

# CSX HUMAN RIGHTS POLICY STATEMENT

## OUR COMMITMENT

CSX Corporation, together with its subsidiaries (“CSX” or the “Company”), is committed to operating its business in a manner consistent with international human rights principles, including those contained in the United Nations Universal Declaration of Human Rights and Global Compact and the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work. CSX’s view on human rights reflects the Company’s commitment to conduct its business in a manner consistent with these principles. We strive to uphold human rights in our operations, businesses, communities and supply chains. Our commitment to ethical and responsible business practices is embodied in our Code of Ethics.

## DIVERSITY AND INCLUSION

CSX endeavors to build a workforce comprised of diverse experience and skills that foster an inclusive working environment. We are committed to equal opportunity and strive to reflect the diversity of the communities where we do business. We value the unique contribution that each person brings to CSX. We accomplish more when our teams include people with diverse backgrounds and ideas who can work together in an environment where everyone can contribute and fully utilize their talents.

We offer employment, training and development, compensation and advancement based on qualifications, merit and business needs, regardless of race, color, religion, sex (including pregnancy, childbirth or related medical conditions), age, national origin, physical or mental disability, veteran status, sexual orientation, gender identity, genetic information or any other basis protected by applicable federal, state or local law.

We are committed to fostering a culture where people, regardless of their differences, feel respected, safe and valued. Moreover, commitments to diversity and inclusion from employees across the organization are helping us to create an engaged, empowered and multi-cultural workforce that is setting the standard across the freight rail industry.

## A HARASSMENT-FREE WORKPLACE

CSX is committed to providing all employees with a work environment that is free from any and all forms of harassment by supervisors, other employees, customers, vendors, agents and other third parties. Harassment is personally offensive, lowers morale and interferes with the ability to work cooperatively. The Company’s Anti-Harassment policy prohibits harassment and retaliation against individuals who have complained of harassing conduct or participated in a company or agency investigation into such complaints. The Company maintains strong procedures that strive to prevent such behaviors, including routinely communicating its expectations and providing training to employees and managers.

## HEALTH, SAFETY AND SECURITY

At CSX, safety, health and security are our top priorities. We aim to empower every employee with the ability to make decisions and take action necessary to identify and communicate unsafe behaviors and conditions so they can be eliminated or contained. By following all CSX operating rules, procedures and policies, we endeavor to safeguard ourselves, our coworkers and the communities in which we operate.

CSX's safety culture helps our effort to ensure that every voice is heard. Additionally, our collaborative environment ensures that the collective experience of all employees leads to an ever-safer work environment. Each of us is responsible for our own safety and the safety of others. CSX is committed to helping our employees understand applicable safety requirements and helping them follow all health, safety and operating rules in order to provide a healthy, safe and secure workplace. The Company's policy for accident and incident reporting prohibits harassment or intimidation of any person to discourage medical treatment or reporting of an accident, injury or illness.

## **COMPENSATION**

The Company's compensation and benefits program, known as Total Rewards, is the foundation of an engaged workforce that is built on transparency and fairness. Accordingly, we have put great effort into developing a Total Rewards structure that not only provides an extremely competitive compensation and benefits package, but also rewards employees for both individual and Company performance. CSX compensates employees competitively relative to its industry and local labor markets. Our total rewards philosophy is communicated to employees, and we strive to operate in full compliance with applicable wage, work hours, overtime and benefits laws, including collective bargaining agreements.

## **FREEDOM OF ASSOCIATION**

CSX respects the rights of employees to form, join, or not join labor unions. This includes the right to organize and bargain collectively through representatives of their own choosing. Fourteen different labor organizations represent more than 80% percent of our overall workforce who are covered by various collective bargaining agreements negotiated under the Railway Labor Act.

## **ANTI-CORRUPTION**

CSX prohibits offering, promising, making, requesting, or accepting or agreeing to accept any payments or favors that might be considered improper or illegal. Employees are expected to adhere to existing policies for anti-corruption, and ethical business conduct. Employees are trained on anti-bribery and corruption topics, including applicable laws and regulations, and are encouraged to report any suspicions of wrongdoing via the CSX Help Line.

## **PLEDGE TO FIGHT HUMAN TRAFFICKING**

CSX has joined a U.S. Department of Transportation initiative to fight human trafficking through increased education and public awareness and collaboration across the transportation sector. Through its "Put the Brakes on Human Trafficking" campaign, the U.S. DOT is enlisting the help of the transportation sector to combat human trafficking.

The Department of Transportation's Transportation Leaders Against Human Trafficking initiative is comprised of transportation and travel industry stakeholders working jointly to maximize their collective impact. The partnership focuses on five key areas and connects transportation stakeholders to available resources on industry leadership; industry training and education; policy development; public awareness; and information sharing and analysis. For more information on the DOT program, please visit: <https://www.transportation.gov/TLAHT>.

## **ACCOUNTABILITY TO EMPLOYEES**

The CSX Code of Ethics reinforces our belief that every individual is unique and deserving of equal opportunity, inclusion and respect. We expect our employees to comply with the requirements in our Code of Ethics and raise any concerns and report any violations of law, regulations or breaches of policy.

## **EXPECTATIONS OF SUPPLIERS**

Our suppliers are expected to abide by the applicable provisions of the CSX Code of Ethics in all interactions with CSX and its employees. Our commitment to diversity also extends to our suppliers and procurement processes, including actively seeking out and establishing business relationships with diverse suppliers.

## **IMPLEMENTATION/POLICY COMPLIANCE**

We encourage anyone who believes that this policy has been violated to report his or her concerns via the CSX Helpline at 800-737-1663.