

Human Rights Policy - Protecting Children

2018

WHEREAS:

Human trafficking is the act of recruiting, harboring, transporting, providing, or obtaining a person for compelled labor or commercial sex acts through the use of force, fraud, or coercion. The U.S. government has emphasized the importance of training for individuals who may encounter victims of human trafficking, and has identified transportation professionals as being particularly well-placed to identify trafficking victims.

According to the International Labor Organization's most recent global estimate, there are at least 40.3 million victims of modern slavery including forced labor, trafficking, and slavery in the world today. In the United States, over 100,000 children each year are at risk of being exploited by human trafficking.

Trafficking victims are often hidden in plain view at construction sites, restaurants, agricultural fields, and rest or truck stops. The trucking industry has the potential to play a vital role in identifying and assisting these victims. Since its creation, the National Human Trafficking Resource Center (NHTRC) hotline has received over 160,000 contacts and more than 1900 reports have been from callers who self-identified as truckers.

Failure to address the risks of human trafficking in its operations, places Saia, Inc. (Saia) behind their peers. Other companies in the trucking industry, such as Ryder, CR England, J.B. Hunt, Werner and Landstar, have addressed the issue through training for drivers, publicly partnering with organizations like Truckers Against Trafficking and providing resources to combat human trafficking. Saia's publicly available reporting does not indicate any such efforts.

We believe a company associated with incidents of human trafficking or child sexual exploitation could suffer substantial negative financial impacts, as well as loss of reputation and adverse publicity.

We believe commercial advantages may accrue to our company by adopting a more extensive policy addressing the commercial sexual exploitation of children, and by promoting training and programs to combat human trafficking.

RESOLVED: The shareholders request that the Board of Directors prepare a report on the implementation of a program to address human trafficking internally and in its supply chain, at reasonable cost and omitting proprietary/confidential information, and provide the report to shareholders by October 30, 2018.

Supporting Statement: We believe the report should be comprehensive, transparent, and verifiable, and we request that it address the following:

- A statement of company policy on human trafficking,
- an overview of employee and customer awareness, education and training on the issue of human trafficking,
- a plan for communicating information to customers,
- methods of informing truckers of "key persons" at any destination who can address the issue, and
- annually publish the progress report.