

HUMAN RIGHTS POLICY



Old Dominion
Freight Line®

Old Dominion Freight Line, Inc. (“OD”) has succeeded for more than 90 years in the transportation industry, and along the way we have always maintained that our people are our most valuable asset. Respecting human rights is a part of our daily routine, which is why we strive to protect and uphold those rights in all aspects of our business. We comply with federal, state, and local requirements and expect all employees, regardless of position or geography, to also do so.

Consistent with our Code of Business Conduct, business should be conducted in a manner that promotes and demonstrates principles of honesty, integrity, impartiality, compliance with regulatory guidelines, and good corporate citizenship. OD assesses our Code of Business Conduct annually and periodically distributes updates to its Employee Handbook.

We recognize and support human rights and, along with the principles outlined in our Code of Business Conduct, we commit to:

- Complying with fair labor standards.
- Not tolerating any form of child labor, forced labor, or human trafficking.
- Providing safe working environments across all locations.
- Ensuring access to clean water and sanitation.
- Ensuring compliance with environmental and safety laws.
- Promoting a work environment that values all employees.

OD is an Equal Opportunity and Affirmative Action Employer. All personnel decisions will be made without regard to race, color, religion, sex, national origin, gender identity and/or orientation, age, disability, pregnancy, genetic information, Vietnam Era and/or veteran status, or any other characteristic protected by applicable law(s). In a continuing effort to ensure that all people are treated with

appropriate respect and dignity, OD reaffirms its commitment against harassment or discrimination in the workplace and its support of equal opportunity and basic human rights throughout the business enterprise.

OD is committed to training and education on various human rights topics as well as our Employee Handbook, which is always available to employees. All drivers participate in OD’s Security Awareness training program and are expected to inform local law enforcement of any suspicious activity. OD also partners with Blue Campaign, a national public awareness campaign through the Department of Homeland Security, to provide training on human trafficking.

We are committed to open communication that builds teamwork and cooperation. Our Open Door Policy allows employees the opportunity to provide feedback in the form of complaints, suggestions, ideas, or simply observations. To make this effective, we have a positive, non-retaliation commitment for anyone who comes forward with a concern or idea in good faith. Our open communication extends to our ethics hotline, EthicsPoint, where individuals can report matters in an anonymous and confidential manner.

EthicsPoint Toll-free number: 877.237.8195.

If there are questions regarding this policy, or concerns about potential violations, we ask that our employees contact the Human Resources team.

Old Dominion Human Resources
336.889.5000

A handwritten signature in green ink that reads 'Marty Freeman'.

Marty Freeman, President and CEO
Old Dominion Freight Line, Inc.