



2020 - 2021

corporate social responsibility

ANNUAL REPORT



15 | EMBRACE
CHANGE &
GROWTH

What got us here is not the same as what will get us to the next level. Get outside your comfort zone, rather than stubbornly hanging on to old ways of doing things. Be excited by the possibilities that change and growth bring.

Be flexible.

thomas jorgensen

FROM THE CEO



The world is in change; and we, are an organization in change. But this also happens to be the core of Green Worldwide Shipping's vision

**TO BE AN EVER-EVOLVING
INNOVATIVE LOGISTICS
COMPANY.**

There are two types of change – the kind that is done to us and the kind done by us. Both, however, provide us with the opportunity to get out of our comfort zone and grow.

If this past year has taught us anything, it is to be grateful for the good and appreciate that change is a catalyst for new beginnings.



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PART I

sustainability

POWERED BY



STATEMENT OF COMMITMENT

This document serves as the Corporate Social Responsibility (CSR) Report and a Communication on Progress (COP) for Green Worldwide Shipping® under the United Nations Global Compact (UNGC) initiative covering a twelve-month period starting October 29, 2020.

This CSR is an annual part of management's review and covers the statutory reporting on corporate social responsibility and support of the Ten Principles of the United Nations Global Compact in the areas of **Human Rights, Labor, Environment and Anti-Corruption.**

In our 2020-2021 COP, we will describe Green's efforts to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

Green is committed to sharing this information with our stakeholders using our primary channels of communication to encourage our business partners to join us in supporting the U.N. Global Compact Initiative.



United Nations
Global Compact





UN GLOBAL COMPACT PRINCIPLES

- Environmental Responsibility
- Human Rights
- Working Conditions
- Responsible Business & Financial Practices
- Community Development
- Transparency & Credibility
- Anti-Corruption & Bribery



United Nations
Global Compact

human rights

MEASUREMENT OF OUTCOMES

Green Worldwide is committed to promoting the human rights and wellness of its employees and supporting partners that share our values. The following outline reflects Green's efforts towards workplace equality.

Green Worldwide has not received any claims of human rights abuses related to our business or operations.



POWERED BY





HUMAN RIGHTS CONTINUED...

ASSESSMENT, POLICY AND GOALS

Green Worldwide is built on a firm foundation of respect – for all stakeholders, including vendors, customers, and employees – especially, for the environment.

Green supports the United Nation’s Universal Declaration of Human Rights. Our Company commitment provides a written policy in our employee handbook as well as partner/vendor qualification and selection. Green is committed to working with partners that align with our corporate mission, vision, and values.

IMPLEMENTATION

Green Worldwide takes the following measures to prevent human rights violations in our organization:

- Provides employees with written policy explaining rights and responsibilities in accordance with U.S. Department of Labor regulations.
- Adheres to strict non-discriminatory hiring practices.
- Provides employees with safe and healthy working conditions, competitive salaries, and access to health/life insurance.
- Conducts inspections of the premises to evaluate and determine any vulnerability to workplace violence or hazards. Corrective actions are taken to reduce risks.
- Maintains a written policy and annual training for proper storage, handling, and use of Hazardous Materials (HAZMAT).
- Provides a communication mechanism to report unfair treatment to Human Resources.



labor

ASSESSMENT, POLICY AND GOALS

POWERED BY



Green's employee handbook covers policies regarding employee rights, compensation, responsibilities, and collective bargaining.

Our Company standards do not permit forced labor, child labor, or discrimination practices.

Green follows all regulations issued by the Department of Labor, including but not limited to, Fair Labor Standards Act (FLSA) and Occupational Safety and Health (OSH) Act.

We will continue to refine our employee manual as needed to support Global Compact policy.



United Nations
Global Compact

LABOR CONTINUED ...

IMPLEMENTATION

Green takes the following measures to implement a positive labor policy, reduce labor risk, and respond to labor violations:

- Tuition reimbursement program to promote career development.
- Semi-annual reviews with staff for evaluation and professional growth.
- Paid holiday, vacation, sick/personal and bereavement leave.
- Robust health insurance policy.
- Employee 401K program.
- Travel and expense reimbursement.
- Paid volunteering initiative.
- Rewards portal providing additional health and wellness benefits.
- Maintains state worker's compensation insurance for its employees.
- Subscribes to all the federally mandated policies about leaves of absence in the case of involuntary calls to active military duty.
- Provides a written policy and communication mechanism to report unfair treatment to Human Resources.

MEASUREMENT OF OUTCOMES

Green has not received any discrimination or labor-related claims.

Green Worldwide participated in an external, independent audit for Occupational Safety and Health (OSH) to ensure compliance.



United Nations
Global Compact

POWERED BY



environment

ASSESSMENT, POLICY AND GOALS

Green is deeply committed to reducing the environmental impact of business to both local and international communities.

As an important player in international logistics, the Green team is dedicated to seeking out and implementing innovative and eco-friendly transportation solutions.

Green follows rules and regulations administered by the U.S. Environmental Protection Agency (EPA), the U.S. Occupational Safety and Health Administration (OSHA), and the U.S. Department of Transportation (DOT) regarding hazardous materials.



United Nations
Global Compact

ENVIRONMENT CONTINUED ...

IMPLEMENTATION

Green Worldwide has taken the following actions to encourage environmental consciousness in our office and industry:

- Since launching the Green Trees Initiative in 2019, Green has been automatically donating a tree for each and every shipment we handle to date.
- Green offers a client-facing carbon footprint calculator to encourage the reduction of carbon emissions amongst international shippers.
- Green headquarters is housed in a resource-conscious consumption location that utilizes solar panels, a sustainable water barrel irrigation system, and conscientious site planning.
- Green supports environmental awareness by mandating recycling in the workplace.
- Employees are required to conserve energy by shutting down computers, monitors and printers at night and by turning off lights when not in use.
- Green offices are transitioning into a paperless environment.
- Maintains a written policy and annual training for proper storage, handling, and use of Hazardous Materials (HAZMAT).
- Maintains written procedure in case of environmental disasters/terrorism.

MEASUREMENT OF OUTCOMES

Green's corporate headquarters feature rooftop solar panels that produce 200,000 kWh of renewable energy.

Green Worldwide has not received any environmental-related violations.



United Nations
Global Compact

anti-corruption

ASSESSMENT, POLICY AND GOALS

Green Worldwide is committed to implementing a zero-tolerance policy for corruption, bribery and extortion. Green is also committed to working with our international partners to improve supply chain security.

Green Worldwide is an active member of the Customs-Trade Partnership Against Terrorism (C-TPAT), a voluntary public-private sector partnership program which implements supply chain security standards through close cooperation with the principal stakeholders of the international supply chain such as importers, carriers, consolidators, licensed customs brokers, and manufacturers.



MEASUREMENT OF OUTCOMES

Green Worldwide Shipping® has not experienced or participated in any instances of corruption, bribery and extortion.



United Nations
Global Compact

POWERED BY



ANTI-CORRUPTION CONTINUED ...

IMPLEMENTATION ...



United Nations
Global Compact

Green Worldwide requires mandatory employee training and review of its C-TPAT procedure which encompasses eight areas of focus:

- **Business Partner Requirements** – Supplier Security Assessment, Supplier Selection/Evaluation Criteria
 - **Container Security** – Seals, Container Inspections
 - **Physical Access Control** – Employees, Visitors, Deliveries
 - **Personnel Security** – Background Investigations, Drug Testing, Codes of Conduct
 - **Procedural Security** – Cargo Inspection, Shipping Documents, Receiving Reports, Document Retention
 - **Physical Security** – Fences, Alarms, Cameras, Locks, Lighting, Security Guards
 - **Security Training and Awareness** – Report Suspicious Activities, Policy Manuals, Evacuation Drills
 - **Information Security** – Passwords, Firewalls, Virus Protection, Internet Monitoring
-
- A written security policy provides due diligence guidance for staff in identifying supply chain risk as outlined by C-TPAT program requirements.
 - Promotes awareness of ethics, values, integrity, and appropriate conduct by publishing articles, pamphlets, and posters, and by posting information on the website.
 - Maintains an Ethics Committee that meets regularly to create, implement, maintain, and discuss issues concerning employee ethics and misconduct. Committee members are comprised of representatives from Legal, Finance, Supply Chain Management, Internal Audit, Human Resources, Quality, and Security.

PART II

code of conduct



OUR VISION

To be an ever-evolving, innovative logistics company that enables customers to achieve their mission through our team of **trusted, empowered, and respected individuals.**



it starts with trust...

THE MISSION

Listen and understand our clients and their industries.
Offer best-in-class transportation solutions.
Use technology to gain efficiency and visibility.
Create a positive and healthy work environment.
Build long-term relationships.
Continued growth for the entire organization...

**for every customer,
every shipment,
every time.**



WE VALUE

Every shipping experience should be a pleasure.
Respect for our clients, our vendors, our employees, and our world.
We encourage the personal and professional growth of our employees.
We hold our team to the highest standard of ethics and integrity.

It is our people who make the difference.

**...and
grows into
respect**





How does Green Worldwide Shipping®
**keep sight of our vision, focus on the mission,
and stay true to what we value?**

WE TURN TO THE GREEN WAY

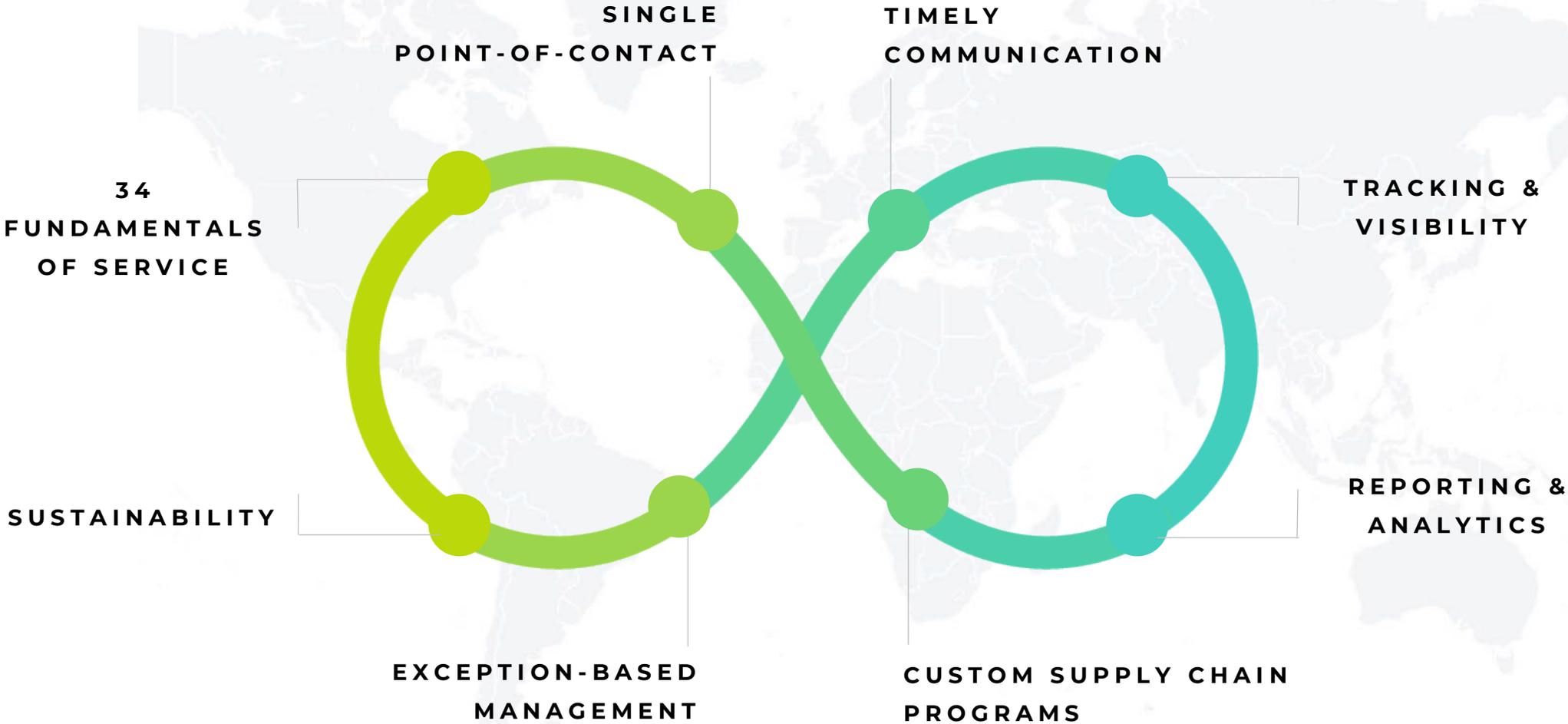
The Green Way is how we **define and use our culture, upstream processes and innovative technologies** to deliver an exceptional shipping experience for every customer, every shipment, every time.

These Standards of Business Conduct are used to build trust with our customers, partners, governments, and each other to achieve more together.



WHAT IS THE GREEN WAY?

The Green Way is how we use **our culture, upstream processes and innovative technologies** to deliver an exceptional shipping experience **for every customer, every shipment, every time.**



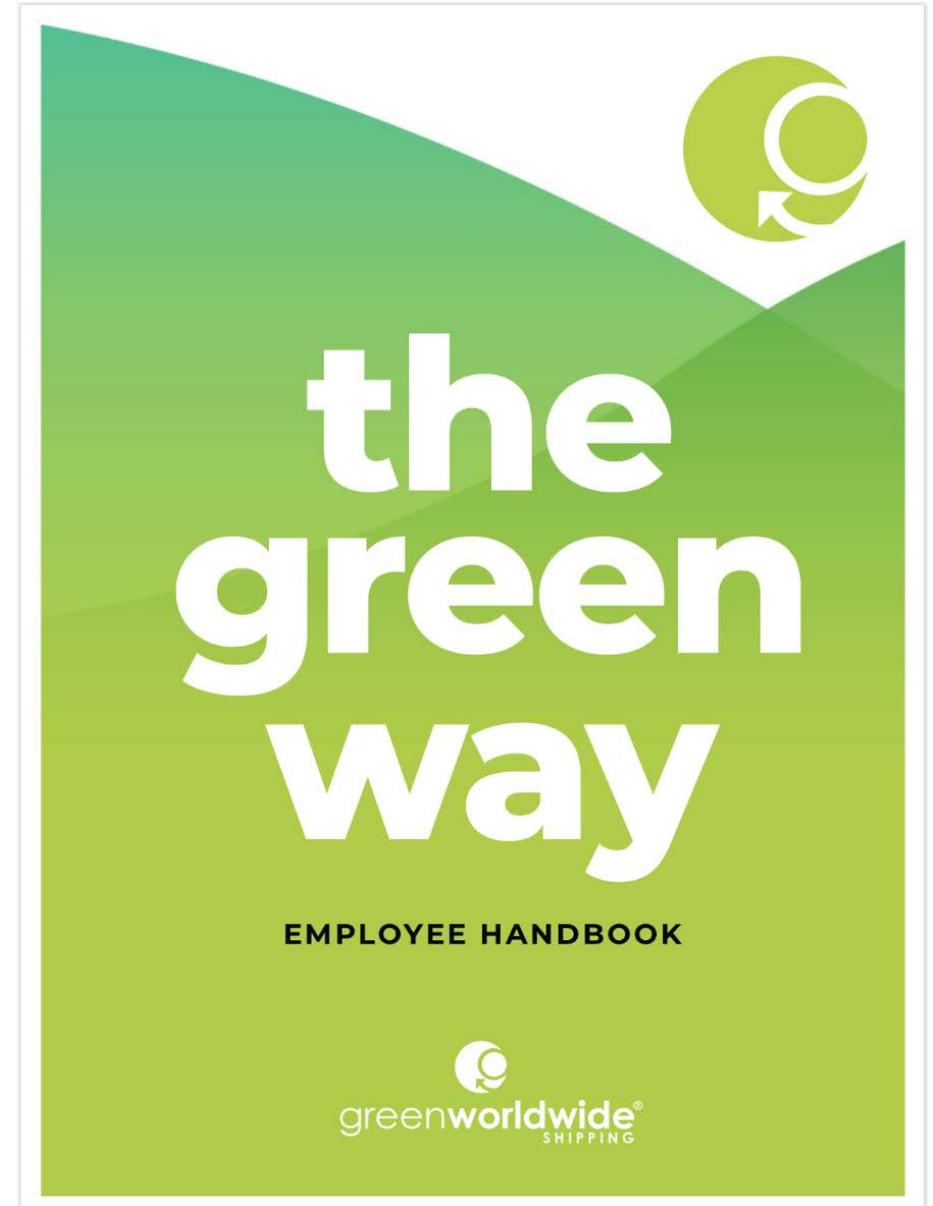
34 FUNDAMENTALS OF SERVICE

While thirty-four fundamentals may seem like a lot, we just didn't see a reason to put a limit on how we define and commit to doing great business.

Green's 34 Fundamentals of Service is a **continuous, year-long personal development initiative** that empowers Green employees to work on a chosen fundamental weekly, discussing it in depth at the beginning of each meeting.

Our vision and mission are clear – to always be evolving, learning and growing.

Green is proud to share our long list of personal goals with partners, vendors, governments, clients and friends – **because, well, we believe in them.**



34 FUNDAMENTALS OF SERVICE

- 1 | Deliver Exceptional Service
- 2 | Be Passionate About Quality
- 3 | When in Doubt, Communicate Personally
- 4 | Invest in Relationships
- 5 | Follow the Process
- 6 | Make a Difference
- 7 | Create a Great Impression
- 8 | Be a Fanatic About Response Time
- 9 | Pay Attention to the Details
- 10 | Fix the Problem, Not the Blame
- 11 | Do the Right Thing, Always
- 12 | Honor Commitments
- 13 | Listen Generously
- 14 | Speak Straight
- 15 | Embrace Change & Growth
- 16 | Find a Way
- 17 | Go the Extra Mile

- 18 | Make Healthy Choices
- 19 | Work on Yourself
- 20 | Find a Better Way
- 21 | Think Team First
- 22 | Communicate to be Understood
- 23 | Be Curious
- 24 | Treasure, Protect & Promote our Brand
- 25 | “Bring It” Everyday
- 26 | Walk in your Clients’ Shoes
- 27 | Finish Strong
- 28 | Take Pride in our Appearance
- 29 | Add Value
- 30 | Collaborate
- 31 | Show Meaningful Appreciation
- 32 | Keep Things Fun
- 33 | Act with a Sense of Urgency
- 34 | Find that \$50





**HOW WE USE
THE GREEN WAY
TO MAKE
GOOD BUSINESS
DECISIONS**

As international freight forwarders and Customs brokers, we understand that we have a responsibility to make good and ethical choices in how we conduct business.



vision, mission
& values



34
fundamentals
of service



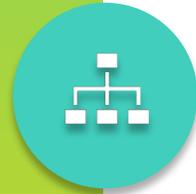
operational
standards of
performance



supply chain
technologies



100%
privately-owned



WHEN FACING A DECISION, TURN TO THE GREEN WAY

- **STOP**
Are your instincts telling you something isn't quite right?
Pause and take time to consider how to approach the situation.
- **ALIGN**
Does the action violate Green's vision, mission, or values?
Can the 34 Fundamentals of Service help in resolving the issue?
After all, they are a great resource of ethical compass.
- **COMMUNICATE**
Still unsure? Reach out to the Green team and get help from
peers, managers and especially the owners of the company.

We all serve as a resource to help each other to
do the right thing, always.



LEADERS AND MANAGERS

Leaders and managers have a special responsibility of setting our culture standard and creating a positive and healthy work environment at Green Worldwide Shipping®.

How managers use The Green Way to make decisions, resolve concerns, and communicate to lead will set the foundation for trust with your teams, customers, and Green's international partners.

If someone comes to you with a concern, as a manager, you have an obligation to listen carefully and act accordingly.

Handling decision-making appropriately and effectively is critical to preserving the trust Green values as an integral part of our company culture.



10 | FIX THE PROBLEM. NOT THE BLAME

Demonstrate a relentless solution focus, rather than pointing fingers or dwelling on problems. Identify lessons learned and use those lessons to improve our processes and ourselves so we don't make the same mistake twice. Get smarter with every mistake. Learn from every experience.

**TO OUR
EMPLOYEES,
CLIENTS AND
PARTNERS**

You don't have to have all the details or be sure that something is wrong to raise an integrity concern.

No matter how you know or do business with Green Worldwide Shipping®, you can trust that we'll treat all reports of misconduct seriously, fairly, and promptly.

**HOW MANAGERS SHOULD HANDLE
CONCERNS - THE GREEN WAY**

- **FOCUS** Remove distractions and listen carefully.
- **RESPECT** Respond respectfully and take every concern seriously, even if you disagree.
- **ACKNOWLEDGE** Show that you are committed to solving the problem.
- **PROTECT** It is imperative to protect the employee's confidentiality— do not discuss the conversation casually or with others on immediate teams.
- **GRATITUDE** Thank the person for speaking up. Remember, they have just done something difficult and very important for our company.



FLAT STRUCTURE

Managers and employees should feel empowered to resolve performance issues independently, but in case you need additional support, you can always escalate integrity concerns about business ethics or misconduct to any members of Green Worldwide Shipping® ownership, especially our CEO, Thomas Jorgensen.

THOMAS JORGENSEN

President / CEO
P: +1 404 974 2910
tnj@greenworldwide.com

POWERED BY



4 | INVEST IN RELATIONSHIPS

Get to know your clients and co-workers on a more personal level. Talk more and e-mail less. Understand what makes others tick and what's important to them.

Strong relationships enable us to more successfully work through difficult issues and challenging times.

20 | FIND A BETTER WAY

Regularly reevaluate every aspect of your work to find ways to improve. Don't be satisfied with the status quo. Guard against complacency. Find ways to get things done better, faster, and more efficiently.

DOING THE RIGHT THING

Green's policy and commitment to anti-corruption is straightforward – **we just don't allow it.**

Instead, we focus on making our operations and transactions as transparent as possible in order to reduce the risk of bribes, kickbacks, or improper payments.

Corruption harms not only our customers, but the entire business community, adding unnecessary costs and complexity for everyone.

We would much rather **Find A Better Way** than create risk for you or compromise Green's values.

DOING THE RIGHT THING

- **NO** bribes or kickbacks - to anyone.
- **NO** corrupt payments of any kind.
- **NO** illegal payments to secure permits.
- **NO** payments to acquire approvals.
- **NO** “facilitating payments” small payments to speed up routine government processes.
- **NO** partnerships with poorly reputable companies with a record of unethical behavior.
- **NO** unreasonable or inappropriate gifts, hospitality, or travel.

11 | DO THE RIGHT THING, ALWAYS

Demonstrate an unwavering commitment to doing the right thing in every action you take and in every decision you make, especially when no one’s looking. Be truthful; if you make a mistake, own up to it, apologize, and make it right.

C - T P A T
S T A T E M E N T O F S U P P O R T

In November 2009, Green Worldwide Shipping® was proudly certified into the Customs Trade Partnership Against Terrorism (C-TPAT) program by U.S. Customs and Border Protection (CBP) as Customhouse Broker.

C-TPAT is a U.S. CBP voluntary trade partnership in which CBP and members of the trade community work together to secure and facilitate the movement of international trade by means of joining hands and strengthening supply chain security.

Ultimately, our commitment is to promote and uphold strength in supply chain security. We expect our employees, import/export business partners, visitors, and other business partners to adhere to our C-TPAT security policies and practices implemented by the company.

T H O M A S J O R G E N S E N
P R E S I D E N T & C E O



The executive leadership and management have committed to participating in the C-TPAT program and implementing security practices that meet or exceed the current minimum-security criteria (MSC).



As participants in the C-TPAT program, Green Worldwide Shipping® is committed to:

- Dedicating adequate resources to make certain our C-TPAT security program can be effectively implemented and is sustainable.
- Create and promote a positive, healthy, and safe work environment for our employees, customers, and other business partners.
- Provide C-TPAT training and security guidelines for Green employees and business partners and continue to promote the C-TPAT program.
- Commit to working with our business partners to continually improve supply chain security and business practices.
- Comply with international and national security regulations and initiatives.
- Screening of potential business partners prior to conducting business transactions.
- Conduct an annual self-risk assessment and annual review/audit of our company's C-TPAT security program in order to detect any insufficiencies and act accordingly.
- Cooperating with and to notify U.S. CBP and/or other law enforcement agencies of any activity related to a breach in the supply chain security or other suspicious events.
- Commit to employing advanced computer applications to ensure the cyber security of our operations, hardware, software and confidential electronic data.

PRO COMPETITION

We're not afraid of a little **fair competition**.

Healthy competition and fair business practices are the cornerstones of any quality long-term relationship.

In fact, fair competition inspires us to understand what our customers need, innovate to improve our processes and technologies, and meet our business objectives with integrity.

POWERED BY



29 | ADD VALUE

Clients hire us because we're relentless logisticians. Be proactive, work expeditiously, communicate clearly and ask questions that help design solutions. Don't accept anything just because it is the way it has always been done; after all, you're the freight expert!

5 | FOLLOW THE PROCESS

We have procedures that outline the best way to accomplish nearly every important task. These are not mere guidelines; they're requirements.

Follow our processes rigorously to guarantee our work meets the highest possible standards.
That's the Green Way!



PRO COMPETITION

- **YES** follow the laws and regulations of the U.S. and of all the places where we operate.
- **YES** be honest and transparent in discussions with government representatives and officials.
- **YES** respond truthfully, appropriately, and promptly to government inquiries and requests for information.
- **YES** comply with global trade controls and economic sanctions that prohibit us from doing business with certain countries, governments, entities, and individuals.

DATA INTEGRITY

Green Worldwide Shipping® is open and transparent about how we handle customer data. We promise to protect it as if it were our own, and never sell it to third-parties.

- **YES** adhere to all local privacy and data protection laws.
- **YES** honor data privacy choices and only use the data permitted for services requested;
- **YES** protect client data by building secure products and services.



9 | PAY ATTENTION TO THE DETAILS

Missing just one detail can have an enormous impact. Be a fanatic about accuracy and precision. Before you send your message, check for attachments, correct distribution lists, and the content. Get the details right the first time.

21 | THINK TEAM FIRST

It's not about you. Don't let your own ego or personal agenda get in the way of doing what's best for the team. Be there for each other and be willing to step into another role or help a co-worker when that's what's required for success. Help each other succeed.

POWERED BY



SAFE WORKPLACES

Green Worldwide Shipping® maintains an empowering work environment that allows employees to take ownership and do their best work.

A safe workplace inspires trust and allows us all to contribute and succeed. Discrimination, harassment, and unsafe working conditions diminish what we can achieve together.

PROTECTING OUR EMPLOYEES

- **YES** treat others with respect and do not tolerate harassment or discrimination.
- **YES** integrate safety and health practices into our operations and comply with workplace safety regulations.
- **YES** resolve problems respectfully, and never resort to acts or threats of violence.

DIVERSITY & INCLUSION

Green Worldwide Shipping® believes that diversity of culture and ideas is the only true way to evolve and innovate over time.

As logistics problem solvers, we work closely with international partners and customers which affords us exposure into how different cultures operate and inspires us to figure out ways to incorporate these diverse ideas into our everyday operations.

- **YES** provide equal employment opportunities to all qualified candidates and employees.
- **YES** examine our unconscious biases and take steps to create an inclusive culture that makes every employee feel welcome.
- **NO** discrimination based on age, ancestry, color, family or medical care leave, gender identity or expression, genetic information, marital status, medical condition, national origin, physical or mental disability, political affiliation, protected veteran status, race, religion, sex (including pregnancy), sexual orientation, or any other characteristic protected by applicable laws, regulations, and ordinances.

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CONFLICTS OF INTEREST

Conflicts of interest can arise when personal relationships or financial interests overlap with our job responsibilities.

If we don't navigate potential conflicts of interest carefully, these situations can impact the decisions we make, erode trust within teams and harm Green's reputation.

When in doubt, communicate personally to ask for help or seek an impartial opinion.

- Understand that a conflict of interest can exist even if we are convinced that our decisions will not be affected by the outside relationship.
- When conflicts of interest arise, disclose them and get advice or approval.



3 | WHEN IN DOUBT, COMMUNICATE PERSONALLY

When delivering difficult or complex messages, or in emotionally charged situations, speak "live" instead of hiding behind e-mail or voicemail. Where appropriate, follow-up in writing to confirm everyone's expectations and understanding.

PART III

we speak freight



**YOUR
PRODUCT**



**YOUR
CUSTOMERS**

who is green?

We help international businesses create great supply chains and everything in between.

**FREIGHT FORWARDING
CUSTOMS BROKERAGE
WAREHOUSING & DISTRIBUTION
PURCHASE ORDER MGMT
INVENTORY CONTROL
PROJECT LOGISTICS
TIME CRITICAL TRANSPORT
AEROSPACE AOG
GLOBAL TRADE COMPLIANCE**

POWERED BY



July 2008	●	ATLANTA (HQ)
September 2008	●	LOS ANGELES
January 2010	●	CHICAGO
November 2011	●	NEW YORK
June 2012	●	HOUSTON
May 2013	●	SEATTLE
May 2013	●	MIAMI
July 2016	●	DENVER
November 2017	●	DALLAS
September 2019	●	CHARLOTTE
April 2020	●	BIRMINGHAM
December 2020	●	PHOENIX



A G R O W I N G C O M P A N Y

Green Worldwide Shipping® is a leading provider of international supply chain logistics and freight forwarding services. 100% privately-owned, Green was founded in 2008 and has grown to 12 offices in 12 years.

Headquartered in Atlanta, GA, Green specializes in all-modes international freight forwarding, in-house Customs brokerage, regulatory compliance, domestic distribution, warehousing, project and time critical cargo, as well as free trade zone, drawback and order management solutions.

Green believes that by empowering our freight experts with trust and respect, we are able to create powerful shipping experiences **for every customer, every shipment, every time.**

WHY GREEN?

Uniquely positioned amongst freight providers, Green Worldwide Shipping® is 100% privately-owned, flat management structure allows us to adjust our corporate goals as we see fit in order to action sustainable programs, purchasing, and operations that benefit our community of supply chain experts.

We protect this independence fiercely because it allows us the flexibility to conduct operations in **the Green Way** – not someone else's. Green is more than just a logistics provider, we are an innovative freight *forward-looking* agency that invests in technology automations that empower our employees and benefit our customers and international partners, alike.

Green is focused on bringing value to the local communities we serve to enable responsible growth, employment, and encourage industrial development while incorporating programs that align with UN Global Compact Sustainability Goals.

1 | DELIVER EXCEPTIONAL SERVICE

It's all about the experience – for every customer, every shipment, every time. Make every interaction stand out for its helpfulness. Create the “WOW” factor that turns clients into raving fans. This includes both internal and external customers.

POWERED BY

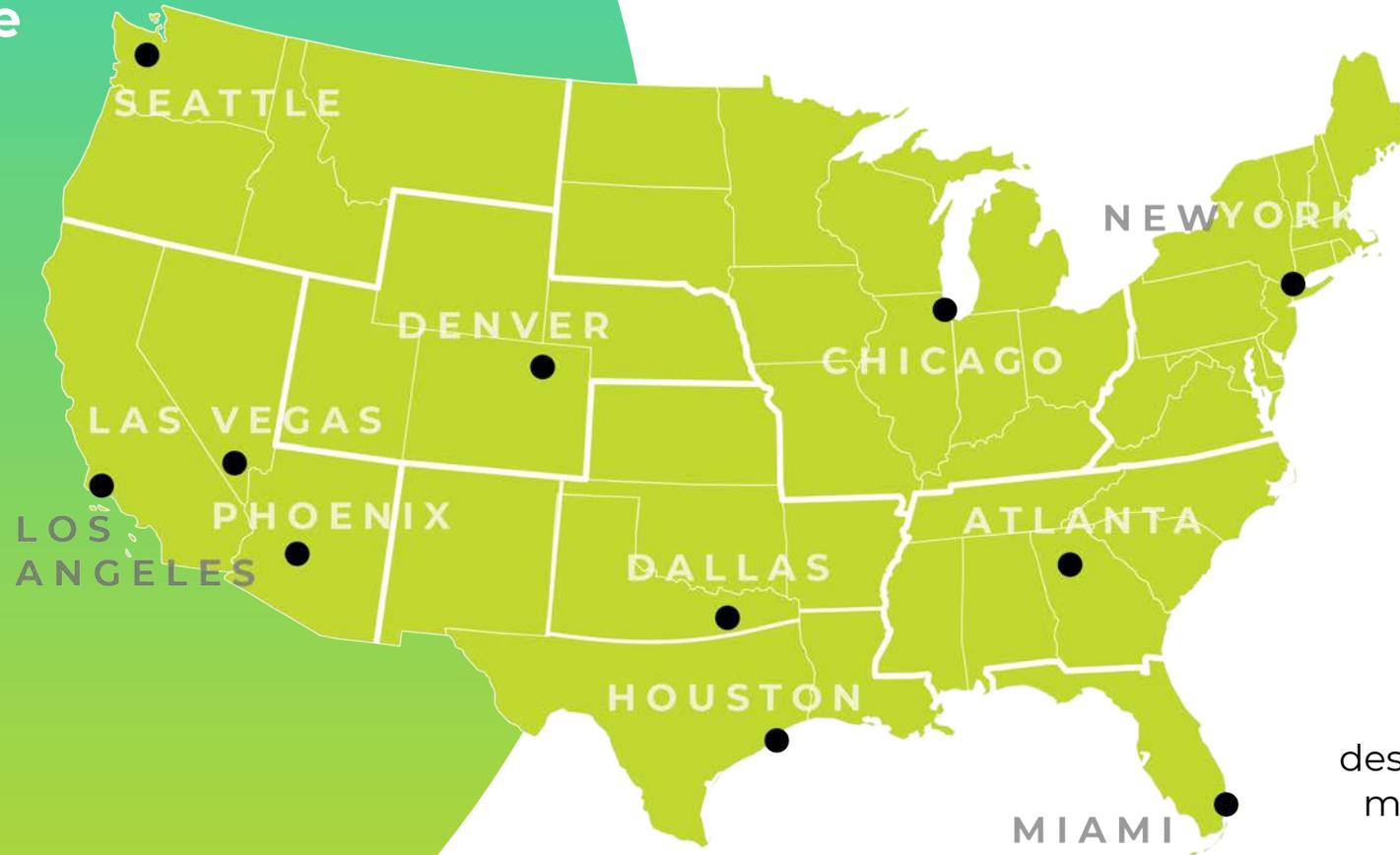


flat corporate structure

nimble, flexible
forwarding

no stagnant
proprietary
systems

technology
forward



17 | GO THE
EXTRA MILE

Be willing to do whatever it takes to accomplish the job... plus a little bit more. Whether it's starting early, staying late, or doing something that's not in your job description, it's the extra mile that separates the ordinary from the extraordinary.

PATH TO ESCALATION



26 | WALK IN YOUR CLIENTS SHOES

Understand both your internal and external customers' world. Know their challenges and frustrations. Show "business empathy" by thinking from their perspective. The better you understand them, the more effectively you can anticipate and meet their needs and make them look good.

THE GREEN ACADEMY

Designed to emulate a traditional European apprenticeship, Executive Vice President, Nick Brown, saw the opportunity to entice excitement in young talent considering logistics as their career choice.

The Green Academy focuses on skill development opportunities across Green's business segments. The six-month rotations are designed to provide participants with a wide range of experience in building skills to advance their career in logistics.

Throughout the program, trainees will work with team leads to leverage Green's unique data assets and cutting-edge technologies to create and efficiently solve analytical problems.



rotation one ACCOUNTING

post & issue invoices
analyze customer accounts
examine financial statements
posting account receivables

rotation two IMPORTS

rate negotiation
entry writing
tracking & tracing
custom brokerage
lcl consolidations
domestic trucking
air freight

rotation three EXPORTS

vendor requirements
carrier/vendor negotiation
export customs laws
tsa regulations

rotation four MARKETING & SALES

content creation
market research
editing & publishing
lead generation
commercial development



GROWING THE NEXT GENERATION

“I feel confident that the Green Academy will be a great vessel in which to pursue my goals here at Green - understanding all of the components of the freight industry, as well as the unique inner workings of Green Worldwide Shipping and embodying The Green Way!”

BLAISE LOVE, GREEN ACADEMY APPRENTICE





Green is a proud member of the United Nations Global Compact, the world's largest corporate sustainability initiative.

Our industry reputation for good business and respect for both people and the environment creates a framework of quality international freight services that strategically align with our clients and international partners.

CARBON OFFSET

Green's flexible, easy-to-implement carbon offset program is perfect for shippers of all sizes!

LEARN MORE

GREEN TREE INITIATIVE

A tree planted for every customer, every shipment, every time? **Automatically, and at no extra cost.**

LEARN MORE

UN GLOBAL COMPACT

Read our commitment in Green's Annual Communication on Progress.

LEARN MORE

RISK REDUCTION STRATEGIES

Take proactive steps towards Reasonable Care

International businesses can receive guidance for import and export manuals, standardize freight operations, identify areas of improvement and much more!

DUTY DRAWBACK

Did you know that **any party in the supply chain** can be eligible for duty drawback going as far back as the last 5 years.

FOREIGN TRADE ZONES

Encouraging the flow of free trade, Foreign Trade Zone programs allow for the movement of domestic and/or foreign merchandise into the United States **without the application of duties.**



global trade solutions

REGULATORY COMPLIANCE
MOCK AUDIT PROGRAM
MANUALS, AUDITING, & REPORTS
RISK MITIGATION
SECTION 301 GUIDANCE
DUTY MITIGATION
FOREIGN TRADE ZONES
TRADE REMEDY ASSISTANCE
MANAGED COMPLIANCE SERVICES
ON-SITE & WEB-BASED TRAINING
SEMINARS & WEBINARS
PROJECTS & MORE!

GROUND CONTROL AOG EXPERTS

Aircraft-on-Ground failure is painful. It is expensive and can cost lives as well as hundreds of thousands of dollars.



Green Worldwide Shipping® serves as the U.S. representative of the Aviation Logistics Network.

We provide international logistics support for AOG providers, MROs and all levels of the aviation industry.

**24/7/365 AOG SUPPORT
COMPETITIVE PRICING
PROACTIVE COMMUNICATION
ENGINE & ROTABLES EXPERTS**

POWERED BY
 **greenworldwide**
SHIPPING®

TIERED TRANSPARENCY FOR DOWNSTREAM PLANNING

Green Worldwide Shipping® isn't burdened by legacy systems, and we have a deep passion for innovative technologies.

Our goal is to invest in programs that create automation benefits for our operators while also providing transparency and control international shippers need.

Green currently offers three tiers of supply chain technology:

SHIPMENT TRACKER

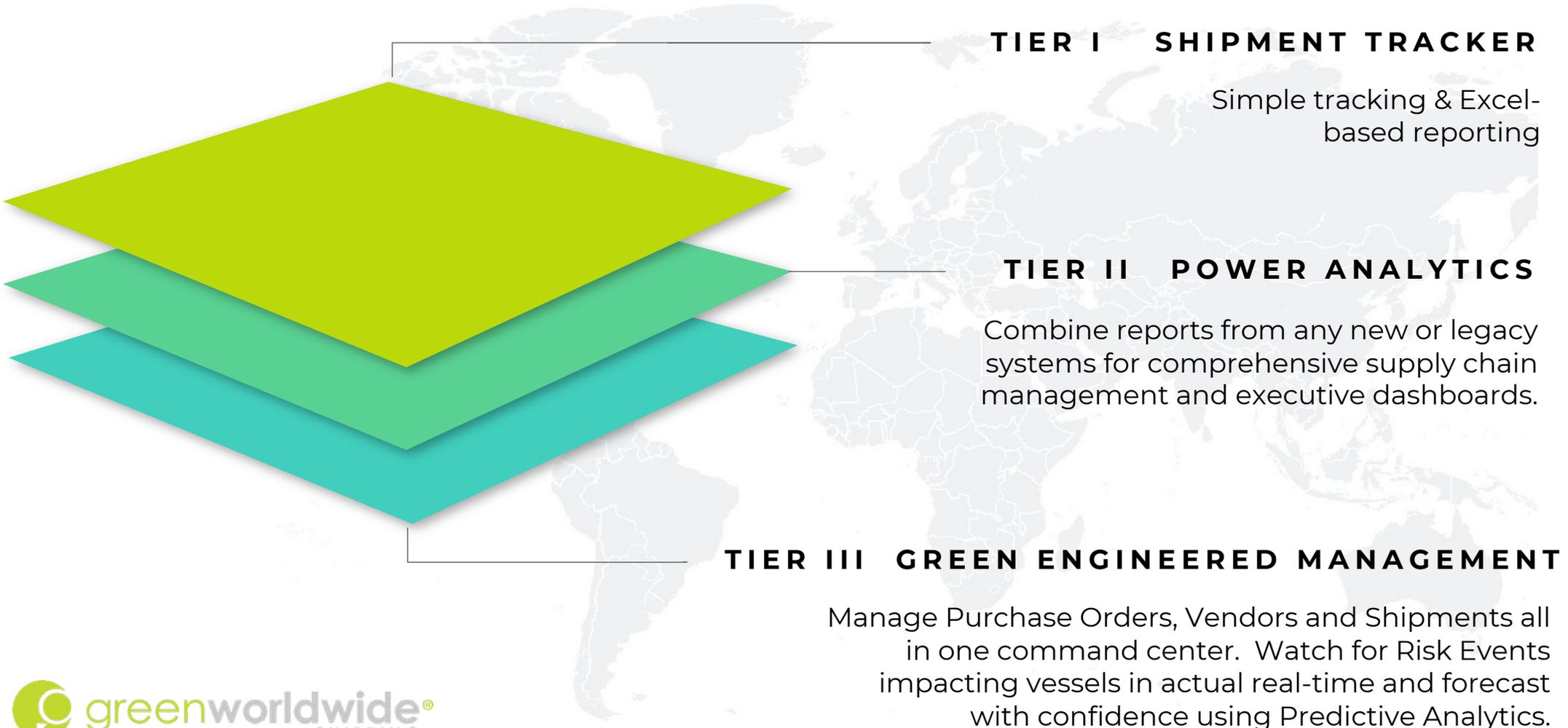
POWER ANALYTICS

GREEN ENGINEERED MANAGEMENT

POWERED BY



- 
- **BOOKING RECEIVED**
 - **BOOKED**
 - **ISF FILED**
 - **BOOKING ROLLED**
(If Applicable)
 - **DEPARTED ORIGIN**
 - **ARRIVED AT PORT
OF DISCHARGE**
 - **CARGO ON HAND**
(LCL, If Applicable)
 - **ARRIVED DESTINATION
TERMINAL**
 - **CUSTOMS EXAM**
(If Applicable)
 - **DISPATCHED
FOR DELIVERY**
 - **DELIVERED**



TIER I SHIPMENT TRACKER

Simple tracking & Excel-based reporting

TIER II POWER ANALYTICS

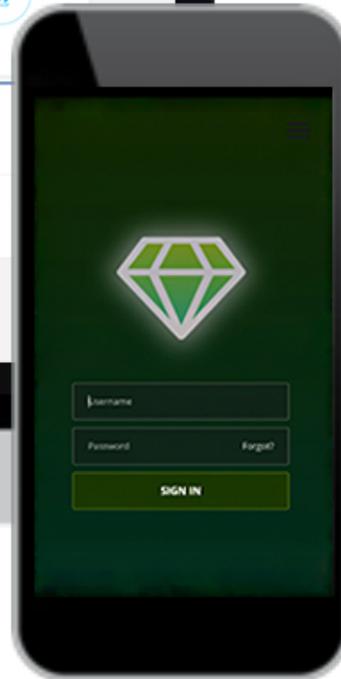
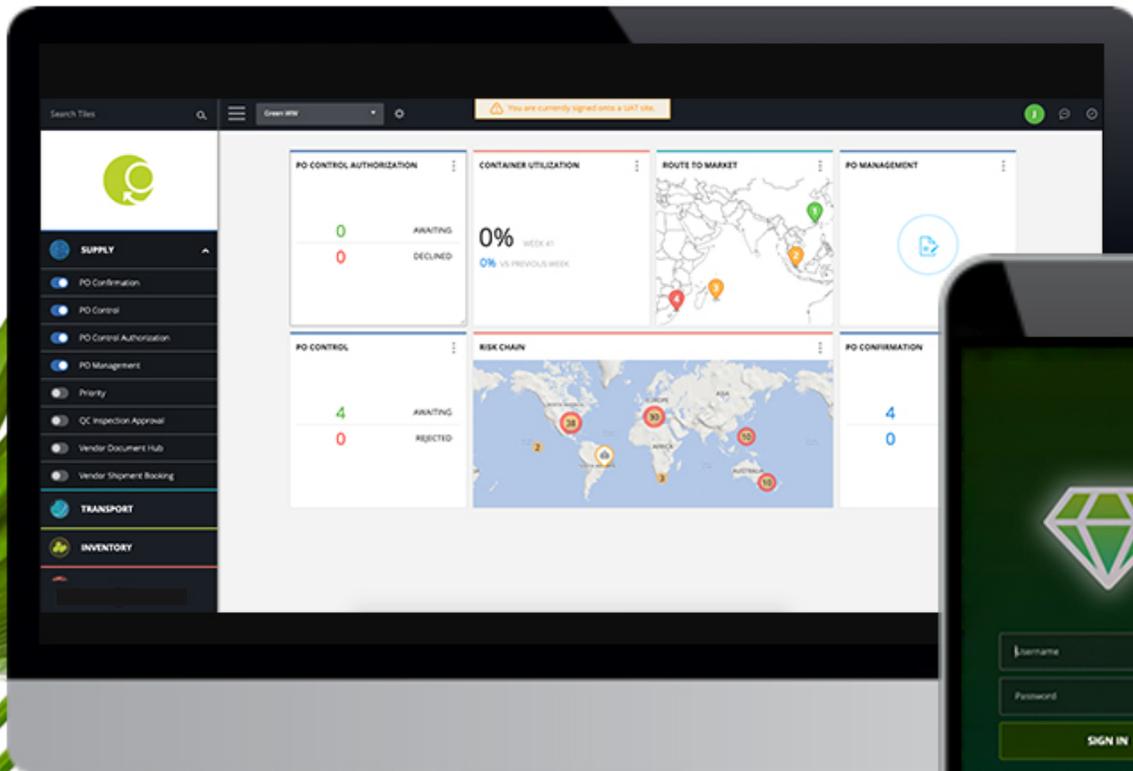
Combine reports from any new or legacy systems for comprehensive supply chain management and executive dashboards.

TIER III GREEN ENGINEERED MANAGEMENT

Manage Purchase Orders, Vendors and Shipments all in one command center. Watch for Risk Events impacting vessels in actual real-time and forecast with confidence using Predictive Analytics.



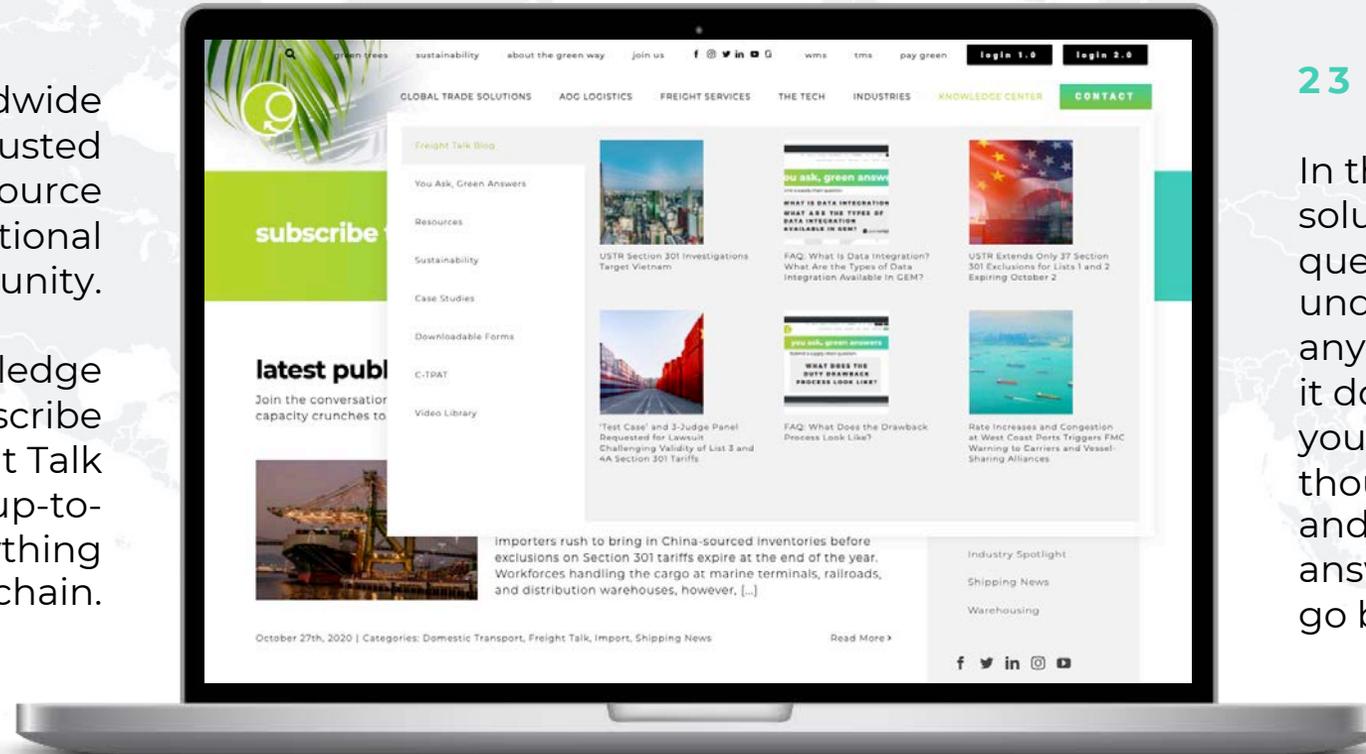
**SIMPLE, POWERFUL
CONTROL CENTER
BOOKING MANAGEMENT
INVENTORY PIPELINE
REAL-TIME ORDER
VISIBILITY
PURCHASE ORDER
MANAGEMENT
RISK MITIGATION
PREDICTIVE
ANALYTICS**



knowledge

Green Worldwide Shipping® is a trusted educational resource to the international business community.

Visit the Knowledge Center and subscribe to the Freight Talk Blog to stay up-to-date on everything supply chain.



23 | BE CURIOUS

In the search for the best solutions, challenge and question what you don't understand. Don't accept anything at "face value" if it doesn't make sense to you. Be curious, ask thoughtful questions, and listen intently to the answers. Dig deeper to go beyond the expected.

SUPPLY CHAINS ARE COMPLICATED

That's why in 2020, Green launched our you ask, green answers program to help international shippers feel confident going to market.

Visit us anytime, at greenworldwide.com

22 | COMMUNICATE TO BE UNDERSTOOD

Know your audience. Write and speak in a way that they can understand. Avoid using internal lingo, acronyms, and industry jargon. Use the simplest possible explanations.

you ask, green answers

FREQUENTLY ASKED QUESTIONS
ANSWERED BY REAL FREIGHT EXPERTS

Does my product apply for a Section 301 refund or exclusion?

BOTTOM LINE,

we speak freight

ISN'T IT TIME TO MOVE FREIGHT
FORWARD?