

2022-2023

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.

corporate social responsibility

ANNUAL REPORT



UN GLOBAL COMPACT

Statement of Commitment

Human Rights Labor Environment Anti-Corruption

CODE OF CONDUCT

Vision
Mission
Values
The Green Way
34 Fundamental of Service
Good Business Decisions

Leaders and Managers Employees, Clients & Partners Flat Structure
Doing the Right Thing
C-TPAT Commitment
Pro-Competition
Data Integrity
Safe Workplaces
Diversity & Inclusion
Conflicts

IN THIS REPORT







Who is Green?
Warehousing Expansion
Global Trade Solutions
Aerospace Experts
Downstream Planning
Tiered Technologies
Knowledge Base



GreenCO2 Check

Supply Chain Carbon Emission Calculation Taking Action

Green in Featured News Green Trees Climate Neutral Website



united nations global compact



STATEMENT OF COMMITMENT

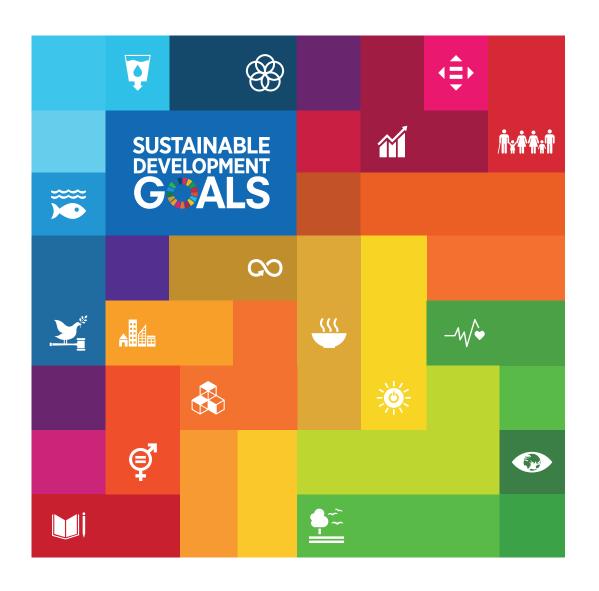
This document serves as the Corporate Social Responsibility (CSR) Report and a Communication on Progress (COP) for Green Worldwide Shipping® under the United Nations Global Compact (UNGC) initiative covering a twelve-month period starting January 1, 2021.

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 2022-2023 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.







UN GLOBAL COMPACT PRINCIPLES

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





human rights

MEASUREMENT OF OUTCOMES

Green 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 Shipping® 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 Shipping® is built on a firm foundation of respect – for all stakeholders; including vendors, customers, employees, and especially 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 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 & GOALS

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 <u>Department of Labor</u>, including but not limited to, <u>Fair Labor Standards Act (FLSA)</u> and <u>Occupational Safety and Health (OSH) Act</u>.

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





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.
- Continuous 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.

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.



ENVIRONMENT CONTINUED ...

IMPLEMENTATION

Green Worldwide Shipping® 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. Our YTD total is 375,000 trees planted through 2021.
- GreenCO2 Check offers Scope 3 carbon emissions management 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 a paperless, digital 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.



anti-corruption

ASSESSMENT, POLICY AND GOALS

Green Worldwide. Shipping® 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 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.

POWERED BY



ANTI-CORRUPTION CONTINUED...



IMPLEMENTATION...

Green Worldwide Shipping® 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.





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

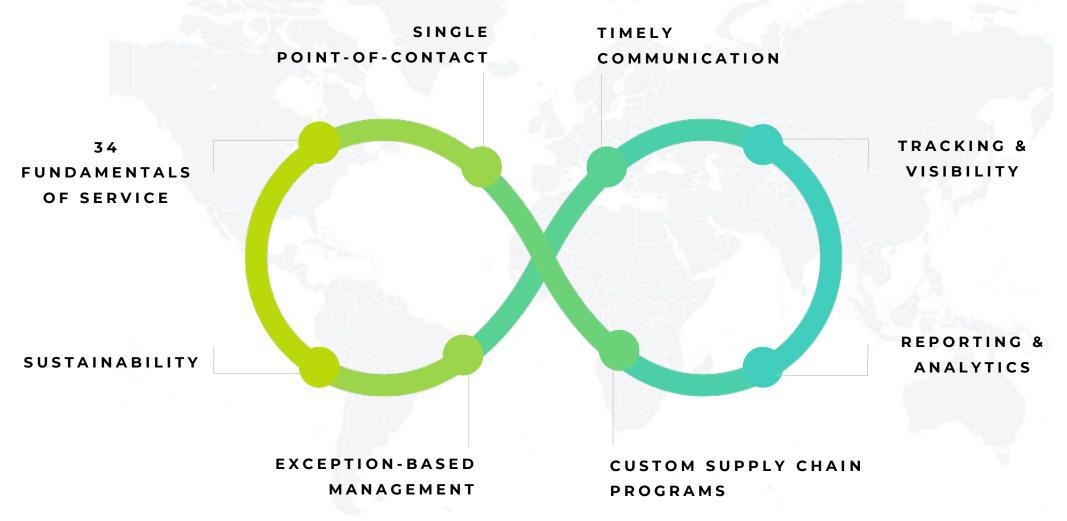
The Green Way is how we **define and use our culture, upstream processes and innovative technologies** to deliver an exceptional shipping experience for every customer, every shipment, every time.

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





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



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.

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 greenworldwide.

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-TPAT STATEMENT OF SUPPORT

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 Customshouse 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.

THOMAS JORGENSEN PRESIDENT & CEO



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 inquires 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

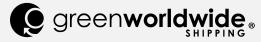
Missing just one detail can have an enormous impact. Be a fanatic about accuracy and precision. Before you send your message, check for attachments, correct distribution lists, and the content. Get the details right the first time.

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.

POWERED BY



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.



Y O U R P R O D U C T



Y O U R C U S T O M E R S

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 PECATUR (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

May 2021 • ATLANTA

June 2021 • SAN FRANCISCO

A GROWING COMPANY

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 14 locations in 13 years.

Headquartered in Decatur, Georgia, 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.



MAY 2021

Green Grows Operations in Atlanta with New Warehouse

Recognizing the growing need for high quality warehousing, distribution and fulfillment solutions, Green opened a new, second location in the greater Atlanta area, that features over 46,400 SQFT of space.

Green Worldwide Shipping® - Atlanta

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CONVENIENTLY LOCATED BY:

I-75: < 1 Mile

Air Cargo: 2.9 Miles

I-85: 4.6 Miles I-285: 1.9 Miles

Hartsfield-Jackson International Airport: 2.3 Miles

Connectivity to Public Transportation







JUNE 2021

Green Purchases San Francisco Freight Forwarder, Ted L. Rausch

In June 2021, Green Worldwide Shipping® proudly announced the acquisition of global logistics service provider, Ted L. Rausch Co., located in San Francisco, CA.

Established in 1958, Ted L. Rausch Co. set out a goal to provide customers with critical import, export and freight forwarding solutions helping bring more trade to the region. Throughout the years, the firm continued to grow and became a local institution within San Francisco shipping.

Today, Ted L. Rausch Co. has handed over the reins to Green Worldwide Shipping, ensuring Rausch customers experience the same high level of door-to-door service they have come to know, now backed by Green freight experts and the Green Way.

Green Worldwide Shipping® - San Francisco

433 Airport Blvd, Suite 310 Burlingame, CA 94010 P: +1 650 348 2211

P. 11030 340 2211

E: sanfrancisco@greenworldwide.com





It is with a grateful heart that the family of Ted L. Rausch has found the perfect fit to carry on what our father founded over 62 years ago in San Francisco, California.

We have entrusted the Green family to perpetuate the customer-oriented business philosophy that was the foundation of our father's success and reputation.

DEBORAH WEINBERGER TED L. RAUSCH CO.

SEPTEMBER 2021

Green Triples Warehouse Capacity in Miami

In September, Green was proud to announce the successful move of its operations in Miami, Florida – tripling the size of our warehousing space to **46,900 SQ FT.**

Located in the Flagler Station Business Park, Green's warehouse is strategically positioned close to the Port of Miami, Port Everglades and the Miami International Airport making it easily accessible, visible and trucker friendly.

Green Worldwide Shipping® – Miami

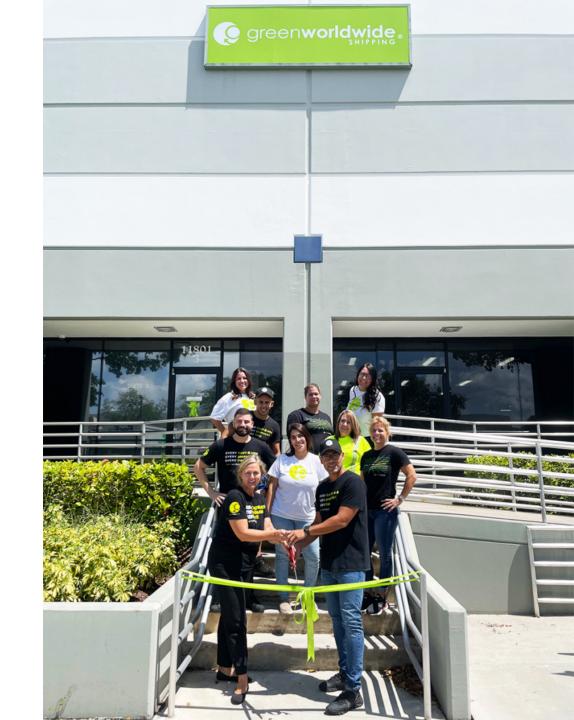
11801 NW 101 Rd, Suite 3 Miami, FL 33178

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E: miami@greenworldwide.com

For more information, visit at greenworldwide.com.







The expansion compliments Green's growing end-to-end supply chain offerings. E-commerce capabilities will further enable our customer to manage their supply chain seamlessly.

The additional warehousing capacity supports Bonded warehousing, CFS consolidation and a dedicated fulfillment zone for pick-and-pack operations.

Green Miami has creative advantages for both B2C and B2B fulfillment clients, such as options for on-site showroom space, in-house Customs brokerage and final-mile domestic services.



DECEMBER 2021

Green Arizona Warehouse to 160K+ SQFT

Less than a year after opening its doors, Green's Arizona warehouse is already expanded its capacity by an additional 79,160 SQFT in order to meet the demand for distribution and Foreign Trade Zone access to the area.

Green is proud to serve as the area's exclusive 3PL provider of Foreign Trade Zone warehousing for overflow inventory to existing and newly developing FTZ programs in Zone 75.

The greater Phoenix area is a prime location for distribution into major U.S. markets. Shippers considering state-side inventory distribution should request more information.



+166,456 SF

capacity

DRIVE TO LOS ANGELES

±6 hours

U.S. MEXICO BORDER

±3 hours

DOWNTOWN PHOENIX

±20 minutes

SKY HARBOR AIRPORT

±21 minutes

LOOP 101

±1 minute

INTERSTATE 10

±5 minutes



TURNKEY FTZ SPACE



SHORT & LONG TERM



OVERFLOW SUPPORT



LOCAL ZONE 75



FTZ MANAGEMENT

Green Worldwide Shipping® - Phoenix

10200 W Montebello Ave, Bldg C Glendale, AZ 85307 P: +1 602 649 4089 E: phoenix@greenworldwide.com

POWERED BY





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.

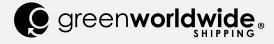
We protect this independence fiercely because it allows us the flexibility to conduct operations in **the Green Way** – not someone else's. Green is more than just a logistics provider, we are an innovative freight *forward-looking* agency that invests in technology automations that empower our employees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

14 nationwide locations and growing!

greenworldwide®





I7 | 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

Thomas Jorgensen

President & CEO

Nick Brown

VP, Operations

Branch Managers

Operations

Peter Aaro-Hansen

CCO

Rex Sherman, LCHB

VP, Compliance

Ed Chambers, LCHB

VP, Technology

Greg Bollefer

EVP, Commercial Development

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.

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

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



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.

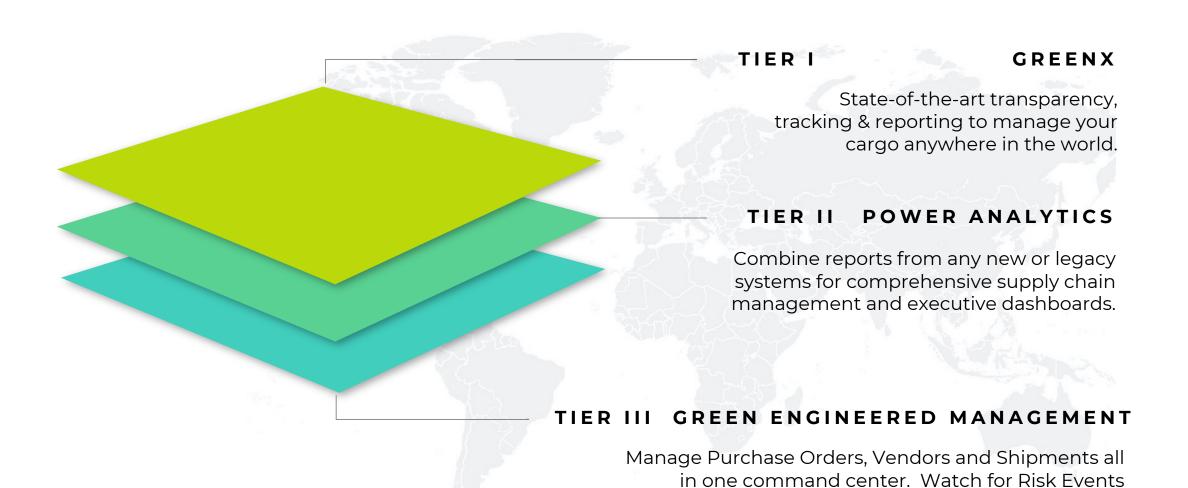
Green currently offers three tiers of supply chain technology:

GREENX 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



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

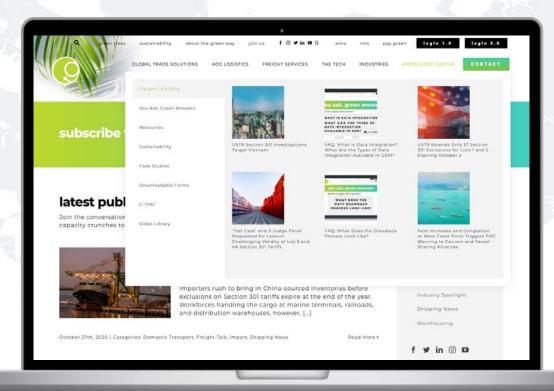
PREDICTIVE ANALYTICS



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-todate 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.







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 EMISSION

GreenCO2 Check allows shippers of all sizes, calculate, manage and start making supply chain decisions to reach their sustainability goals.

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



greenco2V

GreenCO2 Check powered by Green Worldwide Shipping® began over five years ago when we realized how important supply chain sustainability would be for businesses in the future.

GreenCO2 Check is not just how Green calculates our supply chain carbon emissions – it's about having a deeper conversation around your sustainability goals, and what we can do as freight forwarders to help you understand what is available to achieve them.

Calculating supply chain carbon emissions is just the **first step in the process.**

POWERED BY



more than metrics



THE BOTTOM-UP METHODOLOGY

The calculation uses a bottom-up methodology that calculates transport distances, energy consumption, greenhouse gases CO2 and CO2 equivalents, air pollutants SOx, NOx, NMHC and PM10 as well as external costs for every global transport chain.

That means the emissions are determined on the basis of the energy consumed and the fuel used – unlike the usual top-down approach, in which gCO2e / tkm are multiplied by the freight weight and a distance.

- **✓** GLEC FRAMEWORK
- GHG PROTOCOL

√ EN 16258

√ ISO 14083 (Under Development)

This approach is progressive and allows for the ability to incorporate new types of fuel or vehicle technologies, with only one parameter needing to be adjusted in the calculation workflow.



Learn more about supply chain carbon emissions at greenworldwide.com

take action

IDENTIFY CARBON REDUCTION TARGETS

EVALUATE CARBON IMPACT BY TRANPORT MODE, EMISSION INTENSITY FACTOR, SUPPLIER, PRODUCT TYPE, TRADE LANE & MORE!

View real-time impact of business decisions on supply chain carbon emissions.

Provide sourcing teams and executive leadership with preliminary CO2 impact reporting for pro-active, sustainable decision-making.



ready to offset?

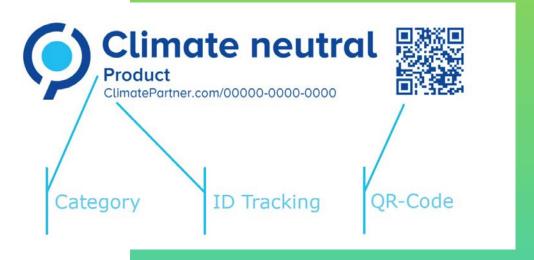
NOT READY TO MAKE SIGNIFICANT SUPPLY CHAIN...CHANGES?

But still want to make progress with a carbon neutral supply chain? Consider going Climate Neutral with certified carbon emission offset credits.

Offset a little or offset all of your company's carbon contributions!

- Climate action strategy & reduction measures
- Downloadable certification
- Trackable details about each offset order & project
- Exceed UNGC Sustainability goals
- Thousands of certified offset programs supporting local projects all over the world.

CHOOSE FROM THOUSANDS OF CERTIFIED INTERNATIONAL OFFSET PROGRAMS!





Focus ON

"Specifically,

has become almost a requirement for doing

business with many

of international and

investments into

supply chain carbon

emissions and provide

customers make better

ultimately, this is going to

environment. Our job is to

show them there are

Global Compact

solutions and continue

having the conversation.

Internally, Green continues

our commitment to the UN

sustainability initiative. Our

have the most impact on the

decisions, because

environmental sustainability

organisations now because

consumer pressures," says

Jorgensen. "At Green, we

continue to make significant

partnerships that provide us

with the ability to calculate

access to certified carbon

offset credits in order to help

Greening freight chains

not be a burden for our customers. We believe that in many ways we have been pioneers, initiating a way of working that could become nandatory in the near future

> Among the services it provides customers is a digital platform. EccoLogistics 360, that allows them to calculate CO2

emissions acros that in man compare thes with alternative routes and have been carriers. The system is pioneers presently in use initiating a way of working

that could

become

Guervós savs it allows the company's

in the near reductions and create offset future" plans. A novelty when Ecco first began offering are becoming ubiquitous industry-wide, with other independent forwarders carriers and larger nultinationals now offering

At the start of July Birmingham, UK-based independent. Metro Shipping, launched its own in-house-developed

and offset their CO2 emissions The free-to-use cloud-based MVT ECO module monitors emission: and their associated costs for every consignment in

every mode enabling shippers to choose how, and if, to offset them. Simon George, technical solutions director, says: "The dashboard shows

ear, confirme parture and O2 equivalent And it reveals the total cost to offset. You can asily flick in place, we'll elect a portfoli of one to three roducts for etro CO2 ffsetting, which mandatory rojects of value enerally, you

> it, storing it, or offsetting the impact on the combining two three, you'd have a good scope of offsetting. "We are unsure what leve

companies will commit to.

can decrease

CO2 by avoiding

Some of the numbers can be fairly significant. We want to find out our customers into a dialogue about a hetter choice, and maybe create different supply chain

necessary? Is road or rail better? There is a new dynamic in the talks we are having with customers. For one thing, now we are not just talking to shipping and ogistics departments, other tomer departments are

But for some, the chaos nerated by the pandemic has led to a rethink among some of the more obstinate companies when it came to assessing their own nmental impact. Chie xecutive of Green Worldwide Shipping, Thom Jorgensen, tells VOTI that many companies were "forced" into this re-

Similarly, Southern Cross Specifically. Cargo's Vanessa Richards says that her team is continuing efforts, internally has become almost a equirement for doing to be more sustainable. A ousiness with many recent warehouse move organisations now because provided the company with the opportunity to build in of international and onsumer pressures," says new technology and systems that were not possible in estments into Richards tell VOTI: "We partnerships that provide u with the ability to calculate

prioritise business partners and service providers who share similar business ethics as us but that is proving to be more difficult especially as the global supply chair now deals with hugely inflated rates and delays

donates to Trees for the

Future for every single

shipment we handle and

impact of our website.

even offsetting the carbon

environmental or carbon

and partners are taken care

aligned goals that will allow

us to be around for future

responsibility to keep pac

and provide new services

solutions, and technologie

standards as they become

that meet sustainability

available.

generations. As freight

forwarders, it is our

neutral. It is making sure

of and working towards

"Sustainability is not just

But unlike Jorgensen, have the most impact on the Richards believes the poise of change surrounding the last 18 months, perhaps, does not accurately reflect reality. While she agrees that many companies have "green ambitions", she has seen a slowdown in the realisation of any substantive change.

financial impact of the coronavirus pandemic "In Australia certainly we

have gone in and out of lockdown in various state and so the continuum tha would normally allow businesses to set future goals and plans has been diminished." Richards continues "I think if a company already had a strong environmental or sustainability focus, they have probably put a stronge newcomers to the marke may still be hesitant. "Which is a shame.

because I think companie that have had an environmental focus are newhat better at adapting to change. They are used to thinking outside of the box and I think now more than ever, people are looking to do business with companie that are looking to more than just the bottom line to be more particular with who they engage with and

what they buy." Which brings both Giménez-Guervós and Richards onto their nex comes to turning supply "Greenwashing" While they both welcome the increased awareness they are also seeing the business-centr

dency for a quick fix.

"The number of companie marketing ploy with no substance need to realise that sustainability isn't just a

Environment



HOMAS JORGENSEN Green Worldwide Shipping

marketing grab, it can be a massive business changer marketers jumping on a green bandwagon can be seen to be making vague and unverifiable claims - that's been going on for decades - and they deserve closer scrutiny.

Giménez-Guervós says it is unbelievable how many times Ecco finds out when approaching a company that they only have a desire for branding and no real commitment to change. He says that the proble "Our job

is to show

them there

nd continue

is the level of effort required and companies "have to make a real are solutions commitment*

they want to se that change. H that many are simply happy to get the badge without doing the work.

calculation. Because to be aware of what you do, you have to know how much damage you do, so we start by calculating the emissions

"Then we give our customers the possibility to have different alternative routes and suppliers, whose emissions are lower but not more expensive. And eventually we give them the option to generate compensation plans for the

can do it in an

gile and very

emissions generated. All this

needed with regards to

offsetting mechanisms.

Jorgensen adds: "The ressure to get it right is not nly immense, but it also sn't free. Companies are rying to navigate the ne pace carefully, without verpromising before they have a workable and validated programme. This does not mean they are no actively offsetting, modifyin procurement or acquiring ore sustainable fuels in t short-term. We should applaud all steps towards carbon neutrality, even shaky ones, as we collectively head down the stainability together.

Despite her concerns o enwashing, Richards agrees that what is needed is to offer support for those who are trying to make a difference in how they do iness instead of "trying to bring them down".

*There is more regulati

but who may not be as 'green' as the next. We start programmes so consu can be assured that what to get into personal they are supporting is valid And anyway, says Giménez-Guervós, now is any voluntary options out there that may not very definitely* the necessarily be able to offse beginning of something h as much as they claim and so expects will become

again I think it's important to mandatory. Even if the recognise the system and pandemic caused a pause in nstead of penalising and investment, Giménez Guervós believes that it has work with those compani 'awakened a sensitivity' to improve it to a point across humanity to the way where we get greater the species as a whole, but consumer confidence. The business in particular. is a massive difference impacts the planet and the associated consequences of between vagrant and rresponsible claims and a that impact.

company taking interna

environmentally consciou

steps to be mon

"Over the past year, we perceived a greater sincerity in environmental concerns

of why we must change certain habits and actions that go directly against

ourselves," he continue damage that transportatio causes to the environment and greater concern about how to reduce the impact There is no question that nvironment and the zeneration of awarenes about environmental care is starting to spread.

Nevertheless, there are also many companies that and do not want to invest a lot until it is completely



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supply chain carbon

decisions, because

show them there are

Global Compact

solutions and continu

our commitment to the UN

issions and provide

access to certified carbon

stomers make better

timately, this is going to

nment. Our job is to



Coronavirus Regulation Fi

DEEP DIVE

Aircraft emissions pres roadblock to supply ch sustainability goals

FedEx's Chief Sustainability Officer says true aviatio problem." Will environmentally conscious shippers

Published Sept. 8, 2021

Editor's note: This story is part of a series marking Supply Chain Dive's five-year anniversary. Look back at some of the most important stories in supply chain since 2016 in this round-up.

edEx's globe-spanning air cargo network looks much different than it did five years ago. It has added dozens of aircraft to its fleet, expanded major shipping hubs and cut down on emissions — although it fell short of a goal set a few years earlier.



"I think what we'll see in the future is ... airlines that make those changes to reduce those emissions faster than everybody else will be utilized more and will grow faster," said Greg Bollefer, executive vice president of commercial and product development at freight forwarder Green Worldwide Shipping.

375,000

TREES DONATED SINCE 2019

Green partners with Trees for the Future to automatically plant a tree for each and every single employee and shipment we handle.

WHY TREES?

Through a Forest Garden Approach, Trees for the Future trains farmers to plant and manage Forest Gardens that sustainably feed families, raise incomes by 400 percent, and end deforestation.

GREEN IS COMMITTED TO
DONATING A TREE FOR
EVERY CUSTOMER,
EVERY SHIPMENT,
EVERY TIME.



Trees for the Future is an international development 501(c)(3) non-profit organization that meets a triple bottom line standard by planting trees for poverty alleviation, hunger eradication, and healing the environment.

OUR WEBSITE IS NOW 100% CLIMATE NEUTRAL



PROUD TO BE A CLIMATE NEUTRAL WEBSITE

Did you know that servers and data centers are run continuously and every click causes carbon emissions.

That's why Green Worldwide Shipping has chosen to offset the full carbon emissions of this website by preventing plastic waste from entering the ocean. For each compensated tonne of CO₂, 10 kg of plastic waste is collected.

CERTIFIED: GOLD STANDARD PROJECT

LEARN MORE

BOTTOM LINE,

we speak freight

ISN'T IT TIME TO MOVE FREIGHT

FORWARD?