

# Moving Forward Towards a More Sustainable Future

2022 Environmental, Social and Governance Report



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# A message from our Chief Administrative & ESG Officer

Our second annual Environmental, Social, Governance (ESG) report is a great cause for celebration. While 2022 started out with the world still dealing with the lingering effects of a global pandemic, the second half of the year saw a resurgence in the live events and entertainment industry. Our Global Critical Logistics (GCL) team members continue to pour their hearts into their work and have fully embraced our ESG commitment. Throughout this past year, they have continued to incorporate ESG considerations into decision-making processes and adapted and innovated how we manage our environmental and social impact in our day-to-day operations.

I am especially grateful to our GCL Green Committee for their thought leadership, our Global HR team for spearheading our Diversity & Inclusion program, and our Global Compliance Team for helping our company make progress towards our ESG goals. In addition, the Los Angeles office is working hard to achieve L.A. Green Business certification, and our team members at Dietl continue to innovate on sustainable shipping materials and coordinate extensive carbon offset programs on behalf of our clients. I also want to recognize our Rock-it Global UK office that became ISO-14001 Environmental Management System certified in 2022 and express gratitude for the continued support from our private equity partner, ATL Partners.

As the industries we serve return to pre-pandemic levels, we see a much bigger focus by customers to hold ourselves and our partners accountable for advancing key ESG policies and to participate in cross-industry collaboration efforts like the Music Sustainability Association. Throughout this report, you will see updates on the great progress we are making on our ESG journey, and we are committed as ever to be better citizens and stewards of the environment.

We know we are not alone, and we extend an open invitation to any customer or partner to join us in making a difference. Should you have any questions, insights, or opportunities, please contact us at **ESG@GCL.Global**.

Sincerely,

A handwritten signature in cursive script that reads "Sasha".

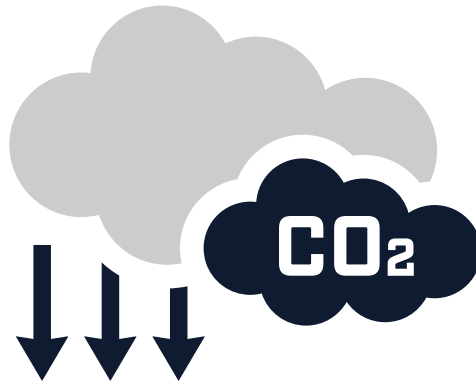
**Sasha Goodman**  
Chief Administrative & ESG Officer  
Global Critical Logistics

# Our Impact by the Numbers



**100%**

Employees and vendors trained in material governance issues



**881 Metric Tons**

Amount of carbon offset from customer shipments and employee business travel combined



Rock-it Global London achieved certification of its EMS



Woman Managers for U.S. Offices

**21%**

**63% Increase**

In philanthropic giving year over year



**1,549 lbs.**

CO2 avoided through digitization efforts for the LA Green Business Program implementation



Rock-it Global Certified Living Wage Employer in the UK

**1,943 Gallons**

Amount of water conserved through digitization efforts for the L.A. Green Business Program implementation



**112 Volunteer Hours**

Our dedicated staff gave back to the community

# Global Critical Logistics:

## Connecting and Accelerating Global Success

In today's global economy, reach and continuity are essential to success. To become an industry leader and confidently remain one, organizations across verticals must establish a reliable, end-to-end, and flexible logistics network. That's where Global Critical Logistics (GCL) comes in. Through our leading brands (Rock-it Global, Dietl, Cosdel, CargoLive, Dynamic International, and GCL Jets), we manage all aspects of logistics planning, execution, and operations to help our clients create the continuity needed to run a more efficient and expansive global business.

At GCL, we believe that we can help our clients run their business better by helping them solve their logistics problems. That's why we have built a portfolio of companies - each of which is focused on taking on mission-critical logistic problems for their clients with long-standing expertise in those industries.

GCL's portfolio companies have a 40+ year legacy of tackling high-pressure, high-value logistics challenges. With 32 owned offices in 13 countries, over 200 global partners, 3,500 clients, and 10,000 annual events that are serviced, GCL has combined personal service with a platform of scale to serve its clients' needs. This commitment to best practices, shared cross-industry insights and proprietary, state-of-the-art technology creates a powerful platform in the service of our clients.





COSDEL

CARGO **Live**  
GLOBAL PROJECTS

**DYNAMIC**  
INTERNATIONAL

**ECL** *Jets*

**Music Touring • Live Entertainment • Theater  
Classic & High-End Automobiles • Motor Sports  
Corporate Events • Sports Teams & Federations  
Performing Arts • Film, Television & Broadcast  
Tradeshows & Exhibitions • Fine Arts  
Industrial Projects**

# **Our Environmental, Social and Governance Commitment**

GCL is committed to addressing our Environmental, Social and Governance (ESG) priorities through a sustainable, long-term approach that will further distinguish GCL as a leader in our industry and foster a culture that uplifts our employees, customers, and communities. GCL and its companies have integrated the ESG considerations most relevant and important to our core values into our daily obligations to ensure solidarity across all our offices and locations. As responsible corporate citizens, we recognize the far-reaching implications of our business activities and the power we have to work collaboratively within our network to address key global challenges. By layering a strong ESG focus into the core of who we are, we continue to work towards reducing our negative impacts on the planet and society, while creating lasting value for our stakeholders.

## **Our ESG policy reflects the following core values:**

1. Responsible growth
2. Employee retention and advancement
3. Ethics and transparency





An aerial photograph of a dense, lush green forest. The canopy is thick and uniform in color, with subtle variations in shade of green. The word "ENVIRONMENTAL" is superimposed in the center in a bold, white, sans-serif font.

# ENVIRONMENTAL

GCL recognizes the urgent need for meaningful action on climate and the responsibility we have to be better stewards of Earth's resources. The sustainability landscape is constantly evolving, and it requires companies to respond to changing priorities with flexibility and nimbleness. GCL has been building out our ESG program since 2019, and we are committed to growing and adapting our sustainability initiatives to be responsive to the most pressing environmental and societal needs.

## **Key Environment Objectives:**

- Enhance employee engagement, awareness & education on environmental impact
- Reduce the carbon & waste footprint of our business activities
- Identify suppliers & partners who share our values

# Enhance Employee Engagement & Awareness of Environmental Impact

## GCL Green Committee

The GCL Green Committee comprises representatives from across the GCL brands and serves as a think tank to identify and discuss key issues facing our businesses and vendors. Members contribute their perspectives during quarterly meetings, while gaining valuable insight into the rapidly changing sustainability landscape. This committee will help develop solutions to challenges facing the company and propel GCL to deliver industry-leading impact, through social and environmental sustainability.

GCL team members were invited to share key sustainability learnings and best practices at several industry events this year. A member of GCL's Green Committee led a panel discussion on "Education in Sustainability" for the Association of Registrars and Collections Management (ARCS) in the Fall. They also served as a key panel member for Hauser & Wirth's internationally recognized "Sustainability in Action" conference held in the summer of 2022.





**“ We need to adopt a multi-faceted approach to sustainability, including strategic carbon offsetting, educating staff and suppliers, and supporting stakeholders of all sizes in the supply chain.**

**Jason Bailer Losh**

Director of Business Development  
Dietl International



# Reduce the Carbon & Waste Footprint of our Business Activities

## Understanding Our Operational Carbon Footprint

While GCL's focus to date has been on offsetting emissions from client shipments and employee travel, we have begun gathering the necessary data to report on our Scope 1, 2 and 3 emissions. Once we have measured our baseline, our goal is to set reduction targets that align with The Paris Agreement.

## Emissions Reductions Initiatives: SmartWay Program

In 2022, GCL joined the U.S. Environmental Protection Agency's SmartWay program, which helps companies advance supply chain sustainability by measuring, benchmarking, and improving freight transportation efficiency. It is imperative that the freight forwarding industry take action on emissions. According to the EPA, global freight transport emissions will surpass those from passenger vehicles by 2050. This new partnership ties in with GCL's mission to be a socially and environmentally responsible pioneer within the live event industry.

SmartWay is a collaboration between the U.S. Environmental Protection Agency (EPA) and industry to provide a framework to assess the environmental and energy efficiency of supply chains. GCL is proud to join ranks with nearly 4,000 other SmartWay partners, including shippers and other logistics companies, as well as truck, rail, barge, and multimodal carriers, to achieve a common goal. Since its launch in 2004, SmartWay partners have reduced and avoided 336 million barrels of oil, U.S. \$44.8 billion in fuel costs, 143 million metric tons of CO<sub>2</sub>, 2.7 million short tons of NO<sub>x</sub> and 112,000

short tons of particulate matter (PM). This is equivalent to eliminating the annual energy use of over 21 million homes.

As a SmartWay partner, GCL will have access to a comprehensive system and tools to track, document, and share information about its freight emissions, thereby encouraging greater transparency in our industry. Through this partnership, the GCL group hopes to reduce emissions by speeding up the implementation of fuel-saving technologies.

The EPA calculated GCL's domestic trucking emissions data to provide a baseline for future improvements.



# In 2021, our emissions were as follows:



## Offsetting Emissions in our Supply Chain

GCL's commitment to compensate for the carbon emissions generated from business travel (car, hotel, flights, rail etc.) is another step on our journey to address greenhouse gas (GHG) emissions in our supply chain. By offsetting these emissions, we are placing a price on carbon pollution to help internalize the true emissions-related cost of conducting business.

GCL facilitates carbon offset opportunities by encouraging our clients to purchase offsets to mitigate the carbon emissions associated with the transportation of their goods. GCL covers the brokerage fees on transactions and educates our clients on the emissions implications of their freight forwarding activities.

Through our ongoing partnership with Sustainable Travel International (STI), GCL selects impactful, verified offsets generated from high-quality forestry, energy, blue carbon projects around the world, including the Ratchaburi Farm Biogas Project in Thailand.

### Through our partnership with STI:

- **GCL offset:** 313 MT of CO<sub>2</sub> generated by GCL employee's business travel
- **GCL's Clients Offset:** 568 metric tons (MT) of CO<sub>2</sub> related to customer shipments (an increase from 260 MT in 2021)

In addition, GCL is currently working with David Zwirner's Platform, an online retail store for buying artwork by the most sought-after contemporary artists, to allow clients to offset the carbon footprint from shipping during checkout.

## Ratchaburi Farm Biogas Project

The Ratchaburi Farm Biogas project recovers the biogas produced by pig waste and uses it to power a farm in Thailand. By using the biogas as a renewable energy source, this project is reducing dependence on fossil fuels and lessening the emissions generated by livestock production. At the same time, this project aims to serve as a model that will drive further adoption of waste-to-energy systems in Southeast Asia.



## EV Charging Stations

The GCL and Rock-it Global Los Angeles office is finalizing a project to install EV charging stations in their parking lot. With the option to charge their electric vehicles at work, this initiative aims to encourage more employees to consider purchasing or leasing a fully electric vehicle as their primary form of transport. Installation of the EV Chargers will be completed by the end of Q1 2023.





# Increasing the Use of Sustainable Packaging for our Fine Arts Division

As an industry-leader in fine art shipping and logistics for over two decades, the team at GCL understands the unique requirements of handling valuable works of art. Fortunately, more sustainable formats for durable, protective packaging options exist. GCL encourages its clients to use reusable and recyclable crating systems that offer environmental benefits over more traditional methods of packaging. Both of the sustainable packaging options we utilize can help our clients reduce the carbon footprint of their shipments, while generating less waste and reducing costs over time.



## EARTHCRATE™

EARTHCRATE is a custom-designed, hand-built crate made from curbside recyclable paperboard. Constructed with 66% post-consumer recycled content, EARTHCRATE's design also uses BPI-Certified compostable cornstarch packaging foam, biodegradable starch-based adhesives, water-activated kraft paper tape and low VOC ink. A third-party Life Cycle Analysis (LCA) showed that construction of an EARTHCRATE uses 90% less CO2 than a traditional crate.

## ROKBOX

ROKBOX art shipping crates were designed to offer robust, protective packaging for fine arts transport, while eliminating the need for single-use crates. Developed to meet best practices for art transport, ROKBOX crates not only protect valuable contents from damage but also offer multiple environmental benefits, including less waste to landfill, lower carbon emissions and fewer pollutants as compared to single-use crates. The ROKBOX Original crate is designed to be reused hundreds of times and the ROKBOX Lite can be reused up to ten times.






## Los Angeles Green Business Program

In 2022, the Los Angeles offices of GCL and Rock-it Global began the process to become certified through the L.A. Green Business Program. The California Green Business Network established environmental standards, which all certified businesses must achieve. These standards help organizations become part of the solution to the climate crisis by reducing their environmental impact through implementation of processes to conserve water and energy, purchase non-toxic cleaning products, properly manage and dispose of hazardous materials, and reduce their waste streams.

Since starting the accreditation process, the Los Angeles office has reinstated their recycling policy, implemented a composting system for food waste in the office kitchen, and committed to reducing paper usage by using DocuSign for all customer and vendor documentation, and hopes to achieve certification in 2023.

By implementing several impactful changes as part of the Green Business Program certification process, GCL's Los Angeles office has conserved or avoided:



**1,943 gallons**  
of water



**660 lbs.**  
of wood



**1,549 lbs.**  
of CO<sub>2</sub>



**107 lbs.**  
of waste byproducts



# Certifications

## Rock-it Global London is ISO 14001 Certified

In December 2022, Rock-it Global London received ISO 14001 certification in environmental management, a set of voluntary standards developed by the International Organization for Standardization (ISO) to help companies reduce their adverse impact on the environment. This certification demonstrates Rock-it Global London's commitment to measuring and improving its environmental impacts.

As part of this process, Rock-it Global London established an Environmental Management System (EMS), which is a framework for companies to implement to help them meet both their regulatory and non-regulated environmental obligations in a way that is formalized and cost-effective.

# Identify Suppliers & Partners Who Share Our Values

## Partnering with our Vendors for a More Sustainable Future

Every day, employees across the GCL group of companies coordinate services with hundreds of vendors throughout the freight forwarding industry. The day-to-day decisions that these vendors make about how they maintain their equipment, what packaging materials they use, what data they track and what fuels their fleets, all contribute to not only GCL's environmental impact, but the vendor's and their clients' impact, as well. All of the footprints are connected, and by collaboratively working together, we can implement solutions to address our most pressing sustainability challenges.

In 2021, the GCL Global Compliance Team implemented an ESG Vendor Program that serves as the foundation for a long-term partnership with vendors to reduce the environmental impact of our shared supply chains. It is our goal to align with vendors who share our vision for a more sustainable future, and this program defines the environmental and social criteria required to ensure transparency in our supply chain. In order to better understand where our vendors are on their sustainability journey, we sent out a survey in 2021 to identify key initiatives and areas for improvement, highlight preferred partners within our internal vendor database, and facilitate conversations with vendors working to implement environmentally preferable practices, including reducing their carbon footprint.

A key challenge we face is around training and educating our vendor pool on our priorities while finding meaningful initiatives to help advance shared interests. A next step for us in growing our ESG Vendor Program is to identify opportunities to engage and educate our vendors to ensure continued progress on a shared trajectory.

## Customers as Partners

GCL is partnering with a customer on their sustainability roadmap, a collaborative initiative to engage stakeholders in reducing their collective environmental impacts. A key part of the initiative includes the creation of "Shipping Standards" related to route planning and efficiency management of fleets, packaging optimization and reporting of sustainability targets. In preparation for meeting these standards, GCL invested in a hybrid vehicle in New York for JFK Airport tarmac supervision.



\*Image courtesy of Music Sustainability Association



## Music Sustainability Association

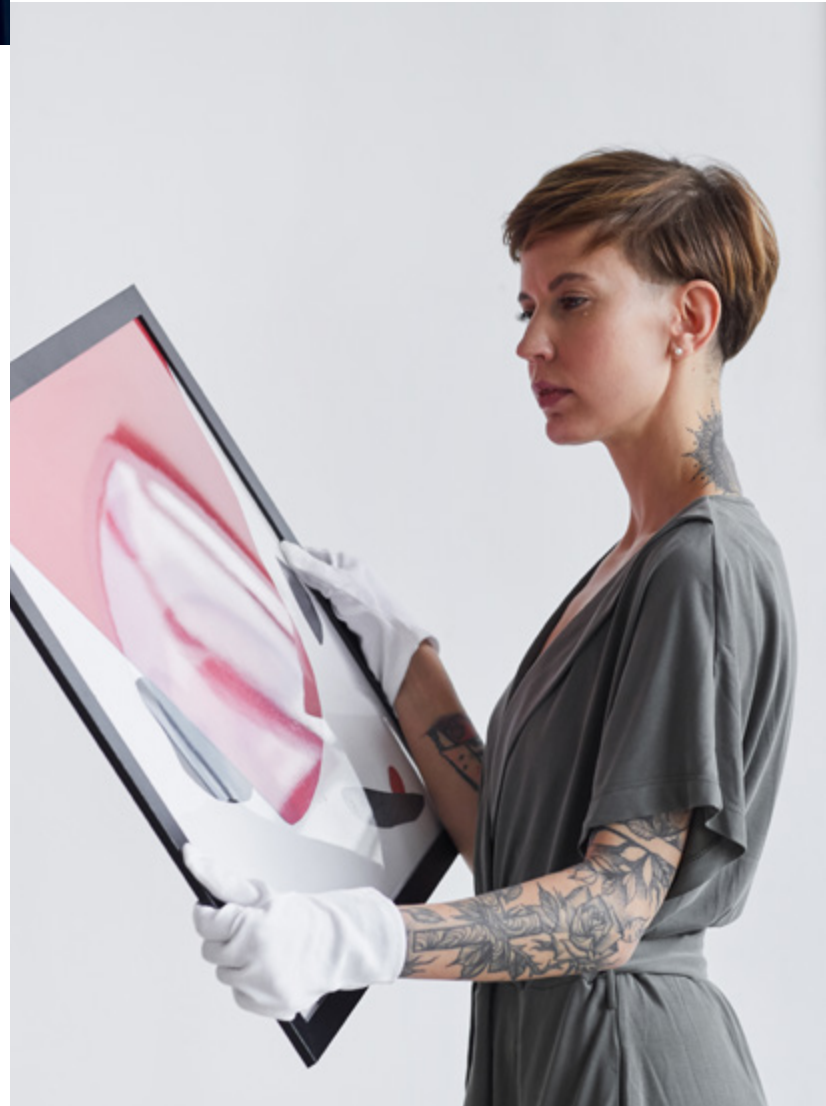
Rock-it Global is a member of the Music Sustainability Association, a cross-industry collaboration to set higher environmental standards across all aspects of the music industry, which is especially important for our Live Music Touring customer base. With over 100 volunteers from across the industry participating, best practices are shared through regular meetings, newsletters, webinars and more. The Association's Road to Net Zero 2040 Framework is a call to action for stakeholders to find holistic solutions to the industry's sustainability challenges.



## Ki Culture

GCL has partnered with Ki Culture, an organization promoting sustainability in the arts and culture industry globally. Ki Culture makes sustainability easy and achievable to everyone by providing mentorship, resources, and programs for cultural professionals and organizations.

Additionally, GCL provides economic assistance for museums to participate in the program, as well as continues to support Ki Culture through education and collaboration. Employees have access to education and support resources from Ki Culture, and the GCL Green Committee receives one-on-one mentorship with experts to help educate and problem solve for the future of the industry.





### **Clean Cargo Working Group**

GCL is an active member of the Clean Cargo Working Group (CCWG), which represents the leading buyer-supplier forum for logistics companies to report on emissions, discuss environmental performance, and collaborate on decarbonization efforts. Using CCWG methodologies and tools, container carriers can report their CO2 performance to shippers and freight forwarders in a credible, standardized format based on the only recognized industry standard for calculating CO2 emissions from container shipping. CCWG currently is comprised of the leading multinational shippers, freight forwarders, and container carriers who have access to the best high-quality environmental dataset in the container shipping industry, representing more than 85 percent of global container capacity.



### **International Convention of Exhibition and Fine Art Transporters (ICEFAT)**

As a member of the Green Committee for ICEFAT, GCL has taken the lead in directing long term funding to sustainable projects like Art to Acres, an artist-founded environmental nonprofit that supports large-scale land conservation with a focus on climate, Indigenous peoples and beta-diversity. ICEFAT is in the final phase of building a universal lifecycle calculator for their vendors that will provide an accurate CO2 footprint and lifecycle analysis for all crating and packaging.



A photograph of a man in a black and red track jacket laughing heartily in an office. He is surrounded by colleagues, with a woman's hands visible in the foreground. The word "SOCIAL" is overlaid in white, bold, sans-serif font across the center of the image. The background shows office desks and equipment.

# SOCIAL



GCL is committed to forming and maintaining a diverse and inclusive work atmosphere for all. Our most valuable asset is our people, and we want them to feel safe and welcome in their workspace. Their differences are what creates a unique blend of ideas, ethics, knowledge, and innovation. They are what inspire and promote our continued growth and achievements. In other words, our employees are what makes GCL rock!

## **Key Social Objectives:**

- Enhance employee engagement, awareness & education on social issues
- Create a workforce that embraces diversity of opinions, perspectives & representation
- Foster a safe & effective workplace

# Align with the Principles of the United Nations Global Compact

GCL has adopted an Environmental, Social and Governance (ESG) Program that integrates the universal sustainability principles of the United Nations Global Compact into our day-to-day operations. We engage locally in the communities where we operate to ensure fair labor practices and anti-corruption, as well as to take positive actions that contribute to enhancing societal well-being. We are committed to working with our network of clients, partners, suppliers, and the broader live events and art industries to promote these universal sustainability principles and educating ourselves and others on what we can do to protect human rights and the environment.



# Enhance Employee Engagement, Awareness & Education on Social Issues

## Diversity & Inclusion

In 2022, GCL established a robust Diversity & Inclusion (D&I) program, concentrating on improving employee wellness both at home and in the office. As part of this initiative, an anonymous D&I survey was sent to all full-time employees globally\* to garner valuable input and feedback regarding any issues of concern and opportunities for future improvement. In addition, the company evaluated opportunities to expand our giving to the community and focused on goal setting to allow us to measure and track progress over time.

The survey results were shared with all employees, and GCL created several new initiatives aimed at increasing employee engagement based on feedback that was received. Moving forward, we will recognize employees for going above and beyond with our quarterly “Employee Rockstar Awards” program.

GCL also introduced a D&I Training program for Rock-it Global managers in 2022. We are planning a wider rollout of D&I training modules across the business in 2023. With a focus on creating work environments free of bias, prejudice, and harassment, where employees are treated with respect and dignity, the forthcoming modules will cover topics such as micro-aggressions, gender equity, and unconscious bias.

**Survey Response Rate: 14.6%**  
**Employees will be surveyed annually**

### Topics Surveyed Included:

- Office culture and inclusiveness
- Employee recognition
- Career opportunities within the company
- Interest in company-sponsored continual education
- What GCL is doing well and areas we can improve upon
- Confidence in leadership

\*Excluding Dynamic



## Volunteer Time Off

GCL believes in supporting the unique talent, expertise, and vision our employees have with a volunteer mission that is both meaningful and rewarding. As part of GCL's ESG program, we have adopted a Volunteer Policy that includes paid time off for approved volunteer service for all employees. GCL allows employees to take up to three days off (24 hours) per calendar year to participate in charitable service for approved organizations. Employees are encouraged to take advantage of this policy and volunteer their time with organizations that help create positive social impacts around the community, such as serving at regional food banks, planting trees, or cleaning up local beaches.



## Volunteer Spotlight

### Covenant House

GCL continued our partnership with Covenant House by donating over \$11,000 in 2022 and committing to engage with in-person volunteering throughout 2023 at Covenant House's New York and Los Angeles centers. Rock-it Global's Los Angeles office was also fortunate to be able to facilitate donations of leftover customer products to help those in need and prevent items from going to waste. In partnership with a local provider, GCL donated our packing and shipping services to help redistribute leftover products, including pallets of blankets, water bottles, and picnic baskets, to Covenant House for use in the community that they serve.



## Volunteer Spotlight

### TreePeople

In 2022, GCL began a partnership with TreePeople, an L.A.-based, non-profit organization that unites with local communities to grow a greener, shadier and more water-secure city. A group of team members from Rock-it Global's Los Angeles office spent an October morning volunteering their time to help plant trees in an underserved community that had limited canopy cover from the sun. Our team will be returning for quarterly volunteering events to plant more trees and maintain the trees that have been planted.



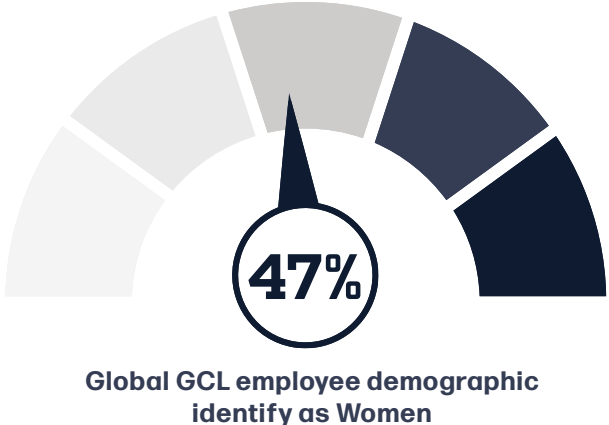
# Create a Workforce that Embraces Diversity of Opinions, Perspectives & Representation

## Women at GCL

The lack of women in senior leadership positions is a common concern in workplaces globally, and GCL maintains a continued commitment to addressing the systemic causes of workplace gender inequality. While GCL is pleased to highlight that approximately 21% of managers across our U.S. offices are women, this also presents an opportunity for improvement and greater representation.

In the coming years, GCL will continue to expand on our commitment to gender equality. More specifically, proactive steps will be taken to enable women at GCL to access growth and advancement within and across our brands. We will be launching a project to support women at GCL with opportunities for career development by providing further training and education opportunities, mentorship, resource hubs and regular features in our Fun Fact Friday newsletters, to increase visibility within our businesses and industries.

The GCL group also continues to promote talented and qualified women into positions of leadership across the companies. In 2022, GCL was pleased to promote the following employees into leadership roles:





## Creating a Culture of Belonging

Every employee has an important role in our operations, and we value the abilities, experience, and background each individual brings to our company. The first step to creating a diverse and inclusive culture is to benchmark our starting point. Across the GCL group of companies, 47.2% of our employees identify as women and 2% identify as non-binary. Separately, 45.2% of our workforce identifies as non-white. Representation among our Board of Directors and leadership teams do not currently mirror these percentages. GCL recognizes that the company would benefit from more diversity across all levels of the organization, including at the most senior levels of management. In response, GCL is implementing a more transparent hiring practice and providing career development support for all employees that wish to move into higher positions of leadership.

## Observing Veterans Day as an Official Company Holiday (U.S.)

The 2021 survey indicated that 8% of our employees identify as a veteran. To show our appreciation to the men and women who have and continue to serve our country, GCL now recognizes Veterans Day as an official company holiday.

## EXP Internship

Rock-it Global LAX proudly participated in the EXP Internship Program in 2022. This high-impact, year-long journey for students enrolled in underserved high schools across communities of Southern California brings together employers, educators, and parents to equip students with skills they need for tomorrow's jobs. Through career readiness workshops and hands-on experiences, the internship program provides a valuable opportunity for students to develop both personally and professionally. Rock-it Global LAX hosted an EXP intern for a six-week paid internship in July 2022 and plans to offer further internships next year.

# Foster a Safe & Effective Workplace

## Employee Health & Safety

GCL is committed to providing and maintaining a safe and healthy work environment for all employees. The Company also intends to comply with all health and safety laws applicable to our business. As part of GCL's commitment to creating a safe workplace where employees can excel, we have an Illness and Injury Prevention Program that includes training on OSHA-compliant health and safety practices in the workplace.

## Learning & Development

GCL cares deeply about our employees and supports employee efforts to pursue a higher education. The results of a 2021 employee survey indicated our workforce could benefit from continuing educational opportunities that either supported their role at GCL or for their own personal growth and development. In response to this feedback, GCL implemented a tuition reimbursement program for all employees. This program offers tuition reimbursement of up to \$1,500 per year for courses taken at accredited universities.



## Supporting Employee Wellness

It is our employees who provide the services that our customers rely upon, enable us to grow, and create new opportunities for the company. GCL works hard to provide support and resources to our employees, so they can perform their jobs effectively. To this end, GCL continues to promote the use of its Employee Assistance Program, providing employees with access to mental health professionals, remote doctor visits, and financial advisors.

In addition, we introduced a health and wellness initiative called Monthly Monday Fresh Fruit for the majority of our U.S. offices. Once a month, harvest boxes of seasonal, local fruit are delivered by The FruitGuys, a Certified B Corp. This initiative supports our effort to inspire team members to easily reach for healthy snacks at work.





# Giving Back

GCL believes in the importance of giving back – not just to the communities in which our offices are located but also to nonprofit organizations working hard to make a difference within the industries in which we operate. GCL and our employees commit both time and money in support of meaningful causes that relate to four key focus areas: homelessness & hunger, health & wellbeing, youth education, and advancing opportunities for vulnerable & disadvantaged groups.

Through GCL's charitable giving and employee matching program, we collectively donated over \$115,000 in 2022, a notable increase from the previous year. GCL has a goal to increase donations from its charitable giving program by 10%, year-on-year. GCL proudly supports the following organizations:

- Best Buddies International Inc
- Covenant House
- EXP Oceans of Opportunity
- Farm Aid
- The Global Hunger Project
- The Joan Dancy and PALS Foundation
- Jon Bon Jovi Foundation
- Just a Bunch of Roadies
- Los Angeles County Police Canine Association
- Musicares Foundation
- Pebble Beach Company Foundation
- Roadies of Color
- Sandy Springs Youth Sports
- Susan G. Komen Foundation
- Teddy20 Supporting Children with Cancer
- Teddy Rocks

## Los Angeles Regional Food Bank



Recognizing how difficult the holidays can be for people suffering from food insecurity and financial hardship, employees at Rock-it Global's Los Angeles office spent time volunteering in person and contributed food donations to the Los Angeles Regional Food Bank in December 2022. Team members spent a morning packing 9,800 lbs. of produce into food parcels for distribution to the community and redirected leftover products from a local provider, so they could be donated to families in need.

## Children's Hospital of Los Angeles



In a partnership with the Los Angeles Air Cargo Association's annual holiday gala, Rock-it Global LAX organized a toy drive to support the Children's Hospital of Los Angeles. Through our combined efforts, the Los Angeles Air Cargo Association was pleased to make their largest toy contribution to date.



# GOVERNANCE

GCL believes that we have a responsibility as corporate citizens to maintain the highest levels of governance and ethical standards. GCL and its companies have integrated the ESG considerations most relevant and important to our core values into our daily obligations to ensure solidarity across all our offices and locations.

Despite the continued challenges of COVID-19 coming into 2022, GCL made it a priority to maintain our excellent standard of governance by continuing to ensure our employees and vendors complete training in key governance topics and maintaining a strong rapport with our board related to all ESG issues.

## **Key Governance Objectives:**

- Continued best practices to maintain compliance with all applicable industry regulatory requirements and anti-corruption, anti-bribery, and health and safety policies
- Continued annual training for employees in safety, compliance, and best practices
- Establishment of clear and transparent reporting on company performance and policies



## **Employees and Vendors Trained in Good Governance**



GCL utilizes Veroot and GISTnet, compliance management platforms, to centralize all required employee trainings and manage vendor compliance. Through these tools, GCL employees and vendors globally have completed training on the following topics:

- TSA, CBP, and CTPAT compliant supply chain security policies and procedures
- FCPA and UK Bribery Act compliant principles and procedures for identifying and reporting potential fraud and corrupt practices
- OSH-compliant health and safety practices in the workplace

Our compliance management software verified that 100% of our employees and vendors globally have completed all relevant training in the governance issues that are most material to GCL operations.

# Annual Training for Employees in ESG Best Practices

In addition to the above compliance trainings, GCL also independently manages the following policies and trainings to ensure all employees have a safe work environment:

- Open Door Policy
- Anti-Harassment Policy Training
- No Retaliation Policy
- Red Flag Reporting system
- Flexible schedules and Remote Work Policy

## Red Flag Reporting

As part of our ESG Diversity & Inclusion (D&I) Initiatives, we have partnered with Red Flag Reporting to provide a safe space for employees to voice any serious concerns. As part of this service, employees have access to an Ethics Hotline where they can report, anonymously if they choose and without fear of retribution, any concerns regarding activities in the workplace in violation of our code of conduct. This could range from legal issues, such as bribery or labor law issues, to workplace concerns, such as harassment, discrimination, safety issues, conflicts of interest and the like.





# Governance Reporting

GCL updates its Board of Directors each quarter on the status of ongoing ESG initiatives and issues. Furthermore, GCL is committed to providing all stakeholders with regular updates on our ESG program on our website and an annually published ESG report.

If you have reporting requests, please direct all queries to [ESG@GCL.Global](mailto:ESG@GCL.Global).



Our Brands:



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