3inc.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 11/25/2024 07:34

By signing below, ROYAL3 INC agrees to the terms and conditions set forth below and provided herewith, if any.

Bill Carson/dispatcher
Name and Title (Print)

Bill Carson
Signature

11/25/2024
Date

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

Coyote Logistics, LLC is an Equal Opportunity Employer



Rate Confirmation

Load 32444166

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 ROYAL3 INC is amended by the verbal agreement between Jared Soderholm of Coyote Logistics, LLC hereafter referred to as BROKER, and Bill Carson of ROYAL3 INC hereafter referred to as CARRIER, dated 11/25/2024.

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 Parameters
Johnson & Johnson**

Carrier agrees to the following customer-specific requirements:

Carrier shall, at its own cost and expense, i) provide and maintain motor vehicle equipment and personnel capable of performing services safely, reliably and in a manner satisfactory to Shipper, ii) obtain and keep current all licenses, authority, and permits necessary to perform the Services, and iii) comply with all federal, state and local laws and regulations, as well as Canadian and Mexican laws and regulations to the extent applicable, pertaining to equipment, personnel and the performance of the Services, including but not limited to, laws and regulations concerning security. To the extent a Carrier is rated, Carrier shall not allow its DOT safety rating to fall below Satisfactory or the equivalent of such rating under any changed DOT rating system. Carrier will notify Broker immediately of any downgrading of its safety rating, or if the Carrier is found by DOT to be marginal or unfit, or is subject of any Onsite Comprehensive Investigation, Notice of Claim, Operations Out of Service Order or other DOT intervention.

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- No goods of Shipper of any kind or nature shall be sold or offered for sale or in any way disposed of at any time or place to any third party. All cargo subject to salvage shall be returned to Shipper at Shipper's expense (but may be reimbursable as part of the cargo claim) for salvage and appropriate credit. In the event branded or labeled goods are damaged, Shipper may determine, within its sole discretion, subject to a reasonableness standard, whether the goods may be salvaged, and if salvageable, the value of such salvage. If Shipper's goods cannot be delivered or returned to Shipper, Carrier shall take no actions or make any decisions concerning such goods without obtaining Shipper's written consent. Payment of a cargo claim by Carrier shall not lead to transfer of title to lost or damaged goods to Carrier.
 - Under no circumstances will Carrier sell Johnson & Johnson freight to any entity. If Carrier is in possession of the products of any subsidiaries of Johnson & Johnson where a Shipper is not shipper or consignee, the freight will not be offered for sale to any other entity before Customer is offered the sale and refuses to purchase the products. Carrier will not use products of any subsidiaries of Johnson & Johnson as a form of security or collateral for any purposes whatsoever.
 - Carrier nor its or their personnel or agents providing the Services, is subject to exclusion from a health care program as outlined in Sections 1128 and 1156 of the Social Security Act or debarment by the U.S. Food and Drug Administration under 21 U.S.C. 335a or any other federal or state program or law that would preclude Carrier or its personnel or agents from providing Services. If Carrier or its or their personnel or agents providing the Services fails to satisfy any requirements set forth in this paragraph, Provider shall notify Customer in writing within 10 days of any such change in status, and upon receipt of such notice, Customer shall have the right to terminate this Agreement with immediate effect.
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RECORDS AND INFORMATION MANAGEMENT ("RIM") REQUIREMENTS

- a) Files and Work Papers. Carrier shall maintain and manage all paper and electronic records, files, documents, work papers and other information in any form provided by Customer or generated (the "**Files and Work Papers**") (a) in accordance with Customer's records management policies (which may be changed by Customer from time to time and communicated to Carrier), including as set forth in "RIM Requirements" below, (b) separately from files generated, managed or maintained by Carrier under agreements with other customers, (c) as required by applicable statutes and regulations, and (d) as set out in any preservation request issued to the Carrier by Customer.
- b) Preservation. Carrier shall comply promptly and fully with any request from Customer, for any reason, to preserve Files and Work Papers or to promptly deliver such materials to Customer. Steps to comply include, when requested by Customer, periodic meetings to identify and implement documented procedures to preserve or deliver such data. Files and Work Papers created or modified by Carrier in electronic format must be delivered to Customer in the same electronic format or as otherwise directed by Customer.

- c) Third Party Requests. Upon receipt from third parties of any request, demand, notice, subpoena, order, or other legal information-request (“**Third-Party Request**”) for any Files and Work Papers, Carrier shall take all reasonable steps to protect Customer’s legal rights in any response and, to the extent that Carrier legally may do so, shall immediately notify Customer, shall provide Customer with a copy of the Third-Party Request, and shall meet and cooperate with Customer in the implementation of procedures to comply with the request.
- d) RIM Requirements. This section specifies RIM requirements applicable to Carrier s that create, maintain, manage or manipulate paper or electronic records, files, documents, work papers and other information in any form on behalf of Customer. Provider is responsible for understanding and complying with Customer’s RIM requirements.
 - a. Records and Information Management requirements shall be applied consistently and regularly.
 - b. Customer’s Files and Work Papers
 - i. Shall be created, stored and managed throughout their lifecycle using proper protection.
 - ii. Relevant to litigation or an investigation and subject to a Legal Hold shall be retained and preserved, regardless of Carrier’s retention schedule.
 - c. Carrier shall ensure that Customer’s Files and Work Papers are retained upon the departure of personnel employed by the Provider.

RULES AND SPECIAL SERVICES

ITEM 110

ARRIVAL NOTICE AND UNDELIVERED FREIGHT ARRIVAL NOTICE:

ARRIVAL NOTICE:

1. Actual tender of delivery constitutes notice of the arrival of a shipment.

UNDELIVERED FREIGHT:

1. If freight cannot be delivered because of the consignee’s refusal or inability to accept it, or because the carrier cannot locate the consignee, or if freight cannot be transported because of an error or omission on the part of the shipper, Carrier will make a diligent effort to notify the Broker who will in turn notify Customer promptly that the freight is in safe and secure storage and the reason therefor.
2. Shipments that are undelivered through no fault of Carrier will be subject to applicable storage or detention charges.

ITEM 130

EXCLUSIVE USE OF TRAILER

Each shipment is entitled to exclusive use of the trailer in which it is to be transported, except when a written request for non-exclusive use is provided to Carrier by Broker/Shipper, and agreed to by Shipper.

ITEM 140

EXTRA LABOR-LOADING OR UNLOADING

Rates are based on Shipper Load/Consignee Unload.

When requested by Shipper and when reasonably available, Carrier will furnish extra labor for loading or unloading. At each location where extra labor is used, the charge therefore will be as indicated in the applicable rate schedules.

Time will be computed from the time the extra labor arrives and notifies a representative of the party requesting the service and ends when the party requesting the service releases the extra labor. Any fraction or part of an hour will be computed on the basis of ¼ of the applicable charge for each ¼ hour or part thereof.

ITEM 220
RECONSIGNMENT

DEFINITIONS OF RECONSIGNMENT:

- a. A change in the name of the shipper or consignee.
- b. A change in the place of delivery within original destination point.
- c. A change in the destination point.
- d. Relinquishment of shipment at point of origin.
- e. Instructions received by Provider prior to receipt of the shipment.

CONDITIONS:

Customer must confirm requests for reconsignment in writing. Conditional or qualified requests will not be accepted. Carrier will not accept disposition instructions printed on the Bill of Lading, Shipping Order, shipping label or container as authority to reship, return, or reconsign a shipment.

Reconsignment will not be permitted on shipments "In Bond".

Reconsignment or diversion after loading will be per occurrence.

ITEM 290
PROTECTIVE SERVICE - (Subject to NOTE 1)

Except as otherwise specifically provided in connection with individual rates or charges, commodities which require protection from heat or cold due to their perishable nature or due to legal or Shipper requirements will be accepted and accorded such protection at the rates or charges provided in Schedule B and any and all addenda, subject to suitable equipment being available and provided that shipper states specifically on the bill of lading and the corresponding packages that such protection is required.

NOTE 1 –Protective Service will not be provided unless special arrangements are made prior to pickup.

The consignor must specifically state prior to tender and on the Bill of Lading or in an accompanying paper at time of shipment that such protection is required.

ITEM 470
CARGO HANDLING REQUIREMENTS

- **All loads parked unattended overnight must be secured in a locked, fenced-in and well-lighted lot.** Under no circumstances is an open lot, public street or highway, or truck stop acceptable for overnight, unattended parking.
- Carrier shall not park in an area dimly lit and hidden from view.
- If the tractor is released from the trailer, an industry approved locking device is to be used to secure the fifth wheel coupling.
- Carrier's drivers must lock their tractors when stopping and not have the motor running in their absence.
- If in an emergency a Johnson & Johnson load is to be dropped, it must be padlocked and the trailer backed against a building or another trailer in such a manner that entry into the trailer is prevented.
- Carrier's drivers shall not stop for first 200 miles after leaving the origin terminal unless they experience an emergency or are required to stop due to legal requirements or by law enforcement officials. Details of all such stops shall be recorded in writing, and communicated to Customer.
- Carrier will ensure that drivers have full fuel tanks or more than enough fuel for the scheduled run when picking up a J&J load.
- All drivers will present a valid driver's license or company identification at the shipper/consignee welcome center along with shipping documents containing the seal numbers.

- The driver assigned to the load must stay with the load and deliver it direct to the consignee named in the bill of lading, unless it is transferred to a relay driver with details of the relay recorded in writing and communicated to Customer.
- At the beginning of each day and at stops, the seals and locks on all trailers must be checked for tampering and recorded as to date and time of check with the driver's initials next to each entry on the bill of lading.
- In case of a theft incident, drivers must immediately report any loss of the load and/or tractor to their dispatcher and then remain at the scene to report the incident to the police having jurisdiction of the area in which the load was stolen.
- Provider will contact Johnson & Johnson Worldwide Security (732-524-3088) immediately upon notification of a stolen load and provide the following information to a Worldwide Security representative:
 - Date, time, and location of the incident
 - Driver's name and contact number
 - Police agency notified and contact number
 - Officer or Trooper investigating and contact number
 - Investigation Report Number (Obtained from the Police Officer or Trooper)
 - Size, description and value of product taken
 - Any unusual characteristics of the incident
 - Copy of the police report, Bill of Lading, and any other associated shipping document faxed to 732-524-6687 when available
- If a High-Value load, the printout of the GPS/GSM tracking system for the vehicle in question shall be provided to Worldwide Security
- Promptly after any incident of cargo theft, Provider will provide a written report to Customer stating that each of the foregoing requirements has been met, or identifying which requirements were and were not met and explaining in detail any non-compliance.
- Carrier shall demonstrate that personnel involved in product handling and transportation have received initial, continuing and refresher trainings, repeated according to a written training schedule, on the latest, effective version of required regulations, procedures or documents relevant to their needs. Evidence of applicable training shall be provided upon request.
- Carrier shall have procedures and a documented maintenance schedule that ensures that equipment is maintained and calibrations are current and up to date. Maintain current and accurate fleet maintenance and calibration records and inspections (equipment must be mechanically safe and in compliance with all applicable laws, standards and regulations).
- Within transportation trailers / containers the presence of food, drink, or medicinal products for personal use shall be prohibited.
- Products are not transported or stored in areas that have been in contact with the following items, regardless of cleaning procedures performed: Foodstuffs for humans or animals, Livestock, wastes (including fertilizers, Hazardous Waste, Beta Lactams, Steroids, Hormones, and/or Cytotoxic Materials, Plants & animals, Other biological products that could potentially risk the products to biological contamination, Equipment containing lubricant/chemicals/gases, Other unsealed or unpacked household products, Products not in closed shippers that are packed on pallet with proper shrink-wraps applied, Any product which may cause other products in the shipping fleet to odor or cause risk of other cross contamination that may or may not be detectable during unloading (i.e. powder, liquid/moisture, pests, bacteria, mold), Any other product which potentially could affect J&J Product quality, Pesticide and chemical products, Radioactive materials or radioactive waste, Bio-hazardous material or bio-hazardous waste.
- Any medicinal products suspected of adulteration and found during transportation should immediately be physically segregated and stored in a dedicated area away from all other medicinal products. All relevant activities in relation to such products should be documented as part of the investigation and records retained.

Temperature Requirements:

- Ensure each shipping fleet/vehicle utilized for the specified temperature controlled transportation is equipped with continuous recording devices (such as built in data loggers) that capture vehicle and/or container temperatures. Equipment used for temperature monitoring during transport within vehicles and/or containers,

should be maintained and calibrated at regular intervals at least once a year, and shall be qualified/validated before use and after any significant changes (e.g. repair or maintenance).

- Ensure that storage in holding areas or hubs is limited. Interim storage must only be intended for and used as short term transfer points.
- When requested, use the fleet equipped with temperature recording devices able to verify the transit temperature, at minimum, every fifteen (15) minutes. Products must be shipped in the environment with temperature in compliance with J&JCI or its affiliates' instruction.
- Temperature data logs or records, for the complete duration of the transport, must be retained and easily retrievable in the event of a non-conformance or temperature excursion. Temperature data logs or records (in paper or electronic format) shall be available upon the product arrival at destination and should be stored and retained per the Documentation Management Section within this document.
- Ensure that the temperature control units installed in vehicles are equipped with alarm and monitoring systems that will alert the driver to temperature excursions or potential excursions that can be prevented or immediately addressed.
- As part of qualification/validation activities, ensure that the temperature controlled shipping fleet is temperature mapped to show variations throughout the container. The mapping should capture annual seasonal climate temperature fluctuations, taking care of worst-case scenarios (i.e. summer, winter), and be performed on full and empty shipping fleet. Records of temperature mapping will be retrievable and available to J&JCI for review (upon request). Qualification must be executed to a written and approved protocol, and reports shall be prepared with an approved summary of the results.
- Carrier must have appropriate alarm systems are in place to provide alerts when there are excursions from predefined storage conditions. Alarm levels should be appropriately set and alarms should be regularly tested to ensure adequate functionality.
- Carrier must have the ability to provide temperature data for a load in the event of an equipment failure or excursion. (Data must be retrievable within 24 hours or agreed to by exception.)
- Trailer temperatures must be in range prior to arriving at destination for live loads.
- Temperature requirements will be communicated to drivers on the BOL provided.
- Carrier must have ability to submit real time temperature tracking and tracing data to RTO.
- Carrier must supply data or logs attached to an NC Report within timeframe agreed upon with Coyote or Customer, if temperature data or logs are not available upon arrival.
- Carrier must ensure all systems, equipment and instruments are designed, located, calibrated (with traceability to recognized national or international standards) and maintained to a standard which suits the intended purpose.

Traceability of Products and Containers

Provider shall, at all times, be able to provide details and data regarding the movement of the Products and shipments. Only authorized Customer personnel are allowed to require and receive those details and data.

COMPLIANCE WITH ANTI-CORRUPTION LAWS

Notwithstanding anything to the contrary in the Agreement Provider hereby agrees that:

1. Provider shall not perform any actions that are prohibited by local and other anti-corruption laws (collectively "**Anti-Corruption Laws**") that may be applicable to one or both parties to the Agreement;
2. Provider shall not, directly or indirectly, make any payment, or offer or transfer anything of value, or agree or promise to make any payment or offer or transfer anything of value, to a government official or government employee, to any political party or any candidate for political office or to any other third party related to the transaction with the purpose of influencing decisions related to Customer and/or its business in a manner that would violate Anti-Corruption Laws;
3. Provider shall not retain any government official or government employee in the performance of the Agreement unless it has been approved by Customer and, if necessary, by the competent authority or authorities and such government official's or employee's employer. Furthermore, Provider shall immediately advise Customer in

writing in the event Provider becomes aware that any person engaged in the performance of the Agreement becomes a government official or employee, a political party official or a candidate for political office. The requirements of this subsection shall not apply with respect to employees of a Provider that is a government owned entity;

4. Provider shall designate an individual within its organization to receive training from Customer on Anti-Corruption Laws, as well as applicable rules on interactions with health care professionals, as mutually agreed to by the parties. Such designated individual shall then provide such training on Anti-Corruption Laws, using applicable training materials to be provided by Customer, on at least an annual basis to all persons employed by Provider who perform work for Customer and interact with government officials or health care professionals in the normal course of their responsibilities. Upon Customer's and Provider's mutual agreement, such training may also be provided directly by Customer to such employees of Provider. Provider shall also provide such training materials to any subcontractors it uses in the performance of the Agreement (to the extent the use of such subcontractors by Provider is permitted under the Agreement.) Any training and materials provided by Customer does not relieve Provider of any obligations it has independent of the Agreement and Provider shall not rely on Customer's training and materials for any such obligations;
 5. Provider shall certify on an annual basis in a format to be provided by Customer that:
 - a. training and training materials on Anti-Corruption Laws, as well as applicable rules on interactions with health care professionals, have been provided to all persons employed by Provider and to each Carrier who performs work for Customer and interact with government officials or health care professionals in the normal course of their responsibilities and that it has provided the Customer training and training materials to subcontractors used by Carrier in the performance of the Agreement;
 - b. to the best of Provider's knowledge, there have been no violations of Anti-Corruption Laws by Provider or persons employed by or subcontractors used by Provider in the performance of the Agreement;
 - c. personnel of Provider who may be designated as "**Key Personnel**" by mutual agreement of Customer and Provider have not changed, except as noted in a schedule attached to the certification provided by Provider;
 - d. Provider has made no changes in its use of subcontractors to perform the services for the Customer under the Agreement, except as (1) permitted under the Agreement and (2) noted in a schedule attached to the certification provided by Provider; and
 - e. Provider has maintained true and accurate records necessary to demonstrate compliance with the requirements of this Exhibit.
 6. Provider shall maintain and provide Customer and its auditors and other representatives with access to records (financial and otherwise) and supporting documentation related to the subject matter of the Agreement as may be requested by Customer in order to document or verify compliance with the provisions of this Exhibit; and
 7. If Provider fails to comply with any of the provisions of this Exhibit, such failure shall be deemed to be a material breach of the Agreement by Provider and, upon any such failure, Customer shall have the right to terminate the Agreement with immediate effect upon written notice to Provider without Customer having any financial liability or other liability of any nature resulting from any such termination.
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Pallet Management

**1.0 OVERVIEW**

In accordance with the *Johnson & Johnson Quality Policy* and with the *Johnson & Johnson Quality Policy Standard Handling, Storage, and Distribution*, each Johnson & Johnson business unit shall establish and maintain or operate under systems to ensure that pallets are controlled in a manner which reduces the risk for unintentional consequences impacting the quality of materials and products stored or transported on pallets.

This Standard has been approved by the Johnson & Johnson Chief Quality Officer.

2.0 PURPOSE

This Standard defines the Johnson & Johnson requirements for the design, procurement, storage, and management of both wood and non-wood pallets. The intent of this Standard is to prevent pallets from impacting the quality of the materials and products that are stored on them. Compliance to the requirements of this Standard is mandatory. Where required, additional actions shall be taken to adhere with applicable local regulations.

3.0 SCOPE

This Standard is applicable to every Johnson & Johnson business unit that manages or operates under a Quality System – as stated in the Johnson & Johnson Quality Policy – and performs activities described in this Standard.

This Standard is applicable to all personnel involved in the research, design and development, sourcing, production, storage, shipping, distribution, installation, service, marketing and post-market surveillance of any products marketed by — or bearing a company name, trade name, or trademark belonging to — any of the Johnson & Johnson Family of Companies. When the roles and responsibilities for performing quality system requirements reside outside of Johnson & Johnson, quality agreements shall be documented and approved to ensure requirements are met.

This Standard is applicable to all pallets purchased by, supplied to, or utilized by Johnson & Johnson or any affiliates of Johnson & Johnson that are associated with materials or products intended for commercial or clinical distribution. This includes pallets supplied in the shipment of any materials to Johnson & Johnson or its affiliates.

This Standard is applicable to all pallets utilized by any third party supplier or external manufacturer that is engaged in the production of products (or in the supply of any raw, packaging or other materials used for such production) for any affiliate of Johnson & Johnson.

4.0 REFERENCES

- 4.1** Johnson & Johnson Quality Policy Standard Handling, Storage, and Distribution (DS-STA-018)
- 4.2** International Standards for Phytosanitary Measures Publication No. 15, current version (ISPM 15) – Guidelines for Regulating Wood Packaging Material in International Trade.

Pallet Management

5.0 DEFINITIONS

GMP Production Floor: Areas where products are manufactured or packaged.

Ingestible Products: Products that are administered orally into the GI tract or via nasal spray.

Parenteral Drug Products: Drug products which are sterile and intravenously, subcutaneously, or intramuscularly administered.

Production Support Areas: Warehouse type locations in a manufacturing plant where materials, components, and/or work in process materials are stored.

6.0 RESPONSIBILITIES

Each Johnson & Johnson business unit that releases product or places product on the market is responsible for deploying this standard within their individual organization. Company Quality and Supply Chain Heads are accountable for deployment, and the creation of applicable sector, regional, or local SOPs as warranted.

The Johnson & Johnson quality organizations overseeing quality at external manufacturers/ packagers/distributors are responsible for either deploying this standard at the external company or ensuring equivalent provisions are made to protect product quality.

7.0 REQUIREMENTS

7.1 Pallet Construction – Wood

7.1.1 Wood pallets require special care to minimize the potential for mold and other contamination. Mold is a common potential issue with wood pallets, especially those made from “white” (new) wood and heat treated. The heat treating tends to elevate moisture and surface sugar content.

7.1.2 In the presence of halogenated phenolic compounds used to treat wood, such as tribromophenol (TBP), methylation can occur to form halogenated anisole compounds, such as tribromoanisole (TBA), which can impart an undesirable musty/moldy odor to components and products. For this to occur, the chemical reaction requires the presence of a halogenated phenolic compound, time, moisture, and heat energy. The use of TBP-treated wood pallets is prohibited.

7.1.3 Chemical Treatments

7.1.3.1 Wood pallets that fall within the scope of this Standard shall be made from wood that is certified to be free of 2,4,6-tribromophenol (TBP) and any other form of phenol-based fungicide treatment, (for example, 2,4,6 trichlorophenol; 2,4,6, tribromophenol; any of the tetrachlorophenols; any of the tetrabromophenols and pentachlorophenol) and shall comply with the International Standards for Phytosanitary Measures Publication No. 15, 2009 Revision (ISPM 15) for Heat Treatment only (see particularly ISPM 15 Annex 1 – Approved Measures Associated with Wood Packaging Material, Page 11).

7.1.3.2 While ISPM 15 currently provides for the use of Methyl Bromide as an alternate method for fumigation, due to environmental concerns, the use of pallets fumigated with Methyl Bromide shall be prohibited.

Pallet Management

- 7.1.3.3 All wood pallets that meet the requirements of this Standard shall properly display a specified Heat Treated (HT) mark as shown in *ISPM 15 Annex 2 – Marking for Approved Measures*. This universally recognized, non-language specific mark facilitates verification during inspection.
- 7.1.3.4 CHEP and PECO pallets are exempted from the HT marking requirement. These pallet suppliers heat-treat, and use their own logo to symbolize compliance. Pallets with the logo shall be considered acceptable for use.
- 7.1.3.5 If for any reason, a business unit determines that they need to adopt a modification to the standard for a particular aspect of their business, which does not compromise in any way the safety of the workers, consumer, or patient, they shall document this rationale and receive approval in writing from their regional heads of quality assurance and supply chain.

7.1.4 Materials

Softwood shall be the preferred material of construction because heat-treated hardwood pallets are more prone to the development of mold.

7.2 Pallet Construction – Non-Wood

- 7.2.1 Non-wood pallets are typically made from metal, molded plastics, or reinforced resins. They are not treated with fungicides, but can be treated with flame retardant chemicals.
- 7.2.2 Chemical Treatments
 - 7.2.2.1 Non-wood pallets shall be certified that they are free of polybrominated diphenyl ethers (PBDEs) flame-retardants — specifically penta-, octa-, and deca-brominated diphenyl ethers (BDEs).
 - 7.2.2.2 The use of other chemical treatments is discouraged. Where local usage is required, a comprehensive user and product safety assessment is needed, with written approval by the regional heads of quality assurance and supply chain.
- 7.2.3 Materials

Molded plastic and metal pallets, compliant with the requirements of this Standard, are acceptable for use. Reinforced resin materials, single use slip sheets, corrugated cardboard pallets, and processed press wood pallets may be used with appropriate assessment and written approval by regional QA and Supply Chain Heads. Pallets shall be of a resilient and low-shedding material. Where available, approved pallets or pallet materials shall be identified with a unique marking, color, or configuration.
- 7.2.4 Flammability

When considering the use of plastic or flammable composite pallets, fire safety requirements shall be considered.

Pallet Management

7.3 Incoming Receipt of Wood Pallets (with or without materials on them)

Empty and in-use wood pallets shall be routinely inspected upon receipt to confirm compliance with 7.1, are in good condition, and are free of mold or other contaminants.

7.4 Pallet Type Usage by Location

It is the policy of Johnson & Johnson to eliminate the use of wood pallets for certain applications as defined below:

7.4.1 All Johnson & Johnson Manufacturing Sites

The Enterprise Supply Chain shall standardize around the use of non-wood pallets within the GMP production floors in all manufacturing locations worldwide. Compliant wood pallets shall only be used within this space for the final pack off of finished products for outbound storage/shipment. The number of wood pallets in GMP production floor areas shall be minimized during the process of palletizing for final shipment, and such wood pallets shall fully comply with all relevant provisions of this Standard.

7.4.2 Third Party Manufacturing Sites

The Enterprise Supply Chain shall standardize around the use of non-wood pallets within the GMP production floors in all external manufacturers worldwide producing ingestible products or parenteral drug products. Compliant wood pallets shall be used in such facilities for the final pack off of finished products for storage/shipment to our distribution centers. The number of wood pallets in GMP production floor areas shall be minimized. Compliant wood pallets shall continue to be used for shipments to customers.

7.4.3 Latin America & Caribbean Based Manufacturing Sites

Additionally, all Johnson & Johnson manufacturing locations and external manufacturers that: 1) are located in Puerto Rico or Latin America, and 2) produce ingestible products or parenteral drug products, shall use non-wood pallets for all production areas and all production support areas, including warehousing and storage of raw materials and components.

7.4.4 Suppliers

Packaging components used for ingestible or parenteral drug products shall use non-wood pallets where feasible. For all other product types, compliant wood pallets may be used for raw materials and packaging components. A pallet logistics plan shall be approved by the regional QA and Supply Chain heads.

7.5 Non-Compliant Pallet Disposition

A process shall be established for management of non-compliant pallets, including those used for returned products. A risk matrix shall be used to guide the decision making process. Site QA shall be engaged in the decision-making process and appropriate Quality System documentation processes shall be followed.

*****END OF DOCUMENT*****

DRIVER DEPARTURE INTERVIEW (DDI) - Alert

SensiGuard Shipment ID:	Departure Date:
Device #:	Carrier Name:
Origin:	Destination:

Trailer Details

Unit #:	License:	State:
Make:	Color:	Logos/Decals:

Tractor Details

Unit #:	License:	State:
Make:	Color:	Logos/Decals:

Driver Details

Driver #1 Name:				
Driver #1 Cell #:	Hands-free device?	Y	N	
Driver #2 Name:				
Driver #2 Cell #:	Hands-free device?	Y	N	
Dispatch Contact #:				

Transit Details

First stop (fuel, food, rest, etc):	
DOT Hours Remaining:	
ETA:	
Seal 1:	Seal 2:
BOL #:	STO #:

Comments:

EFS Program Information

I have the SensiGuard Command and Control Center (C3) Contact information Card.	
I know to call the C3 when departing from origin.	I know not to stop within 200 miles of origin unless there is an emergency.
I know to call the C3 when stopping for any reason within the first 200 miles (break, refuel, sleep).	I know to call the C3 when the stop is complete and I'm ready to start.
I know to call the C3 before deviating from approved route.	I have received turn-by-turn directions from the on-site Client Representative.
I know to call the C3 when suspicious activity is detected.	I know to call the C3 if the shipment is stolen.
I have a Shipment ID number for my shipment.	I know that I or my dispatch must be reachable by the C3 at all times.

Driver Initials:

Client Representative:



Responsibility Standards for Suppliers

2017



Our Credo

We believe our first responsibility is to the doctors, nurses and patients, to mothers and fathers and all others who use our products and services. In meeting their needs everything we do must be of high quality. We must constantly strive to reduce our costs in order to maintain reasonable prices. Customers' orders must be serviced promptly and accurately. Our suppliers and distributors must have an opportunity to make a fair profit.

We are responsible to our employees, the men and women who work with us throughout the world. Everyone must be considered as an individual. We must respect their dignity and recognize their merit. They must have a sense of security in their jobs. Compensation must be fair and adequate, and working conditions clean, orderly and safe. We must be mindful of ways to help our employees fulfill their family responsibilities. Employees must feel free to make suggestions and complaints. There must be equal opportunity for employment, development and advancement for those qualified. We must provide competent management, and their actions must be just and ethical.

We are responsible to the communities in which we live and work and to the world community as well. We must be good citizens — support good works and charities and bear our fair share of taxes. We must encourage civic improvements and better health and education. We must maintain in good order the property we are privileged to use, protecting the environment and natural resources.

Our final responsibility is to our stockholders. Business must make a sound profit. We must experiment with new ideas. Research must be carried on, innovative programs developed and mistakes paid for. New equipment must be purchased, new facilities provided and new products launched. Reserves must be created to provide for adverse times. When we operate according to these principles, the stockholders should realize a fair return.

Contents

Guiding Principles	2
Legal Compliance	3
Ethics and Business Conduct.....	4
Quality.....	5
Health, Safety and Well-being of Employees.....	6
Sustainability and Environmental Responsibility	7
Human Rights, Labor and Employment.....	8
Management Systems	10
Health Care Compliance & Privacy (HCC&P).....	12
Transparency and Disclosure.....	13
Monitoring and Compliance.....	13



Guiding Principles

The Companies that comprise the Johnson & Johnson Family of Companies (Johnson & Johnson Companies) hold themselves to high standards that, along with our management philosophy, are embodied in Our Credo. These Standards reflect our internal values and the expectations of external stakeholders, such as customers, regulators, investors and the public. We find business relationships are more productive and effective when they are built on trust, mutual respect and common values, and seek relationships with suppliers who share a common commitment to:

- 1 | Comply with applicable laws and regulations;
- 2 | Behave ethically and with integrity;
- 3 | Integrate quality into business processes;
- 4 | Respect human and employment rights;
- 5 | Promote the safety, health and well-being of employees;
- 6 | Embrace sustainability and operate in an environmentally responsible manner;
- 7 | Implement management systems to maintain business continuity, performance governance and continuous improvement; and
- 8 | Disclose information associated with the supplier's impact on the environment and social issues



We believe that when these guiding principles are followed, both businesses and communities realize economic, social and environmental benefits. We developed the following set of Standards to assist us with selecting suppliers who operate in a manner consistent with these guiding principles and to support our suppliers in understanding and upholding our expectations. We strive to include elements of these Standards in purchasing contracts, and may take steps to assess a supplier's conformance to them. When appropriate, Johnson & Johnson Companies may work with suppliers to identify agreed upon actions and timelines to achieve improvement. Johnson & Johnson Companies consider progress in meeting these expectations and ongoing performance in their sourcing decisions.



Legal Compliance

Suppliers to Johnson & Johnson Companies are expected to operate in compliance with all applicable laws and regulations of the countries, states and localities in which they operate. This includes laws and regulations related to ethical business practices, quality, labor and employment practices, as well as health, safety and environmental protection. Suppliers are also expected to conform their practices to generally accepted industry standards, obtain and maintain all applicable permits, licenses and registrations, and operate in accordance with permit limitations and requirements at all times.



Ethics and Business Conduct

Suppliers to Johnson & Johnson Companies are expected to behave ethically and with integrity in all business transactions. As such, they shall:

- Uphold standards for fair business practices including accurate and truthful advertising, and fair competition;
- Prohibit the payment of bribes, illegal political contributions, or other illicit payments or consideration for any reason, including the waiver of penalties or fines or the receipt of any other special benefits or gifts;
- Prohibit financial or professional conflicts of interest;
- Ensure that workers report concerns or illegal activities in the workplace without threat of reprisal, intimidation or harassment;
- Safeguard against improper use of intellectual property, including disclosure of confidential or sensitive information, including pricing, employee and patient information;
- Maintain an environment of transparency, collaboration and innovation; and
- Treat any animals used in its activities in an ethical and humane manner and follow the principles of replacement, refinement and reduction of laboratory research animal testing.



Quality

Suppliers to Johnson & Johnson Companies are expected to provide goods and services that consistently meet customers' needs, are safe for their intended use and perform as intended. While suppliers must meet the specifications agreed upon in the applicable agreement, purchase order or other contractual relationship, suppliers must also meet certain minimum quality requirements including compliance with regulations where their products may be sold. As such, they shall:

- Establish and maintain Quality controls to protect the integrity of the goods and services provided;
- Notify the relevant Johnson & Johnson Company of proposed changes to specifications, methods, suppliers, materials/components, manufacturing/supply process, manufacturing location or equipment in order to determine impact on the Johnson & Johnson Company's Product;
- Permit the relevant Johnson & Johnson Company or an authorized delegate to conduct Quality audits of the facilities, systems and/or documents related to the goods and services provided, and promptly provide responses and take corrective actions to remedy any observations cited;
- Notify the relevant Johnson & Johnson Company of significant Health Authority inspections and regulatory issues, such as: warning letters, FDA form 483 observations, letters of non-compliance, seizures and injunctions, including any observations related to the products of any Johnson & Johnson Company; and
- Ensure that all pallets used to supply goods to any Johnson & Johnson Company comply with the Johnson & Johnson Pallet Policy.



Health, Safety and Well-being of Employees

Suppliers to Johnson & Johnson Companies are expected to maintain the workplace and any living quarters used to house employees in a clean, orderly and safe manner. As such, they shall:

- Provide necessary facilities (e.g., two means of egress to safely exit areas/buildings) and equipment (e.g., fire alarms and detection systems) to assure the health, safety and well-being of employees and visitors;
- Implement programs to protect workers and prevent or control employee exposures to workplace hazards including chemical, biological and physical hazards;
- Implement programs to manage processes safely and prevent catastrophic events;
- Implement programs that promote access to health programs that positively impact the health of employees;
- Identify potential emergency situations, implement preventive measures, and be prepared to execute emergency response procedures;
- Provide safety and health information related to hazardous materials and necessary occupational health and safety training; and
- Ensure that health and safety program requirements are consistent for contractors and subcontractors working at supplier's facilities.



Sustainability and Environmental Responsibility

Suppliers to Johnson & Johnson Companies are expected to operate in a sustainable and environmentally responsible manner. As such, they shall:

- Work to reduce the environmental impacts of their operations including natural resource consumption, materials sourcing, waste generation, wastewater discharges and air emissions;
- Implement programs to manage wastewater and air emissions ensuring compliance and protection of human health and the environment;
- Prevent accidental spills and releases of hazardous materials into the environment and adverse environmental impacts on the local community;
- Implement programs to manage solid waste(s) compliantly and responsibly in regard to the environment, employee safety and public health, from generation through collection, storage, transportation and ultimate disposal;
- Implement programs to ensure products do not contain restricted or banned materials; and
- Implement programs to verify that plant/forest materials and derivatives purchased are legally harvested and exported/imported.



Human Rights, Labor and Employment

Suppliers to Johnson & Johnson Companies are expected to treat people with dignity and respect. As such, they shall:

- Not engage in any form of human trafficking (for example, by using force, fraud or coercion to subject a person to involuntary servitude, peonage, debt bondage or slavery), procure commercial sex acts or use forced labor (for example, by knowingly providing labor from a person by threats of serious harm to that person or another person);
- Comply with the Johnson & Johnson Human Trafficking Policy;
- Not destroy, conceal, confiscate, or otherwise deny employees, contractors or subcontractors access to such person's identity or immigration documents, use misleading or fraudulent recruiting practices, use recruiters that do not comply with local labor laws in the country where the recruiting takes place, charge recruiting fees, expect workers to pay for a job, provide housing that does not meet the standards of the country where work is performed, or fail to provide an employment contract or recruitment agreement if required by law;
- Provide return transport for the person if supplier has transported or paid (directly or indirectly) to transport an employee, contractor or subcontractor from another country to the country where such employee will perform work;
- Ensure that employees have freedom of movement and are free to leave their employment after reasonable notice;



- Not discriminate against or harass an individual on the basis of race, color, religion, gender, pregnancy, HIV status, health status, sexual orientation, national origin, age, disability, veteran's status, marital status or political affiliation;
- Not treat or threaten to treat an individual harshly or inhumanely. Harsh or inhumane treatment includes sexual harassment or abuse, corporal punishment and/or coercion;
- Respect workers' rights to rest and leisure and avoid unsafe working conditions by providing sufficient rest periods during the workday, honor agreed upon days off from work and maximum working hours;
- Pay fair wages that meet or exceed legal minimum for all hours worked and clearly communicate the wages that employees are to be paid in advance of commencing work. Communicate to all employees if overtime is required and the wages to be paid for such overtime;
- Comply with the Johnson & Johnson Employment of Young Persons Policy;
- Respect workers' rights to make informed decisions free of coercion, threat of reprisal or unlawful interference regarding their desire to associate freely, join or not join organizations or to peaceful assembly;
- Respect workers' rights to bargain collectively without unlawful interference;
- Respect workers' rights to raise concerns in the workplace through a grievance mechanism; and
- Comply with requirements included in Johnson & Johnson's Statement on Conflict Minerals.



Management Systems

Suppliers to Johnson & Johnson Companies are expected to manage their activities systematically in order to maintain business continuity, meet the standards set forth in this document and to improve their operations continually. As such, they shall:

- Demonstrate senior management commitment and accountability through policies, objectives and formal processes;
- Implement processes to develop, maintain and control documents and records, as well as any appropriate compliance-related requirements;
- Implement and maintain processes and standards for data integrity and security to ensure that it is protected, complete and accurate;
- Provide resources, including competent personnel and appropriate infrastructure, to manage risks and ensure conformance to these Standards;
- Implement processes to control the production of products and/or materials for any Johnson & Johnson Company, manage change effectively and ensure customer requirements are satisfied;



- Implement processes to manage nonconformity, incident response and emergency situations related to products, business operations/continuity and these Standards, including the reporting of such events to applicable regulatory authorities and Johnson & Johnson Companies as appropriate;
- Identify and implement improvement goals, performance objectives and actions, including effective complaint investigation, internal audit and corrective action processes;
- Develop, implement and maintain training programs that achieve appropriate levels of knowledge, skills and abilities in management and workers to address these expectations;
- Assist in maintaining a safe and secure supply chain, by supplying authentic products manufactured through appropriate authorization and according to the requirements issued by any Johnson & Johnson Company; and
- Implement processes to extend applicable elements of these Standards to their own partners and suppliers.



Health Care Compliance & Privacy (HCC&P)

Suppliers to Johnson & Johnson Companies and any third party conducting business on our behalf are expected to uphold our strong stance against bribery and corruption, consistent with the anti-corruption laws that exist in many countries around the world. As such, in connection with any Johnson & Johnson relationship, they shall:

- Follow local and internationally applicable laws and ethical standards and strictly prohibit bribes, kickbacks, illegal payments and any other offer of items of value that may inappropriately influence or reward a customer to order, purchase or use our products and services, whether provided directly or through a third party, such as a distributor, customs broker or other agent;
- Avoid any other action that could inappropriately influence the medical decisions of health care professionals and the purchasing decisions of entities that buy our products and services, including health care professionals, government regulators and inspection authorities;
- Respect the privacy of employees and others whose personal information they have access to, by complying with local and applicable international laws when collecting and storing personal information about employees, business partners, patients, health care professionals, consumers and others, such as birth dates, addresses and financial, medical and other information; and
- Collect personal information only for legitimate business purposes, share only with those who are allowed access, protect in accordance with security policies, retain only for as long as necessary, and contractually obligate third parties with access to personal information to protect it.



Transparency and Disclosure

Suppliers to Johnson & Johnson Companies are expected to make reasonable efforts to publicly disclose topics and goals that are important to the organization's impact on the environment and social issues (e.g., on a website or publicly available report).



Monitoring and Compliance

Johnson & Johnson Companies may engage in monitoring activities to confirm a supplier's compliance to these Standards, including on-site assessments of facilities, use of questionnaires, review of available information or other measures necessary to review supplier's performance.

Johnson & Johnson Companies may disqualify any potential supplier or terminate any relationship with a current supplier that has failed to conform to these Standards.

For more information, please visit us at:
www.jnj.com/partners and
healthforhumanityreport.jnj.com

This is the current version of the Johnson & Johnson
Responsibility Standards for Suppliers, and it supersedes
all previous versions.

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Carriers must adhere to the guidelines attached and may be required to documents/questionnaires when arriving at shipping/receiving locations.

If drivers fail to pass requirements, they will be turned away from the facility. A driver's failure to pass the customer's requirements and/or the carrier's failure to make drivers aware of this requirement at the time of dispatch could result in Coyote denying any TONU charges or requests for additional costs stemming from rejected drivers.

Due to COVID19, KDC-Lynchburg is following the below process for...

Over the Road INBOUND

- 1 – Contact Security at 434-455-7192**
- 2 – Open trailer door and leave Packing List and BOM (any other required docs) on floor**
- 3 – Back up to designated dock assigned by security**
- 4 – When light is green pull away from dock**
- 5 – Retrieve necessary paperwork from floor of empty trailer**
- 6 – No restrooms available, sorry for the inconvenience**

Due to COVID19, KDC-Lynchburg is following the below process for...

Over the Road OUTBOUND

- 1 – Contact Security at 434-455-7192 and provide pick up/delivery number**

- 2 – Take picture of driver's license and e-mail:**

- Include **pickup number** in subject line
 - Between 7:00am – 5:30pm to

tstclair@kdc-lynchburg.com and lworley@kdc-lynchburg.com

- After 5:30pm to

icampbell@kdc-lynchburg.com and rreed@kdc-lynchburg.com

- 3 – Back up to designated dock assigned by security**
- 4 – When light is green pull away from dock**
- 5 – Retrieve necessary paperwork from floor of loaded trailer**
- 6 – No restrooms available, sorry for the inconvenience**

Due to COVID19, KDC-Lynchburg is following the below process for...

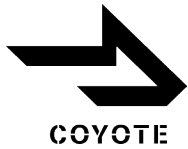
LTL - OUTBOUND

- 1 – Contact Security at 434-455-7192**
- 2 – Leave your phone number with security for questions**
- 2 – Back up to designated dock assigned by security (provide specific loading instruction to security if necessary)**
- 3 – Leave any required pallet identification (PRO number stickers in back of trailer)**
- 4 – KDC will place stickers on pallets as needed**
- 5 - When light is green pull away from dock**
- 5 – Retrieve necessary paperwork from floor of loaded trailer**
- 6 – No restrooms available, sorry for the inconvenience**

Due to COVID19, KDC-Lynchburg is following the below process for...

LTL - INBOUND

- 1 – Contact Security at 434-455-7192**
- 2 – Leave your phone number with security for questions**
- 3 – Provide Security with the following information:**
 - Number of Pallets**
 - Vendor Name**
 - Location of designed pallets on trailer**
- 4 – Back up to designated dock assigned by security**
- 5 – KDC will remove designated pallets and leave paperwork (with signatures) on back of trailer**
- 6 – KDC will call after unloaded to provide verbal approval of delivery**
- 7 – Damages will be reported if applicable at time of delivery**
- 8 – Retrieve necessary paperwork from floor of unloaded trailer**
- 9 – No restrooms available, sorry for the inconvenience**



Confirmación de Tarifa Carga 32444166

Enviar facturas a:
CarrierInvoices@coyote.com
960 Northpoint Parkway
Suite 150
Alpharetta, GA 30005

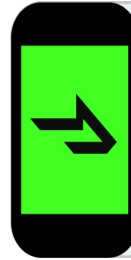
877-6COYOTE
(877-626-9683)

Requerimientos del cliente

Equipo	Caja Seca, 53' x 102' x 110
Enfriamiento	Ninguna
Temperatura de Carga	Ninguna
Lonas	Indefinido
Valor	\$100,000

Reservado por:

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



Descargue CoyoteGO Hoy!

- Despacho de Unidades
 - Envíe actualizaciones
 - Registre Status
 - Envíe documentación
- Disponible en
Android o iPhone,
en App Store o
Google Play*

Requisitos De La Carga

Rastreo Por Medio De Tecnologia Sello

Requisitos Del Equipo

Grado Alimenticio

Notas

Todas las cargas de Caja Seca/Contenedor DEBEN estar sellada en origen, ya sea por el remitente o el operador, con un número de sello anotado en la carta porte (bill of lading). El operador es responsable de volver a sellar la unidad después de cada recolección/entrega en un embarque de multi-paradas. En el caso de que un embarque que fue sellado en el origen o después de que cada recolección/entrega adicional llegue al destino con un sello manipulado o sin el sello intacto, entonces (i) el Transportista será responsable de cualquier reclamo de faltante o daño con respecto a dicho embarque y (ii) el remitente tendrá el derecho, a su exclusivo criterio, de considerar todo el envío como dañado, adulterado/contaminado e insalvable, sin la necesidad de ninguna inspección y el Transportista será responsable por el valor total del envío. Se requiere que el Transportista pese el embarque dentro de las 50 millas de la partida de cada remitente. Si el transportista no puede pesar el envío dentro de las 50 millas de la partida de cada remitente, cualquier citación/gasto incurrido debido al equipo y/o el peso del envío será responsabilidad exclusiva del Transportista. Adicionalmente el Transportista, debe cumplir con los requisitos del cliente en la instalación. Todos los operadores deben usar máscaras o cubiertas faciales en la medida requerida por las leyes o los almacenes. **El Transportista debe cumplir con la Ley de Modernización de Seguridad Alimentaria (FSMA), en caso de ser aplicable. Al aceptar el embarque, el Transportista acepta que el operador ha dado su consentimiento para recibir mensajes de texto y/o llamadas telefónicas de Coyote o en su nombre.**

Los pagos por detención estarán sujetos al cumplimiento de los siguientes requisitos:

- 1) El Transportista deberá notificar la hora de salida de la instalación y el total de horas de detención dentro de las 24 horas posteriores a la entrega del embarque en la instalación final.
- 2) El Transportista deberá proporcionar prueba de los horarios de llegada y salida a tiempo a través de la Carta Porte (Bill Of Lading) u otro documento de envío con los horarios de llegada y salida anotados por la instalación, dentro de las siguientes 24 horas a la entrega del embarque, al destino final.

Direcciones de Ruta

El Transportista reconoce que cualquier instrucción de ruta del remitente en este documento se proporciona únicamente por conveniencia, y el Transportista puede elegir la ruta.

Renglon de Firma

A la firma del presente, ROYAL3 INC acepta los términos y condiciones establecidos a continuación y proporcionados en la presente (en caso de haber).



Confirmación de Tarifa

Carga 32444166

Parada 1: Recoleccion

Números de D24-067B
parada

Número de Ninguna
confirmación

Instalación Steris Isomedix San
Diego

Dirección 7685 SAINT ANDREWS
AVE
San Diego, CA 92154

Contacto Ninguna
Teléfono +1 (619) 671 9171

Programada para
Lun 11/25/2024
En 10:00

Trabajo del chófer
No se requiere que el chofer intervenga
en la Carga

SLIC
N/A

Observaciones de la instalación

-Driver full name, cell, truck and trailer number, and GPS is MANDATORY. Must opt in 2 hours prior to check in. Must sign up for SENSIGUARD if asked and comply with tracking requirements.

-ETA and trailer number must be provided at time of booking. All accessories will be denied if not provided.

-Check in with PU#s and provide destination.

-Driver must ensure trailer is sealed and notated on BOL PRIOR to leaving facility. If shipper does not seal, driver must provide their own. Must use solid steel shackle padlock.

-Temp download capabilities required for reefer shipments.

Parada 1 Requisitos

Cita Estricta Presentarse Como Coyote Debe Asegurar La Carga Licencia De Conducir Americana Valida – Copia Impresa

Mercancía	Cargar en	Pso Esp	Paletts
Product	Tarimas	40,000 Lbs	28

Parada 2: Entrega

Números de Ninguna
Entrega

Número de Ninguna
confirmación

Instalación EES S.A de C.V. /
Classic Industries Inc.

Dirección 455 PAN AMERICAN
DR
El Paso, TX 79907-
5630

Contacto Ninguna
Teléfono +1 (111) 111 1111

Cita Programada para
Mar 11/26/2024
De 07:00 - 17:00

Trabajo del chófer
No se requiere que el chofer intervenga
en la Carga

SLIC
N/A

Observaciones de la instalación

-Carrier must agree to trailer interchange if there are delays in transit and repower is needed.

-Must notify Coyote of any delays immediately.

-Strict Appointment – Risks rejection if late.

-Load must be secured at all times.

-Driver cannot dispose of any OSD product unless authorized by Coyote operations.

-Temp download capabilities required for reefer shipments.



Confirmación de Tarifa

Carga 32444166

Parada 2 Requisitos

Presentarse Como Coyote Debe Asegurar La Carga Licencia De Conducir Americana Valida – Copia Impresa

Mercancía	Cargar en	Pso Esp
Product	Tarimas	40,000 Lbs

Cargos

Descripción	Unidad es	Costo Unitario	Total
Recargo por Combustible	724.00	\$0.410	\$296.84
Cargo Fijo	1.00	\$2,503.160	\$2,503.16
Demoras al Cargar	3.00	\$40.000	\$120.00
Total			USD \$2,920.00

Contacto

Enviar facturas a:
960 Northpoint Parkway
Suite 150
Alpharetta, GA 30005

Por favor, póngase en
contacto con Coyote
al 877-626-9683 si los
cargos no son
correctos.

Acuerdo

Transportista ZIGI FREIGHT INC

USDOT 2828543

Teléfono Ninguna

Correo electrónico bill@royal3inc.com

Fax Ninguna

Broker Coyote Logistics, LLC

Representante Jared Soderholm

Título Sales Rep

Teléfono +1 (773) 365 6497 x2228

Fax +1 (773) 365 7804

Fecha 12/02/2024 09:05

Al firmar este documento, ROYAL3 INC acepta los términos y condiciones que se establecen a continuación y que se adjuntan al presente, si hubiera.

Dispatcher

Nombre y título (letra de molde)

Bill Carson

Firma

12/2/2024

Fecha

**POR FAVOR FIRME ESTE CONVENIO Y ENVÍELO POR CORREO ELECTRÓNICO AL
Jared.Soderholm@coyote.com**

Coyote Logistics, LLC es un empleador con igualdad de oportunidades



Términos y Condiciones

El Contrato de Intermediario-Transportista o Contrato de Transporte (en cada caso, el "Contrato") entre Coyote Logistics, LLC, un intermediario (Broker) con licencia - USDOT # 2236410, y ROYAL3 INC se modifica mediante acuerdo verbal entre Jared Soderholm de Coyote Logistics, LLC en lo sucesivo, BROKER, y Bill Carson de ROYAL3 INC en lo sucesivo, TRANSPORTISTA, con fecha 12/02/2024.

Esta confirmación está sujeta a los términos del Contrato y este documento constituye una enmienda al mismo. Si el TRANSPORTISTA no ha firmado el Contrato, la tarifa que se muestra arriba es la tarifa negociada individualmente acordada y no se aplicará ninguna otra tarifa, incluida la tarifa o los términos de la tarifa del operador.

ESTA CARGA NO SERÁ DOBLE INTERMEDIARIA. El TRANSPORTISTA no puede agregar cargos adicionales no mencionados anteriormente. Cualquier cargo adicional deberá aparecer en una hoja de confirmación revisada y firmada por el BROKER. El TRANSPORTISTA estará obligado a incluir una copia firmada del comprobante de envío del remitente y cualquier otro comprobante de entrega con la factura al BROKER. Las tarifas, excepto como se especifica anteriormente, incluyen cualquier recargo por combustible. TRANSPORTISTA certifica que cumple con todos los requisitos del Consejo de Recursos del Aire de California (CARB) que son aplicables al alcance de las operaciones del TRANSPORTISTA, incluidos, entre otros: Regulaciones estatales de camiones y autobuses, Regulaciones de la Unidad de refrigeración de transporte (TRU), Regulaciones de gases de efecto invernadero para tractores-remolques (GHG) y Regulaciones para camiones de descarga. TRANSPORTISTA también garantiza que cumple con los requisitos de la Agencia de Protección Ambiental (EPA) y otros estados, cuando corresponda. El TRANSPORTISTA será responsable de las multas impuestas al BROKER y/o al remitente que resulten del incumplimiento.

El TRANSPORTISTA en este acto reconoce y declara que mantiene un seguro aplicable y válido sin exclusiones que evitarían la cobertura de los artículos enumerados anteriormente. El TRANSPORTISTA tiene al menos un seguro de carga por \$100,000.00 USD y un seguro de responsabilidad civil general para las unidades por \$1,000,000.00 USD. El TRANSPORTISTA confirma además que al transportar el envío descrito anteriormente, cumplirá con todas las regulaciones en EE.UU. del DOT y la FDA aplicables a sus operaciones mientras transporta dicho envío, incluidas, entre otras, las horas de servicio de los operadores y la Ley de Modernización de Seguridad Alimentaria (FSMA), en caso de ser aplicable. El TRANSPORTISTA acepta los requisitos adjuntos del remitente, en caso de haber.

TODAS LAS CARGAS ESTÁN SUJETAS A SEGUIMIENTO ELECTRÓNICO

Al aceptar este embarque, el TRANSPORTISTA acepta que ha obtenido un contrato por escrito con cada operador que transporte un envío ofrecido por el BROKER al TRANSPORTISTA de conformidad con el Contrato, en el que cada operador proporciona todos los consentimientos necesarios para (i) recibir mensajes de texto y/o llamadas telefónicas de o en nombre del BROKER y (ii) permitir que el BROKER o su proveedor rastreen la ubicación de dicho operador mientras transporta dicho embarque. El TRANSPORTISTA deberá cumplir con todas las leyes aplicables relacionadas con la recolección, uso, almacenamiento, retención, divulgación y eliminación de cualquier información que el TRANSPORTISTA brinde al BROKER, incluida la información sobre los operadores que transportan los envíos. El TRANSPORTISTA indemnizará, defenderá y eximirá al BROKER y sus afiliados de cualquier responsabilidad, daños y perjuicios, responsabilidades, pérdidas, acciones y gastos (incluidos los honorarios de los abogados) que surjan de o en conexión con el incumplimiento del TRANSPORTISTA a esta Sección. Esta Sección sobrevivirá a la expiración o terminación del Contrato entre el BROKER y el TRANSPORTISTA.

**Operating Parameters
Johnson & Johnson**

Carrier agrees to the following customer-specific requirements:

Carrier shall, at its own cost and expense, i) provide and maintain motor vehicle equipment and personnel capable of performing services safely, reliably and in a manner satisfactory to Shipper, ii) obtain and keep current all licenses, authority, and permits necessary to perform the Services, and iii) comply with all federal, state and local laws and regulations, as well as Canadian and Mexican laws and regulations to the extent applicable, pertaining to equipment, personnel and the performance of the Services, including but not limited to, laws and regulations concerning security. To the extent a Carrier is rated, Carrier shall not allow its DOT safety rating to fall below Satisfactory or the equivalent of such rating under any changed DOT rating system. Carrier will notify Broker immediately of any downgrading of its safety rating, or if the Carrier is found by DOT to be marginal or unfit, or is subject of any Onsite Comprehensive Investigation, Notice of Claim, Operations Out of Service Order or other DOT intervention.

- No goods of Shipper of any kind or nature shall be sold or offered for sale or in any way disposed of at any time or place to any third party. All cargo subject to salvage shall be returned to Shipper at Shipper's expense (but may be reimbursable as part of the cargo claim) for salvage and appropriate credit. In the event branded or labeled goods are damaged, Shipper may determine, within its sole discretion, subject to a reasonableness standard, whether the goods may be salvaged, and if salvageable, the value of such salvage. If Shipper's goods cannot be delivered or returned to Shipper, Carrier shall take no actions or make any decisions concerning such goods without obtaining Shipper's written consent. Payment of a cargo claim by Carrier shall not lead to transfer of title to lost or damaged goods to Carrier.
 - Under no circumstances will Carrier sell Johnson & Johnson freight to any entity. If Carrier is in possession of the products of any subsidiaries of Johnson & Johnson where a Shipper is not shipper or consignee, the freight will not be offered for sale to any other entity before Customer is offered the sale and refuses to purchase the products. Carrier will not use products of any subsidiaries of Johnson & Johnson as a form of security or collateral for any purposes whatsoever.
 - Carrier nor its or their personnel or agents providing the Services, is subject to exclusion from a health care program as outlined in Sections 1128 and 1156 of the Social Security Act or debarment by the U.S. Food and Drug Administration under 21 U.S.C. 335a or any other federal or state program or law that would preclude Carrier or its personnel or agents from providing Services. If Carrier or its or their personnel or agents providing the Services fails to satisfy any requirements set forth in this paragraph, Provider shall notify Customer in writing within 10 days of any such change in status, and upon receipt of such notice, Customer shall have the right to terminate this Agreement with immediate effect.
-

RECORDS AND INFORMATION MANAGEMENT ("RIM") REQUIREMENTS

- a) Files and Work Papers. Carrier shall maintain and manage all paper and electronic records, files, documents, work papers and other information in any form provided by Customer or generated (the "**Files and Work Papers**") (a) in accordance with Customer's records management policies (which may be changed by Customer from time to time and communicated to Carrier), including as set forth in "RIM Requirements" below, (b) separately from files generated, managed or maintained by Carrier under agreements with other customers, (c) as required by applicable statutes and regulations, and (d) as set out in any preservation request issued to the Carrier by Customer.
- b) Preservation. Carrier shall comply promptly and fully with any request from Customer, for any reason, to preserve Files and Work Papers or to promptly deliver such materials to Customer. Steps to comply include, when requested by Customer, periodic meetings to identify and implement documented procedures to preserve or deliver such data. Files and Work Papers created or modified by Carrier in electronic format must be delivered to Customer in the same electronic format or as otherwise directed by Customer.

- c) Third Party Requests. Upon receipt from third parties of any request, demand, notice, subpoena, order, or other legal information-request (“**Third-Party Request**”) for any Files and Work Papers, Carrier shall take all reasonable steps to protect Customer’s legal rights in any response and, to the extent that Carrier legally may do so, shall immediately notify Customer, shall provide Customer with a copy of the Third-Party Request, and shall meet and cooperate with Customer in the implementation of procedures to comply with the request.
- d) RIM Requirements. This section specifies RIM requirements applicable to Carrier s that create, maintain, manage or manipulate paper or electronic records, files, documents, work papers and other information in any form on behalf of Customer. Provider is responsible for understanding and complying with Customer’s RIM requirements.
 - a. Records and Information Management requirements shall be applied consistently and regularly.
 - b. Customer’s Files and Work Papers
 - i. Shall be created, stored and managed throughout their lifecycle using proper protection.
 - ii. Relevant to litigation or an investigation and subject to a Legal Hold shall be retained and preserved, regardless of Carrier’s retention schedule.
 - c. Carrier shall ensure that Customer’s Files and Work Papers are retained upon the departure of personnel employed by the Provider.

RULES AND SPECIAL SERVICES

ITEM 110

ARRIVAL NOTICE AND UNDELIVERED FREIGHT ARRIVAL NOTICE:

ARRIVAL NOTICE:

1. Actual tender of delivery constitutes notice of the arrival of a shipment.

UNDELIVERED FREIGHT:

1. If freight cannot be delivered because of the consignee’s refusal or inability to accept it, or because the carrier cannot locate the consignee, or if freight cannot be transported because of an error or omission on the part of the shipper, Carrier will make a diligent effort to notify the Broker who will in turn notify Customer promptly that the freight is in safe and secure storage and the reason therefor.
2. Shipments that are undelivered through no fault of Carrier will be subject to applicable storage or detention charges.

ITEM 130

EXCLUSIVE USE OF TRAILER

Each shipment is entitled to exclusive use of the trailer in which it is to be transported, except when a written request for non-exclusive use is provided to Carrier by Broker/Shipper, and agreed to by Shipper.

ITEM 140

EXTRA LABOR-LOADING OR UNLOADING

Rates are based on Shipper Load/Consignee Unload.

When requested by Shipper and when reasonably available, Carrier will furnish extra labor for loading or unloading. At each location where extra labor is used, the charge therefore will be as indicated in the applicable rate schedules.

Time will be computed from the time the extra labor arrives and notifies a representative of the party requesting the service and ends when the party requesting the service releases the extra labor. Any fraction or part of an hour will be computed on the basis of ¼ of the applicable charge for each ¼ hour or part thereof.

ITEM 220
RECONSIGNMENT

DEFINITIONS OF RECONSIGNMENT:

- a. A change in the name of the shipper or consignee.
- b. A change in the place of delivery within original destination point.
- c. A change in the destination point.
- d. Relinquishment of shipment at point of origin.
- e. Instructions received by Provider prior to receipt of the shipment.

CONDITIONS:

Customer must confirm requests for reconsignment in writing. Conditional or qualified requests will not be accepted. Carrier will not accept disposition instructions printed on the Bill of Lading, Shipping Order, shipping label or container as authority to reship, return, or reconsign a shipment.

Reconsignment will not be permitted on shipments "In Bond".

Reconsignment or diversion after loading will be per occurrence.

ITEM 290
PROTECTIVE SERVICE - (Subject to NOTE 1)

Except as otherwise specifically provided in connection with individual rates or charges, commodities which require protection from heat or cold due to their perishable nature or due to legal or Shipper requirements will be accepted and accorded such protection at the rates or charges provided in Schedule B and any and all addenda, subject to suitable equipment being available and provided that shipper states specifically on the bill of lading and the corresponding packages that such protection is required.

NOTE 1 –Protective Service will not be provided unless special arrangements are made prior to pickup.

The consignor must specifically state prior to tender and on the Bill of Lading or in an accompanying paper at time of shipment that such protection is required.

ITEM 470
CARGO HANDLING REQUIREMENTS

- **All loads parked unattended overnight must be secured in a locked, fenced-in and well-lighted lot.** Under no circumstances is an open lot, public street or highway, or truck stop acceptable for overnight, unattended parking.
- Carrier shall not park in an area dimly lit and hidden from view.
- If the tractor is released from the trailer, an industry approved locking device is to be used to secure the fifth wheel coupling.
- Carrier's drivers must lock their tractors when stopping and not have the motor running in their absence.
- If in an emergency a Johnson & Johnson load is to be dropped, it must be padlocked and the trailer backed against a building or another trailer in such a manner that entry into the trailer is prevented.
- Carrier's drivers shall not stop for first 200 miles after leaving the origin terminal unless they experience an emergency or are required to stop due to legal requirements or by law enforcement officials. Details of all such stops shall be recorded in writing, and communicated to Customer.
- Carrier will ensure that drivers have full fuel tanks or more than enough fuel for the scheduled run when picking up a J&J load.
- All drivers will present a valid driver's license or company identification at the shipper/consignee welcome center along with shipping documents containing the seal numbers.

- The driver assigned to the load must stay with the load and deliver it direct to the consignee named in the bill of lading, unless it is transferred to a relay driver with details of the relay recorded in writing and communicated to Customer.
- At the beginning of each day and at stops, the seals and locks on all trailers must be checked for tampering and recorded as to date and time of check with the driver's initials next to each entry on the bill of lading.
- In case of a theft incident, drivers must immediately report any loss of the load and/or tractor to their dispatcher and then remain at the scene to report the incident to the police having jurisdiction of the area in which the load was stolen.
- Provider will contact Johnson & Johnson Worldwide Security (732-524-3088) immediately upon notification of a stolen load and provide the following information to a Worldwide Security representative:
 - Date, time, and location of the incident
 - Driver's name and contact number
 - Police agency notified and contact number
 - Officer or Trooper investigating and contact number
 - Investigation Report Number (Obtained from the Police Officer or Trooper)
 - Size, description and value of product taken
 - Any unusual characteristics of the incident
 - Copy of the police report, Bill of Lading, and any other associated shipping document faxed to 732-524-6687 when available
- If a High-Value load, the printout of the GPS/GSM tracking system for the vehicle in question shall be provided to Worldwide Security
- Promptly after any incident of cargo theft, Provider will provide a written report to Customer stating that each of the foregoing requirements has been met, or identifying which requirements were and were not met and explaining in detail any non-compliance.
- Carrier shall demonstrate that personnel involved in product handling and transportation have received initial, continuing and refresher trainings, repeated according to a written training schedule, on the latest, effective version of required regulations, procedures or documents relevant to their needs. Evidence of applicable training shall be provided upon request.
- Carrier shall have procedures and a documented maintenance schedule that ensures that equipment is maintained and calibrations are current and up to date. Maintain current and accurate fleet maintenance and calibration records and inspections (equipment must be mechanically safe and in compliance with all applicable laws, standards and regulations).
- Within transportation trailers / containers the presence of food, drink, or medicinal products for personal use shall be prohibited.
- Products are not transported or stored in areas that have been in contact with the following items, regardless of cleaning procedures performed: Foodstuffs for humans or animals, Livestock, wastes (including fertilizers, Hazardous Waste, Beta Lactams, Steroids, Hormones, and/or Cytotoxic Materials, Plants & animals, Other biological products that could potentially risk the products to biological contamination, Equipment containing lubricant/chemicals/gases, Other unsealed or unpacked household products, Products not in closed shippers that are packed on pallet with proper shrink-wraps applied, Any product which may cause other products in the shipping fleet to odor or cause risk of other cross contamination that may or may not be detectable during unloading (i.e. powder, liquid/moisture, pests, bacteria, mold), Any other product which potentially could affect J&J Product quality, Pesticide and chemical products, Radioactive materials or radioactive waste, Bio-hazardous material or bio-hazardous waste.
- Any medicinal products suspected of adulteration and found during transportation should immediately be physically segregated and stored in a dedicated area away from all other medicinal products. All relevant activities in relation to such products should be documented as part of the investigation and records retained.

Temperature Requirements:

- Ensure each shipping fleet/vehicle utilized for the specified temperature controlled transportation is equipped with continuous recording devices (such as built in data loggers) that capture vehicle and/or container temperatures. Equipment used for temperature monitoring during transport within vehicles and/or containers,

should be maintained and calibrated at regular intervals at least once a year, and shall be qualified/validated before use and after any significant changes (e.g. repair or maintenance).

- Ensure that storage in holding areas or hubs is limited. Interim storage must only be intended for and used as short term transfer points.
- When requested, use the fleet equipped with temperature recording devices able to verify the transit temperature, at minimum, every fifteen (15) minutes. Products must be shipped in the environment with temperature in compliance with J&JCI or its affiliates' instruction.
- Temperature data logs or records, for the complete duration of the transport, must be retained and easily retrievable in the event of a non-conformance or temperature excursion. Temperature data logs or records (in paper or electronic format) shall be available upon the product arrival at destination and should be stored and retained per the Documentation Management Section within this document.
- Ensure that the temperature control units installed in vehicles are equipped with alarm and monitoring systems that will alert the driver to temperature excursions or potential excursions that can be prevented or immediately addressed.
- As part of qualification/validation activities, ensure that the temperature controlled shipping fleet is temperature mapped to show variations throughout the container. The mapping should capture annual seasonal climate temperature fluctuations, taking care of worst-case scenarios (i.e. summer, winter), and be performed on full and empty shipping fleet. Records of temperature mapping will be retrievable and available to J&JCI for review (upon request). Qualification must be executed to a written and approved protocol, and reports shall be prepared with an approved summary of the results.
- Carrier must have appropriate alarm systems are in place to provide alerts when there are excursions from predefined storage conditions. Alarm levels should be appropriately set and alarms should be regularly tested to ensure adequate functionality.
- Carrier must have the ability to provide temperature data for a load in the event of an equipment failure or excursion. (Data must be retrievable within 24 hours or agreed to by exception.)
- Trailer temperatures must be in range prior to arriving at destination for live loads.
- Temperature requirements will be communicated to drivers on the BOL provided.
- Carrier must have ability to submit real time temperature tracking and tracing data to RTO.
- Carrier must supply data or logs attached to an NC Report within timeframe agreed upon with Coyote or Customer, if temperature data or logs are not available upon arrival.
- Carrier must ensure all systems, equipment and instruments are designed, located, calibrated (with traceability to recognized national or international standards) and maintained to a standard which suits the intended purpose.

Traceability of Products and Containers

Provider shall, at all times, be able to provide details and data regarding the movement of the Products and shipments. Only authorized Customer personnel are allowed to require and receive those details and data.

COMPLIANCE WITH ANTI-CORRUPTION LAWS

Notwithstanding anything to the contrary in the Agreement Provider hereby agrees that:

1. Provider shall not perform any actions that are prohibited by local and other anti-corruption laws (collectively "**Anti-Corruption Laws**") that may be applicable to one or both parties to the Agreement;
2. Provider shall not, directly or indirectly, make any payment, or offer or transfer anything of value, or agree or promise to make any payment or offer or transfer anything of value, to a government official or government employee, to any political party or any candidate for political office or to any other third party related to the transaction with the purpose of influencing decisions related to Customer and/or its business in a manner that would violate Anti-Corruption Laws;
3. Provider shall not retain any government official or government employee in the performance of the Agreement unless it has been approved by Customer and, if necessary, by the competent authority or authorities and such government official's or employee's employer. Furthermore, Provider shall immediately advise Customer in

writing in the event Provider becomes aware that any person engaged in the performance of the Agreement becomes a government official or employee, a political party official or a candidate for political office. The requirements of this subsection shall not apply with respect to employees of a Provider that is a government owned entity;

4. Provider shall designate an individual within its organization to receive training from Customer on Anti-Corruption Laws, as well as applicable rules on interactions with health care professionals, as mutually agreed to by the parties. Such designated individual shall then provide such training on Anti-Corruption Laws, using applicable training materials to be provided by Customer, on at least an annual basis to all persons employed by Provider who perform work for Customer and interact with government officials or health care professionals in the normal course of their responsibilities. Upon Customer's and Provider's mutual agreement, such training may also be provided directly by Customer to such employees of Provider. Provider shall also provide such training materials to any subcontractors it uses in the performance of the Agreement (to the extent the use of such subcontractors by Provider is permitted under the Agreement.) Any training and materials provided by Customer does not relieve Provider of any obligations it has independent of the Agreement and Provider shall not rely on Customer's training and materials for any such obligations;
 5. Provider shall certify on an annual basis in a format to be provided by Customer that:
 - a. training and training materials on Anti-Corruption Laws, as well as applicable rules on interactions with health care professionals, have been provided to all persons employed by Provider and to each Carrier who performs work for Customer and interact with government officials or health care professionals in the normal course of their responsibilities and that it has provided the Customer training and training materials to subcontractors used by Carrier in the performance of the Agreement;
 - b. to the best of Provider's knowledge, there have been no violations of Anti-Corruption Laws by Provider or persons employed by or subcontractors used by Provider in the performance of the Agreement;
 - c. personnel of Provider who may be designated as "**Key Personnel**" by mutual agreement of Customer and Provider have not changed, except as noted in a schedule attached to the certification provided by Provider;
 - d. Provider has made no changes in its use of subcontractors to perform the services for the Customer under the Agreement, except as (1) permitted under the Agreement and (2) noted in a schedule attached to the certification provided by Provider; and
 - e. Provider has maintained true and accurate records necessary to demonstrate compliance with the requirements of this Exhibit.
 6. Provider shall maintain and provide Customer and its auditors and other representatives with access to records (financial and otherwise) and supporting documentation related to the subject matter of the Agreement as may be requested by Customer in order to document or verify compliance with the provisions of this Exhibit; and
 7. If Provider fails to comply with any of the provisions of this Exhibit, such failure shall be deemed to be a material breach of the Agreement by Provider and, upon any such failure, Customer shall have the right to terminate the Agreement with immediate effect upon written notice to Provider without Customer having any financial liability or other liability of any nature resulting from any such termination.
-

Pallet Management

**1.0 OVERVIEW**

In accordance with the *Johnson & Johnson Quality Policy* and with the *Johnson & Johnson Quality Policy Standard Handling, Storage, and Distribution*, each Johnson & Johnson business unit shall establish and maintain or operate under systems to ensure that pallets are controlled in a manner which reduces the risk for unintentional consequences impacting the quality of materials and products stored or transported on pallets.

This Standard has been approved by the Johnson & Johnson Chief Quality Officer.

2.0 PURPOSE

This Standard defines the Johnson & Johnson requirements for the design, procurement, storage, and management of both wood and non-wood pallets. The intent of this Standard is to prevent pallets from impacting the quality of the materials and products that are stored on them. Compliance to the requirements of this Standard is mandatory. Where required, additional actions shall be taken to adhere with applicable local regulations.

3.0 SCOPE

This Standard is applicable to every Johnson & Johnson business unit that manages or operates under a Quality System – as stated in the Johnson & Johnson Quality Policy – and performs activities described in this Standard.

This Standard is applicable to all personnel involved in the research, design and development, sourcing, production, storage, shipping, distribution, installation, service, marketing and post-market surveillance of any products marketed by — or bearing a company name, trade name, or trademark belonging to — any of the Johnson & Johnson Family of Companies. When the roles and responsibilities for performing quality system requirements reside outside of Johnson & Johnson, quality agreements shall be documented and approved to ensure requirements are met.

This Standard is applicable to all pallets purchased by, supplied to, or utilized by Johnson & Johnson or any affiliates of Johnson & Johnson that are associated with materials or products intended for commercial or clinical distribution. This includes pallets supplied in the shipment of any materials to Johnson & Johnson or its affiliates.

This Standard is applicable to all pallets utilized by any third party supplier or external manufacturer that is engaged in the production of products (or in the supply of any raw, packaging or other materials used for such production) for any affiliate of Johnson & Johnson.

4.0 REFERENCES

- 4.1** Johnson & Johnson Quality Policy Standard Handling, Storage, and Distribution (DS-STA-018)
- 4.2** International Standards for Phytosanitary Measures Publication No. 15, current version (ISPM 15) – Guidelines for Regulating Wood Packaging Material in International Trade.

Pallet Management

5.0 DEFINITIONS

GMP Production Floor: Areas where products are manufactured or packaged.

Ingestible Products: Products that are administered orally into the GI tract or via nasal spray.

Parenteral Drug Products: Drug products which are sterile and intravenously, subcutaneously, or intramuscularly administered.

Production Support Areas: Warehouse type locations in a manufacturing plant where materials, components, and/or work in process materials are stored.

6.0 RESPONSIBILITIES

Each Johnson & Johnson business unit that releases product or places product on the market is responsible for deploying this standard within their individual organization. Company Quality and Supply Chain Heads are accountable for deployment, and the creation of applicable sector, regional, or local SOPs as warranted.

The Johnson & Johnson quality organizations overseeing quality at external manufacturers/ packagers/distributors are responsible for either deploying this standard at the external company or ensuring equivalent provisions are made to protect product quality.

7.0 REQUIREMENTS

7.1 Pallet Construction – Wood

7.1.1 Wood pallets require special care to minimize the potential for mold and other contamination. Mold is a common potential issue with wood pallets, especially those made from “white” (new) wood and heat treated. The heat treating tends to elevate moisture and surface sugar content.

7.1.2 In the presence of halogenated phenolic compounds used to treat wood, such as tribromophenol (TBP), methylation can occur to form halogenated anisole compounds, such as tribromoanisole (TBA), which can impart an undesirable musty/moldy odor to components and products. For this to occur, the chemical reaction requires the presence of a halogenated phenolic compound, time, moisture, and heat energy. The use of TBP-treated wood pallets is prohibited.

7.1.3 Chemical Treatments

7.1.3.1 Wood pallets that fall within the scope of this Standard shall be made from wood that is certified to be free of 2,4,6-tribromophenol (TBP) and any other form of phenol-based fungicide treatment, (for example, 2,4,6 trichlorophenol; 2,4,6, tribromophenol; any of the tetrachlorophenols; any of the tetrabromophenols and pentachlorophenol) and shall comply with the International Standards for Phytosanitary Measures Publication No. 15, 2009 Revision (ISPM 15) for Heat Treatment only (see particularly ISPM 15 Annex 1 – Approved Measures Associated with Wood Packaging Material, Page 11).

7.1.3.2 While ISPM 15 currently provides for the use of Methyl Bromide as an alternate method for fumigation, due to environmental concerns, the use of pallets fumigated with Methyl Bromide shall be prohibited.

Pallet Management

- 7.1.3.3 All wood pallets that meet the requirements of this Standard shall properly display a specified Heat Treated (HT) mark as shown in *ISPM 15 Annex 2 – Marking for Approved Measures*. This universally recognized, non-language specific mark facilitates verification during inspection.
- 7.1.3.4 CHEP and PECO pallets are exempted from the HT marking requirement. These pallet suppliers heat-treat, and use their own logo to symbolize compliance. Pallets with the logo shall be considered acceptable for use.
- 7.1.3.5 If for any reason, a business unit determines that they need to adopt a modification to the standard for a particular aspect of their business, which does not compromise in any way the safety of the workers, consumer, or patient, they shall document this rationale and receive approval in writing from their regional heads of quality assurance and supply chain.

7.1.4 Materials

Softwood shall be the preferred material of construction because heat-treated hardwood pallets are more prone to the development of mold.

7.2 Pallet Construction – Non-Wood

- 7.2.1 Non-wood pallets are typically made from metal, molded plastics, or reinforced resins. They are not treated with fungicides, but can be treated with flame retardant chemicals.

7.2.2 Chemical Treatments

- 7.2.2.1 Non-wood pallets shall be certified that they are free of polybrominated diphenyl ethers (PBDEs) flame-retardants — specifically penta-, octa-, and deca-brominated diphenyl ethers (BDEs).
- 7.2.2.2 The use of other chemical treatments is discouraged. Where local usage is required, a comprehensive user and product safety assessment is needed, with written approval by the regional heads of quality assurance and supply chain.

7.2.3 Materials

Molded plastic and metal pallets, compliant with the requirements of this Standard, are acceptable for use. Reinforced resin materials, single use slip sheets, corrugated cardboard pallets, and processed press wood pallets may be used with appropriate assessment and written approval by regional QA and Supply Chain Heads. Pallets shall be of a resilient and low-shedding material. Where available, approved pallets or pallet materials shall be identified with a unique marking, color, or configuration.

7.2.4 Flammability

When considering the use of plastic or flammable composite pallets, fire safety requirements shall be considered.

Pallet Management

7.3 Incoming Receipt of Wood Pallets (with or without materials on them)

Empty and in-use wood pallets shall be routinely inspected upon receipt to confirm compliance with 7.1, are in good condition, and are free of mold or other contaminants.

7.4 Pallet Type Usage by Location

It is the policy of Johnson & Johnson to eliminate the use of wood pallets for certain applications as defined below:

7.4.1 All Johnson & Johnson Manufacturing Sites

The Enterprise Supply Chain shall standardize around the use of non-wood pallets within the GMP production floors in all manufacturing locations worldwide. Compliant wood pallets shall only be used within this space for the final pack off of finished products for outbound storage/shipment. The number of wood pallets in GMP production floor areas shall be minimized during the process of palletizing for final shipment, and such wood pallets shall fully comply with all relevant provisions of this Standard.

7.4.2 Third Party Manufacturing Sites

The Enterprise Supply Chain shall standardize around the use of non-wood pallets within the GMP production floors in all external manufacturers worldwide producing ingestible products or parenteral drug products. Compliant wood pallets shall be used in such facilities for the final pack off of finished products for storage/shipment to our distribution centers. The number of wood pallets in GMP production floor areas shall be minimized. Compliant wood pallets shall continue to be used for shipments to customers.

7.4.3 Latin America & Caribbean Based Manufacturing Sites

Additionally, all Johnson & Johnson manufacturing locations and external manufacturers that: 1) are located in Puerto Rico or Latin America, and 2) produce ingestible products or parenteral drug products, shall use non-wood pallets for all production areas and all production support areas, including warehousing and storage of raw materials and components.

7.4.4 Suppliers

Packaging components used for ingestible or parenteral drug products shall use non-wood pallets where feasible. For all other product types, compliant wood pallets may be used for raw materials and packaging components. A pallet logistics plan shall be approved by the regional QA and Supply Chain heads.

7.5 Non-Compliant Pallet Disposition

A process shall be established for management of non-compliant pallets, including those used for returned products. A risk matrix shall be used to guide the decision making process. Site QA shall be engaged in the decision-making process and appropriate Quality System documentation processes shall be followed.

*****END OF DOCUMENT*****

DRIVER DEPARTURE INTERVIEW (DDI) - Alert

SensiGuard Shipment ID:	Departure Date:
Device #:	Carrier Name:
Origin:	Destination:

Trailer Details

Unit #:	License:	State:
Make:	Color:	Logos/Decals:

Tractor Details

Unit #:	License:	State:
Make:	Color:	Logos/Decals:

Driver Details

Driver #1 Name:				
Driver #1 Cell #:	Hands-free device?	Y	N	
Driver #2 Name:				
Driver #2 Cell #:	Hands-free device?	Y	N	
Dispatch Contact #:				

Transit Details

First stop (fuel, food, rest, etc):	
DOT Hours Remaining:	
ETA:	
Seal 1:	Seal 2:
BOL #:	STO #:

Comments:

EFS Program Information

I have the SensiGuard Command and Control Center (C3) Contact information Card.	
I know to call the C3 when departing from origin.	I know not to stop within 200 miles of origin unless there is an emergency.
I know to call the C3 when stopping for any reason within the first 200 miles (break, refuel, sleep).	I know to call the C3 when the stop is complete and I'm ready to start.
I know to call the C3 before deviating from approved route.	I have received turn-by-turn directions from the on-site Client Representative.
I know to call the C3 when suspicious activity is detected.	I know to call the C3 if the shipment is stolen.
I have a Shipment ID number for my shipment.	I know that I or my dispatch must be reachable by the C3 at all times.

Driver Initials:

Client Representative:



Responsibility Standards for Suppliers

2017



Our Credo

We believe our first responsibility is to the doctors, nurses and patients, to mothers and fathers and all others who use our products and services. In meeting their needs everything we do must be of high quality. We must constantly strive to reduce our costs in order to maintain reasonable prices. Customers' orders must be serviced promptly and accurately. Our suppliers and distributors must have an opportunity to make a fair profit.

We are responsible to our employees, the men and women who work with us throughout the world. Everyone must be considered as an individual. We must respect their dignity and recognize their merit. They must have a sense of security in their jobs. Compensation must be fair and adequate, and working conditions clean, orderly and safe. We must be mindful of ways to help our employees fulfill their family responsibilities. Employees must feel free to make suggestions and complaints. There must be equal opportunity for employment, development and advancement for those qualified. We must provide competent management, and their actions must be just and ethical.

We are responsible to the communities in which we live and work and to the world community as well. We must be good citizens — support good works and charities and bear our fair share of taxes. We must encourage civic improvements and better health and education. We must maintain in good order the property we are privileged to use, protecting the environment and natural resources.

Our final responsibility is to our stockholders. Business must make a sound profit. We must experiment with new ideas. Research must be carried on, innovative programs developed and mistakes paid for. New equipment must be purchased, new facilities provided and new products launched. Reserves must be created to provide for adverse times. When we operate according to these principles, the stockholders should realize a fair return.

Contents

Guiding Principles	2
Legal Compliance	3
Ethics and Business Conduct.....	4
Quality	5
Health, Safety and Well-being of Employees.....	6
Sustainability and Environmental Responsibility	7
Human Rights, Labor and Employment.....	8
Management Systems	10
Health Care Compliance & Privacy (HCC&P).....	12
Transparency and Disclosure.....	13
Monitoring and Compliance.....	13



Guiding Principles

The Companies that comprise the Johnson & Johnson Family of Companies (Johnson & Johnson Companies) hold themselves to high standards that, along with our management philosophy, are embodied in Our Credo. These Standards reflect our internal values and the expectations of external stakeholders, such as customers, regulators, investors and the public. We find business relationships are more productive and effective when they are built on trust, mutual respect and common values, and seek relationships with suppliers who share a common commitment to:

- 1 | Comply with applicable laws and regulations;
- 2 | Behave ethically and with integrity;
- 3 | Integrate quality into business processes;
- 4 | Respect human and employment rights;
- 5 | Promote the safety, health and well-being of employees;
- 6 | Embrace sustainability and operate in an environmentally responsible manner;
- 7 | Implement management systems to maintain business continuity, performance governance and continuous improvement; and
- 8 | Disclose information associated with the supplier's impact on the environment and social issues



We believe that when these guiding principles are followed, both businesses and communities realize economic, social and environmental benefits. We developed the following set of Standards to assist us with selecting suppliers who operate in a manner consistent with these guiding principles and to support our suppliers in understanding and upholding our expectations. We strive to include elements of these Standards in purchasing contracts, and may take steps to assess a supplier's conformance to them. When appropriate, Johnson & Johnson Companies may work with suppliers to identify agreed upon actions and timelines to achieve improvement. Johnson & Johnson Companies consider progress in meeting these expectations and ongoing performance in their sourcing decisions.



Legal Compliance

Suppliers to Johnson & Johnson Companies are expected to operate in compliance with all applicable laws and regulations of the countries, states and localities in which they operate. This includes laws and regulations related to ethical business practices, quality, labor and employment practices, as well as health, safety and environmental protection. Suppliers are also expected to conform their practices to generally accepted industry standards, obtain and maintain all applicable permits, licenses and registrations, and operate in accordance with permit limitations and requirements at all times.



Ethics and Business Conduct

Suppliers to Johnson & Johnson Companies are expected to behave ethically and with integrity in all business transactions. As such, they shall:

- Uphold standards for fair business practices including accurate and truthful advertising, and fair competition;
- Prohibit the payment of bribes, illegal political contributions, or other illicit payments or consideration for any reason, including the waiver of penalties or fines or the receipt of any other special benefits or gifts;
- Prohibit financial or professional conflicts of interest;
- Ensure that workers report concerns or illegal activities in the workplace without threat of reprisal, intimidation or harassment;
- Safeguard against improper use of intellectual property, including disclosure of confidential or sensitive information, including pricing, employee and patient information;
- Maintain an environment of transparency, collaboration and innovation; and
- Treat any animals used in its activities in an ethical and humane manner and follow the principles of replacement, refinement and reduction of laboratory research animal testing.



Quality

Suppliers to Johnson & Johnson Companies are expected to provide goods and services that consistently meet customers' needs, are safe for their intended use and perform as intended. While suppliers must meet the specifications agreed upon in the applicable agreement, purchase order or other contractual relationship, suppliers must also meet certain minimum quality requirements including compliance with regulations where their products may be sold. As such, they shall:

- Establish and maintain Quality controls to protect the integrity of the goods and services provided;
- Notify the relevant Johnson & Johnson Company of proposed changes to specifications, methods, suppliers, materials/components, manufacturing/supply process, manufacturing location or equipment in order to determine impact on the Johnson & Johnson Company's Product;
- Permit the relevant Johnson & Johnson Company or an authorized delegate to conduct Quality audits of the facilities, systems and/or documents related to the goods and services provided, and promptly provide responses and take corrective actions to remedy any observations cited;
- Notify the relevant Johnson & Johnson Company of significant Health Authority inspections and regulatory issues, such as: warning letters, FDA form 483 observations, letters of non-compliance, seizures and injunctions, including any observations related to the products of any Johnson & Johnson Company; and
- Ensure that all pallets used to supply goods to any Johnson & Johnson Company comply with the Johnson & Johnson Pallet Policy.



Health, Safety and Well-being of Employees

Suppliers to Johnson & Johnson Companies are expected to maintain the workplace and any living quarters used to house employees in a clean, orderly and safe manner. As such, they shall:

- Provide necessary facilities (e.g., two means of egress to safely exit areas/buildings) and equipment (e.g., fire alarms and detection systems) to assure the health, safety and well-being of employees and visitors;
- Implement programs to protect workers and prevent or control employee exposures to workplace hazards including chemical, biological and physical hazards;
- Implement programs to manage processes safely and prevent catastrophic events;
- Implement programs that promote access to health programs that positively impact the health of employees;
- Identify potential emergency situations, implement preventive measures, and be prepared to execute emergency response procedures;
- Provide safety and health information related to hazardous materials and necessary occupational health and safety training; and
- Ensure that health and safety program requirements are consistent for contractors and subcontractors working at supplier's facilities.



Sustainability and Environmental Responsibility

Suppliers to Johnson & Johnson Companies are expected to operate in a sustainable and environmentally responsible manner. As such, they shall:

- Work to reduce the environmental impacts of their operations including natural resource consumption, materials sourcing, waste generation, wastewater discharges and air emissions;
- Implement programs to manage wastewater and air emissions ensuring compliance and protection of human health and the environment;
- Prevent accidental spills and releases of hazardous materials into the environment and adverse environmental impacts on the local community;
- Implement programs to manage solid waste(s) compliantly and responsibly in regard to the environment, employee safety and public health, from generation through collection, storage, transportation and ultimate disposal;
- Implement programs to ensure products do not contain restricted or banned materials; and
- Implement programs to verify that plant/forest materials and derivatives purchased are legally harvested and exported/imported.



Human Rights, Labor and Employment

Suppliers to Johnson & Johnson Companies are expected to treat people with dignity and respect. As such, they shall:

- Not engage in any form of human trafficking (for example, by using force, fraud or coercion to subject a person to involuntary servitude, peonage, debt bondage or slavery), procure commercial sex acts or use forced labor (for example, by knowingly providing labor from a person by threats of serious harm to that person or another person);
- Comply with the Johnson & Johnson Human Trafficking Policy;
- Not destroy, conceal, confiscate, or otherwise deny employees, contractors or subcontractors access to such person's identity or immigration documents, use misleading or fraudulent recruiting practices, use recruiters that do not comply with local labor laws in the country where the recruiting takes place, charge recruiting fees, expect workers to pay for a job, provide housing that does not meet the standards of the country where work is performed, or fail to provide an employment contract or recruitment agreement if required by law;
- Provide return transport for the person if supplier has transported or paid (directly or indirectly) to transport an employee, contractor or subcontractor from another country to the country where such employee will perform work;
- Ensure that employees have freedom of movement and are free to leave their employment after reasonable notice;



- Not discriminate against or harass an individual on the basis of race, color, religion, gender, pregnancy, HIV status, health status, sexual orientation, national origin, age, disability, veteran's status, marital status or political affiliation;
- Not treat or threaten to treat an individual harshly or inhumanely. Harsh or inhumane treatment includes sexual harassment or abuse, corporal punishment and/or coercion;
- Respect workers' rights to rest and leisure and avoid unsafe working conditions by providing sufficient rest periods during the workday, honor agreed upon days off from work and maximum working hours;
- Pay fair wages that meet or exceed legal minimum for all hours worked and clearly communicate the wages that employees are to be paid in advance of commencing work. Communicate to all employees if overtime is required and the wages to be paid for such overtime;
- Comply with the Johnson & Johnson Employment of Young Persons Policy;
- Respect workers' rights to make informed decisions free of coercion, threat of reprisal or unlawful interference regarding their desire to associate freely, join or not join organizations or to peaceful assembly;
- Respect workers' rights to bargain collectively without unlawful interference;
- Respect workers' rights to raise concerns in the workplace through a grievance mechanism; and
- Comply with requirements included in Johnson & Johnson's Statement on Conflict Minerals.



Management Systems

Suppliers to Johnson & Johnson Companies are expected to manage their activities systematically in order to maintain business continuity, meet the standards set forth in this document and to improve their operations continually. As such, they shall:

- Demonstrate senior management commitment and accountability through policies, objectives and formal processes;
- Implement processes to develop, maintain and control documents and records, as well as any appropriate compliance-related requirements;
- Implement and maintain processes and standards for data integrity and security to ensure that it is protected, complete and accurate;
- Provide resources, including competent personnel and appropriate infrastructure, to manage risks and ensure conformance to these Standards;
- Implement processes to control the production of products and/or materials for any Johnson & Johnson Company, manage change effectively and ensure customer requirements are satisfied;



- Implement processes to manage nonconformity, incident response and emergency situations related to products, business operations/continuity and these Standards, including the reporting of such events to applicable regulatory authorities and Johnson & Johnson Companies as appropriate;
- Identify and implement improvement goals, performance objectives and actions, including effective complaint investigation, internal audit and corrective action processes;
- Develop, implement and maintain training programs that achieve appropriate levels of knowledge, skills and abilities in management and workers to address these expectations;
- Assist in maintaining a safe and secure supply chain, by supplying authentic products manufactured through appropriate authorization and according to the requirements issued by any Johnson & Johnson Company; and
- Implement processes to extend applicable elements of these Standards to their own partners and suppliers.



Health Care Compliance & Privacy (HCC&P)

Suppliers to Johnson & Johnson Companies and any third party conducting business on our behalf are expected to uphold our strong stance against bribery and corruption, consistent with the anti-corruption laws that exist in many countries around the world. As such, in connection with any Johnson & Johnson relationship, they shall:

- Follow local and internationally applicable laws and ethical standards and strictly prohibit bribes, kickbacks, illegal payments and any other offer of items of value that may inappropriately influence or reward a customer to order, purchase or use our products and services, whether provided directly or through a third party, such as a distributor, customs broker or other agent;
- Avoid any other action that could inappropriately influence the medical decisions of health care professionals and the purchasing decisions of entities that buy our products and services, including health care professionals, government regulators and inspection authorities;
- Respect the privacy of employees and others whose personal information they have access to, by complying with local and applicable international laws when collecting and storing personal information about employees, business partners, patients, health care professionals, consumers and others, such as birth dates, addresses and financial, medical and other information; and
- Collect personal information only for legitimate business purposes, share only with those who are allowed access, protect in accordance with security policies, retain only for as long as necessary, and contractually obligate third parties with access to personal information to protect it.



Transparency and Disclosure

Suppliers to Johnson & Johnson Companies are expected to make reasonable efforts to publicly disclose topics and goals that are important to the organization's impact on the environment and social issues (e.g., on a website or publicly available report).



Monitoring and Compliance

Johnson & Johnson Companies may engage in monitoring activities to confirm a supplier's compliance to these Standards, including on-site assessments of facilities, use of questionnaires, review of available information or other measures necessary to review supplier's performance.

Johnson & Johnson Companies may disqualify any potential supplier or terminate any relationship with a current supplier that has failed to conform to these Standards.

For more information, please visit us at:
www.jnj.com/partners and
healthforhumanityreport.jnj.com

This is the current version of the Johnson & Johnson
Responsibility Standards for Suppliers, and it supersedes
all previous versions.

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Carriers must adhere to the guidelines attached and may be required to documents/questionnaires when arriving at shipping/receiving locations.

If drivers fail to pass requirements, they will be turned away from the facility. A driver's failure to pass the customer's requirements and/or the carrier's failure to make drivers aware of this requirement at the time of dispatch could result in Coyote denying any TONU charges or requests for additional costs stemming from rejected drivers.

Due to COVID19, KDC-Lynchburg is following the below process for...

Over the Road INBOUND

- 1 – Contact Security at 434-455-7192**
- 2 – Open trailer door and leave Packing List and BOM (any other required docs) on floor**
- 3 – Back up to designated dock assigned by security**
- 4 – When light is green pull away from dock**
- 5 – Retrieve necessary paperwork from floor of empty trailer**
- 6 – No restrooms available, sorry for the inconvenience**

Due to COVID19, KDC-Lynchburg is following the below process for...

Over the Road OUTBOUND

- 1 – Contact Security at 434-455-7192 and provide pick up/delivery number**

- 2 – Take picture of driver's license and e-mail:**

- Include **pickup number** in subject line
 - Between 7:00am – 5:30pm to

tstclair@kdc-lynchburg.com and lworley@kdc-lynchburg.com

- After 5:30pm to

icampbell@kdc-lynchburg.com and rreed@kdc-lynchburg.com

- 3 – Back up to designated dock assigned by security**
- 4 – When light is green pull away from dock**
- 5 – Retrieve necessary paperwork from floor of loaded trailer**
- 6 – No restrooms available, sorry for the inconvenience**

Due to COVID19, KDC-Lynchburg is following the below process for...

LTL - OUTBOUND

- 1 – Contact Security at 434-455-7192**
- 2 – Leave your phone number with security for questions**
- 2 – Back up to designated dock assigned by security (provide specific loading instruction to security if necessary)**
- 3 – Leave any required pallet identification (PRO number stickers in back of trailer)**
- 4 – KDC will place stickers on pallets as needed**
- 5 - When light is green pull away from dock**
- 5 – Retrieve necessary paperwork from floor of loaded trailer**
- 6 – No restrooms available, sorry for the inconvenience**

Due to COVID19, KDC-Lynchburg is following the below process for...

LTL - INBOUND

- 1 – Contact Security at 434-455-7192**
- 2 – Leave your phone number with security for questions**
- 3 – Provide Security with the following information:**
 - Number of Pallets**
 - Vendor Name**
 - Location of designed pallets on trailer**
- 4 – Back up to designated dock assigned by security**
- 5 – KDC will remove designated pallets and leave paperwork (with signatures) on back of trailer**
- 6 – KDC will call after unloaded to provide verbal approval of delivery**
- 7 – Damages will be reported if applicable at time of delivery**
- 8 – Retrieve necessary paperwork from floor of unloaded trailer**
- 9 – No restrooms available, sorry for the inconvenience**

STRAIGHT BILL OF LADING - ORIGINAL - NOT NEGOTIABLE

Bill of Lading No. 147260

Ship From

STERIS Isomedix Services
7685 St. Andrews Avenue
San Diego, CA 92154
United States

Phone: 619-671-9171

Ship To

J&J MEDICAL DEVICE
ETHICON ENDO SURGERY
455 Pan American Drive
El Paso TX 79907
UNITED STATES

Packing List Detail

Shipment Date & Time: 11/25/2024 1:10:11 PM

HM Description of Articles

Qty UOM Wgt(lbs) PO No. Recv / Run IDs Other Info

Item ID: Jabil Routine Cycle
Lot Number: D24-067B

28 PL 0 470115567 67008 / 39882 NA

Freight Carrier:

Royal 3 Inc.

Carrier Phone: NA

Trailer Number:

03241

Pro Number:

NA

Seal Number:

6284167

Total Shipment Weight (lbs): incl. Skid Wgt

Total Shipment Pieces: 28

Total Shipment Pallets: 28

Send Freight Bill To:

♦ JNJ (Jabil) ♦

3955 E Holmes RD

Ste. 400

Memphis TN 38118

UNITED STATES

"Shipments listed on this manifest are subject to the terms and conditions of the uniform domestic straight bill of lading, as set forth by the NMFC, and by the applicable tariffs and classifications in effect on the pickup 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."

Freight Terms: Third Party

Customer Acct#: NA

Shipper Signature

Driver Signature

Date:

Date:

Cynthia V

11-26-24

11-25-24

11-25-24

* In shipper 10am
Depart shipper 1515pm > 11-25-24

Signature Manifest

Reviewed By:



Victor Serrano (Production Supervisor)

Document Content Revision: 1

Signed On 11/25/2024 at 1:10 PM

UTC / GMT Offset (hh:mm): -8:00