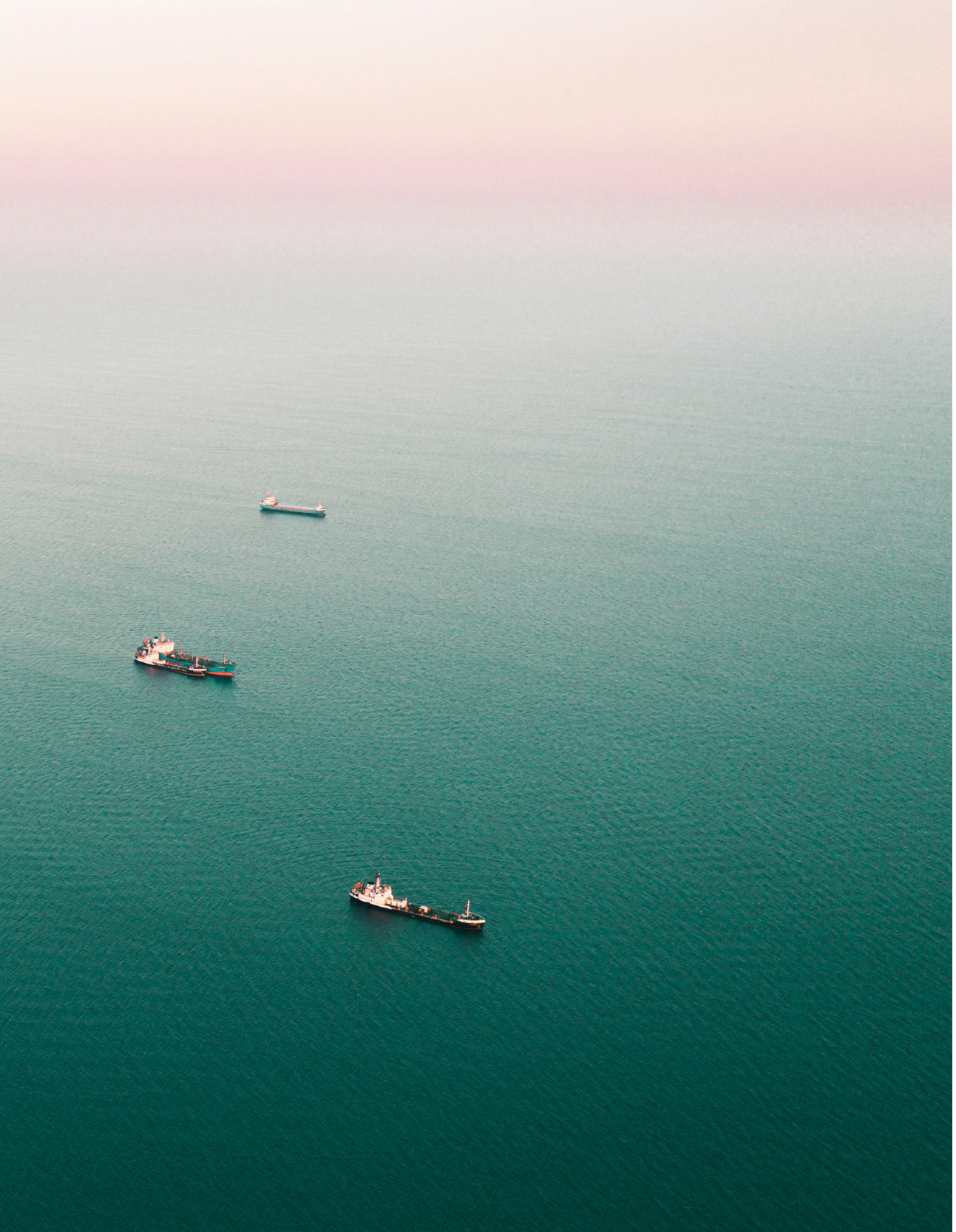


GCL GLOBAL CRITICAL LOGISTICS

MOVING FORWARD TOWARDS A MORE SUSTAINABLE FUTURE

2023 Environmental, Social and Governance Report



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LETTER FROM LEADERSHIP

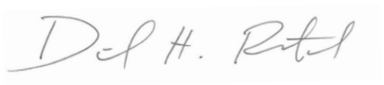


At our core, GCL recognizes our responsibility to address the pressing challenges of climate change and uphold human rights. We firmly believe that by embracing sustainability and incorporating Environmental, Social and Governance (ESG) factors into our business decisions, not only can we make our own company more resilient and responsible, but we can also spearhead meaningful change throughout our organization, supply chain and network of business partners.

At GCL, we understand that the quest for global sustainability requires a concerted effort and unwavering dedication. We pledge to uphold these principles not just as a mandate but as a moral imperative, ensuring that we leave a positive impact on the world we inhabit and the generations that will follow.

In 2023, our company has achieved remarkable success that not only propels us forward but also sets new benchmarks for sustainability within our industry. One standout achievement is the launch of the ROKBOX Loop sustainable crating system, a pioneering initiative that revolutionizes how reusable crates are stored and shipped internationally. Additionally, we are honored to receive the L.A. Green Business Certification, solidifying our commitment to eco-friendly practices. We are forging impactful partnerships with industry leaders like Christie's to implement carbon offsetting measures for all shipments, furthering our dedication to reducing the carbon footprint of our clients. Our collaboration with musician Jack Johnson and participation in the Music Sustainability Alliance inaugural summit underscore our commitment to promoting sustainability across diverse platforms.

Our leadership in ESG is being recognized with Sasha Goodman's tenure as founder paving the way for a seamless transition. The foundation she built up by creating a strong initial policy and program structure has resulted in the robust industry-leading ESG program GCL has today, and will set the company up to continue sustained and effective growth of the program going forward. We are dedicated to leading the global freight forwarding industry in the development and implementation of sustainable solutions. These accomplishments serve as a testament to our dedication and mark a significant milestone in our journey towards a more responsible and resilient future.



Daniel Rosenthal
President and Chief Executive Officer
Global Critical Logistics



2023 IMPACT BY THE NUMBERS

PEOPLE

80%
of U.S.-based employees are Trucker Against Trafficking trained and certified

100%
of employees and vendors trained in material governance issues

$190,000
donated in 2023 through GCL's charitable giving and employee matching program

152 HOURS
that GCL employees spent volunteering in their communities

8 YEARS
is the average employee tenure

40%
of employees identify as women

PLANET

1,966 METRIC TONS
amount of CO2 offset from customer shipments and employee business travel combined

1,846 GALLONS
amount of water conserved through digitization efforts for the L.A. Green Business Program implementation

1,471 POUNDS
CO2 avoided through continued digitization efforts to comply with our Green Office Policy

14 TONS
CO2 avoided from EV office chargers

2 OFFICES
achieved environmental certifications



OUR APPROACH

ABOUT

GLOBAL CRITICAL LOGISTICS

CONNECTING AND ACCELERATING GLOBAL SUCCESS

Since 1978 we have been providing seamless, end-to-end global logistics for mission-critical operations. By air, land and sea, we manage all aspects of logistics planning, execution, and operations; from carnet and customs to planning and chartering, our team members support our clients in handling their freight from country-to-country and door-to-door. We pride ourselves on being an extension of our clients' teams, focused on creating custom solutions to meet their extraordinary needs and executing with excellence.

OPERATING IN 62 OFFICES GLOBALLY

EXPERIENCE ON ALL 7 CONTINENTS

850+ EMPLOYEES GLOBALLY

SERVING 11,000+ CUSTOMERS ANNUALLY

INDUSTRIES

- Sports & Broadcast
- Fine Art
- Live Performance Touring
- Automotive
- Film & TV

SERVICES

- Air, Ground, & Ocean Freight
- Air Cargo Charters
- Freight Forwarding
- Risk Mitigation & Insurance
- Packing & Crating
- ATA Carnets
- Custom Documents
- Warehousing & Storage
- Multimodal
- Event Logistics & Planning

BRANDS



OUR COMMITMENT:

PEOPLE + PLANET

GCL is committed to addressing our ESG priorities through a sustainable, long-term approach that will further distinguish our company 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, GCL recognizes 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 & ADVANCEMENT**
3. **ETHICS & TRANSPARENCY**

GCL believes in maintaining the highest levels of governance and ethical standards. This includes ensuring our employees and vendors complete training in key governance topics and building a strong rapport with our Board of Directors related to all ESG issues.



GOVERNANCE

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 stakeholders with regular updates about our ESG program on our website and via an annual ESG report. All queries and reporting requests can be directed to ESG@GCL.Global.

ETHICS & COMPLIANCE

We have partnered with Red Flag Reporting to provide a safe space for employees to register concerns related to unsafe or unethical behavior. 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 GCL's 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.

COMPLIANCE TRAINING

All U.S. GCL staff are required to complete Transportation Security Administration and Customs Trade Partnership Against Terrorism (CTPAT) training on an annual basis, covering topics in supply chain security, regulatory compliance, threat awareness and anti-terrorism. Select operational staff receive additional International Air Transport Association Dangerous Goods (DG) and Hazardous Materials training to help identify and prevent hazards and risks when handling DG and to ensure the appropriate control measures are established.

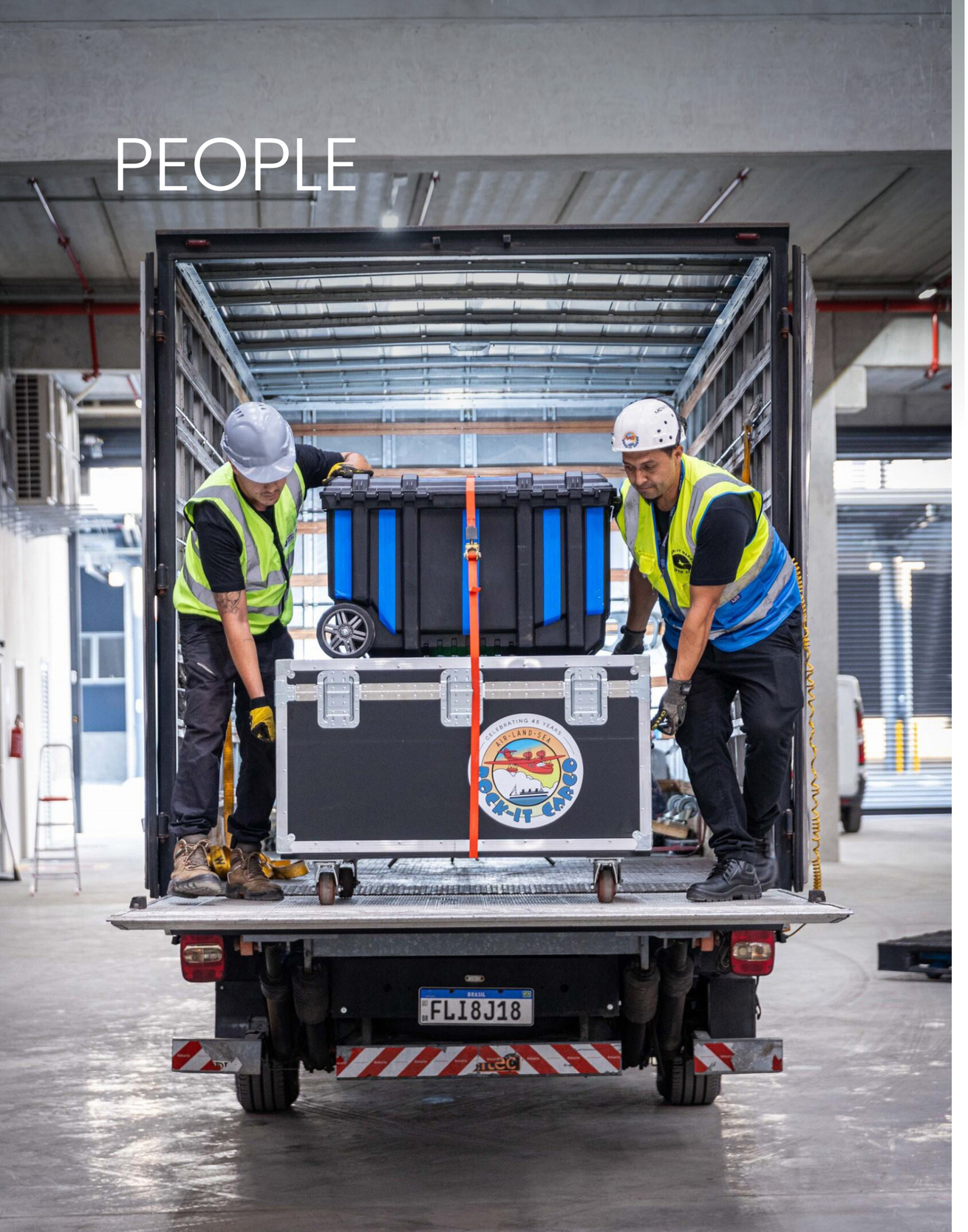
All GCL employees receive training to identify and report potential fraud and corrupt practices in compliance with the U.S. Foreign Corrupt Practices Act as well as the U.K. Bribery Act. Additional employee training topics include global anti-corruption law, the importance of compliance, costs of non-compliance, monetary payments, gifts, meals and entertainment, travel expenses, red flags, record keeping, penalties, and what to do if they spot an issue. GCL also maintains additional Governance Policies & Procedures including an Open Door Policy, Anti Harassment policy training and a No Retaliation Policy.

BUSINESS PARTNER COMPLIANCE SCREENING

GCL screens all business partners (vendors, agents, and customers) using outside resources to verify entity information is true and accurate, review credit worthiness, determine any safety issues, and to detect any potential suspicious or fraudulent activity. These resources include governmental databases, Dun & Bradstreet, Federal Motor Carrier Safety Administration Safety and Fitness Electronic Records, Secretary of State business entity databases, and the CTPAT portal, among others.

Using an online service called MK Denial, all new and existing business partners are also screened against lists released by the U.S. government of identified companies, persons and countries with which U.S. individuals or companies may not conduct business with. Such lists include, but are not limited to, the U.S. Department of Commerce Denied Persons list, the U.S. Department of the Treasury Specially Designated Nationals list, the U.S. Department of State Debarred Parties list, the U.S. Department of Justice and the Securities and Exchange Commission's Foreign Corrupt Practices Act Related Enforcements list and Domestic/International Politically Exposed Persons lists, as well as the U.S. Department of Homeland Security Uyghur Forced Labor Prevention Act Entity list. We have integrated this service into our company-wide database, CargoScience. Our entire database of customers and service providers is automatically cross-referenced against these lists of denied parties on a daily basis.

PEOPLE



OUR VALUES

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 create 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!*

PEOPLE OBJECTIVES

Enhance employee engagement, awareness & education on social issues.

Create a workforce that embraces diversity of opinions, perspectives & representation.

Foster a safe & effective workplace.

FOSTERING A WELCOMING ENVIRONMENT

GCL strives to maintain a safe and welcoming workspace where our employees can be themselves and feel comfortable enough to share their ideas. When everyone is working together and motivating each other to be the best they can be, it creates a harmony that can be felt through all our offices and translates into a better experience for our customers.

GCL is an equal opportunity employer and will not unlawfully discriminate nor tolerate any unlawful discrimination based on race, color, ancestry, sex (including pregnancy, childbirth, and related medical conditions), sexual orientation, gender, transgender, transsexualism, national origin, religion, marital status, disability, genetic characteristics, genetic information, age, citizenship status, veteran status, or any other characteristic protected by applicable law. GCL is committed to providing a work environment free of unlawful harassment and upholds our Unlawful Harassment Policy.





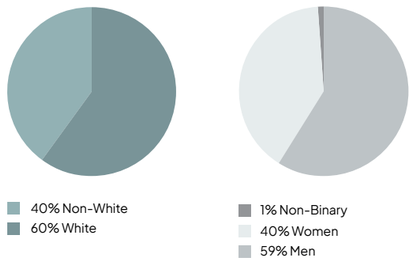




WOMEN AND MINORITIES

GCL values the contributions that all employees bring to the company and recognizes that women and minorities have historically been underrepresented in leadership positions. Currently, 40% of GCL employees identify as women and 40% of GCL employees identify as non-white. GCL is working towards increasing our diversity through implementing strategies to support professional growth by developing programs that contribute to the overall success and innovation of our company.

RACIAL, ETHNIC, & GENDER DIVERSITY



To promote inclusivity and cultural awareness, GCL held several educational events and published company-wide communications spotlighting and commemorating cultural holidays and diverse communities.

HIGHLIGHTS INCLUDE:

- Black History Celebration Lunch catered by a local Black-owned restaurant in Los Angeles
- Women's International Day profiles and social media posts on women leaders throughout GCL
- A donation to grassroots organization AAPI Women Lead, and encouraging staff to participate in the AAPI Give In May fundraising event for Asian Pacific American Heritage Month
- Pride Month history spotlight and profiles on LGBTQ staff at GCL



EMPLOYEE WELLNESS

EMPLOYEE VOICES

GCL values the feedback our employees offer and works to identify opportunities for their voices to be heard. In 2023, GCL introduced a quarterly cadence of All Hands Meetings, designed to inform, and inspire its full global workforce through a regular touch point. Delivered via livestream from a different office location each quarter, these sessions promote collaboration and inclusivity by providing business updates, celebrating project successes, and providing a platform for open Q&A with the leadership team. The content itself is created through a collective process to ensure that all GCL companies are represented.

EMPLOYEE CARE

GCL takes steps to make sure our employees feel cared for, not just professionally, but mentally and physically as well. That's one of the reasons why we provide our employees with great benefits, incentives, and flexibility, to help them maintain a balance of work and personal life. GCL believes that investing in employee wellness will create happier, more productive team employees. The company plans to expand these U.S.-based wellness initiatives to our global offices in 2024.

EMPLOYEE ASSISTANCE PLAN

Available to GCL employees in the U.S. and U.K., the Employee Assistance Plan provides a wide range of wellness-focused benefits to employees, including mental health counseling and coaching, legal and financial assistance programming, discounts on everything from gym memberships to dental, vision and pharmacy items, and much more.

THE CALM APP

In recognition of Mental Health Awareness Month, GCL rolled out employee subscriptions to the Calm App across our U.S. and U.K. offices. Initial program participants include 130 users across two countries with an engagement rate of over 75%. The Calm app offers content and resources in a variety of languages that help promote better sleep and manage stress and anxiety with guided meditations and relaxation exercises.

HEALTHY SNACKS

GCL has an ongoing 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 efforts to inspire team members to easily reach for healthy snacks at work.

EMPLOYEE EDUCATION

TALENT EXCHANGE PROGRAM

GCL introduced its Talent Exchange Program (TEP) in 2023 to promote employee development through increased understanding of the global breadth of our business. The TEP provides team members with the opportunity to spend time in offices and divisions different to their own, to gain new skills, experience new projects and expand their professional network. This program has been met with great enthusiasm from employees, and we are excited about the opportunity for collaboration and professional development that it offers.



HUMAN RIGHTS

ANTI-TRAFFICKING & FORCED LABOR

GCL is committed to the fight against human trafficking and is dedicated to equipping our employees with the tools to make a difference through anti-trafficking training.

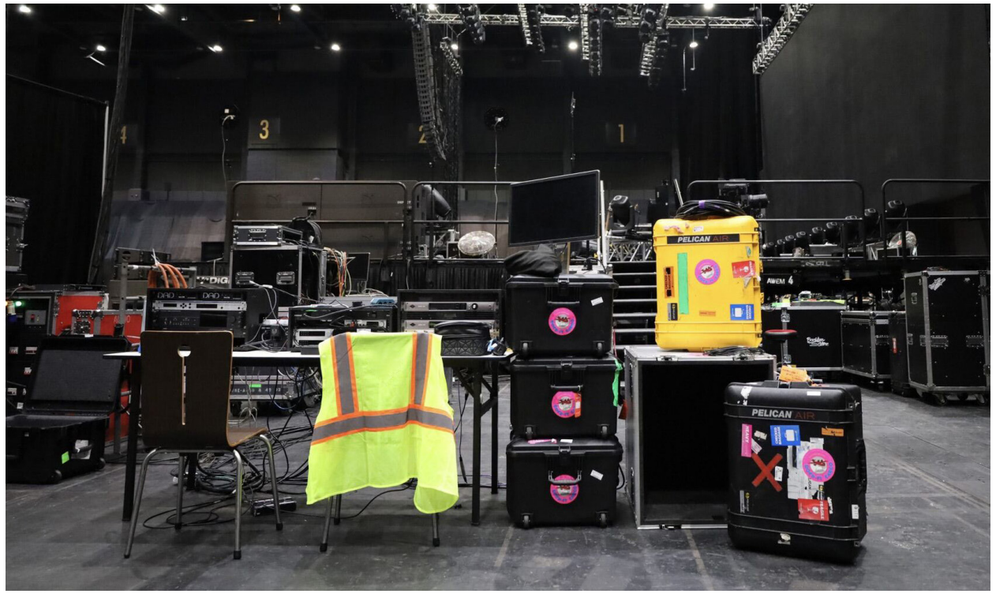
In our 2023 ESG Vendor Survey, 34% of respondents confirmed that they currently have a written policy establishing their commitment to prevent modern slavery and forced labor practices in their operations and supply chain, and 45% of respondents confirmed that they have a mechanism in place whereby any suspected trafficking can be confidentially reported by employees. In response to these findings, GCL plans to provide more educational resources to our vendors regarding anti-trafficking and forced labor, establish a business partner code of conduct to be acknowledged by all vendors and suppliers, and encourage more vendors to establish formal policies and procedures covering these topics.

TRUCKERS AGAINST TRAFFICKING (TAT)

GCL sends out TAT wallet cards, posters, and window decals to our stations across the U.S. which are easy references of who to call in order to report any suspicious activity. We have asked that our employees distribute these educational materials to vendors and drivers who transfer freight at our warehouse, so we can ensure the vendors we are working with are also equipped with the tools needed to make a difference.

80%

of GCL's U.S.-based employees are Truckers Against Trafficking trained and certified



DEVELOPING FUTURE LEADERS

EXP INTERNSHIP

Rock-it Cargo L.A. proudly participated in the EXP Internship Program in 2023 for the second year in a row. This high-impact, yearlong experience targets underserved high school students across Southern California. Bringing together employers, educators, and parents, EXP equips students with the personal and professional skills they need for tomorrow's jobs through career readiness workshops and hands-on experiences. In addition, the Rock-it Cargo office hosted an EXP intern for a six-week paid internship in July 2023.

exp internship program

CERTIFICATIONS

CERTIFIED LIVING WAGE

GCL is dedicated to being a responsible employer, ensuring that all employees receive a wage that covers the cost of living in every brand and country. In 2022, Rock-it Cargo U.K. became our first office to apply for and receive certification as a Living Wage Employer its standard of paying its employees a minimum wage that surpasses government mandates, with plans for other offices to follow suit.

London Living Wage Employer

GIVING BACK

COMMUNITY IMPACT

Giving back to the communities in which our offices are located and to nonprofit organizations working hard to make a difference within the industries in which we operate is a core company value. GCL and our employees commit both time and money in support of a wide range of meaningful causes. Through GCL's charitable giving and employee matching program, we collectively donated over $190,000 in 2023, a notable increase from the previous year. GCL has a goal to increase donations annually through its charitable giving program.

VOLUNTEER TIME OFF

As part of GCL's ESG program, we have adopted a Volunteer Policy for employees that includes up to three days (24 hours) of paid time off per calendar year for volunteer service. Employees are encouraged to take advantage of this policy and volunteer their time with approved organizations that help create positive environmental and social impacts around the community, such as serving at regional food banks, planting trees or cleaning up local beaches.

ORGANIZATIONS WE SUPPORT

Los Angeles Regional Food Bank — Fighting Hunger. Giving Hope.
Covenant House
Stanwell foodbank
Best Buddies
TreePeople
exp
Farm Aid — Keep America Growing!
The Hunger Project.
Joan Dancy & Pals (People with ALS) Foundation
JBJ Soul Foundation
Just a Bunch of Roadies
ASPCA
MusiCares
Pebble Beach Company Foundation
ROCU Association — roadiesofcolorunited.com
Sandy Youth Sports Springs
Susan G. Komen
Teddy 20
Teddy Rocks — Join the Fight
Sotheby's London to Brighton Veteran Car Run 2024 — Sunday 3 November



Our dedicated employees actively engage in community service, exemplifying our commitment to social responsibility and making a positive impact through meaningful charitable initiatives.











“TOUR GREENING”

Rock-it Cargo has been proud to work with Jack Johnson and his team to make an impact through live music touring. Jack is a pioneer in the music industry and has led the way in ‘Tour Greening.’ By promoting sustainable local food systems and plastic free initiatives, selling merchandise made from renewable materials, educating about recycling and composting, encouraging sustainable modes of travel and more, Jack Johnson’s impact on local communities inspires fans and the music industry to join the sustainability movement. Through this partnership, Rock-it Cargo has made donations to seven of Jack’s non-profit partners, across five countries, during the Meet the Moonlight Tour 2022/23.

ORGANIZATIONS WE SUPPORT THROUGH OUR PARTNERSHIP WITH JACK JOHNSON

Tangaroa Blue

sustainable coastlines

Parque Punta de Lobos

Fundación Reforestemos

iniciativaverde

Eco Surf

City to Sea



PLANET

OUR VALUES

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.



EMPLOYEE ENGAGEMENT

GCL ESG COMMITTEE

The GCL ESG Committee has representatives from across the GCL companies and serves as a think tank to identify and discuss key issues facing our businesses and vendors. Members contribute their perspectives during group meetings, while gaining valuable insight into the rapidly changing sustainability landscape. This committee helps 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. Members from GCL's ESG Committee presented at the International Convention of Exhibition and Fine Art Transporters (ICEFAT) 2023 conference to share our work on a life cycle calculator for crating and packaging. They also served as a key panel member for Hauser & Wirth's internationally recognized 'Sustainability in Action' conference held in the summer of 2023.

CLIMATE FOCUS

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 and 2 emissions. This baseline data will inform our future climate goals.

CARGOSCIENCE

CargoScience is an internal technology platform that allows GCL to measure the carbon footprint of any shipment. CargoScience provides insight into GCL's supply chain emissions, calculates customers' shipping emissions and provides a carbon offset estimate. After its successful beta testing in 2023, GCL plans to expand the adoption of its CargoScience calculator across GCL companies in 2024.

SMARTWAY PROGRAM

In 2022, GCL joined the SmartWay program, a collaboration between the U.S. Environmental Protection Agency (EPA) and the freight forwarding industry, which helps companies advance supply chain sustainability by measuring, benchmarking, and improving freight transportation efficiency. According to the EPA, global freight transport emissions will surpass those from passenger vehicles by 2050.

Recognizing the increasing emissions trajectory for the industry, 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 work together to reduce emissions by speeding up the implementation of fuel-saving technologies.





EMISSIONS REDUCTIONS INITIATIVE

ELECTRIC VEHICLES

Following our purchase of a hybrid electric vehicle (EV) for JFK airport operations in 2022, GCL purchased an electric vehicle for the London office as the designated company car in 2023.

EV CHARGING STATIONS

Both the Rock-it Cargo L.A. office and the Dynamic office in London have EV charging stations. By providing charging capabilities at the office, GCL hopes to encourage more employees to consider purchasing or leasing a fully electric or plug-in hybrid vehicle.

SUSTAINABLE COMMUTING

In addition to EV charging stations, GCL offices in New York, San Francisco and Tokyo offer employee transit benefits such as free train passes, bike racks and even onsite bike repair kits to encourage the adoption of more sustainable commuting practices. GCL plans to roll out transit benefits internationally in the coming year.

OFFSETTING EMISSIONS

GCL is committed to calculating and offsetting employee business travel* each year. In addition, GCL encourages 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.

**For all employee travel booked through GCL's travel agencies.*



CERTIFICATIONS

ISO 14001 CERTIFIED

Rock-it Cargo's London office is ISO 14001 certified 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. Rock-it Cargo U.K. maintains its Environmental Management System, a framework for companies to help them meet both their regulatory and non-regulated environmental obligations.

LOS ANGELES GREEN BUSINESS PROGRAM

In 2023, the L.A. offices of GCL and Rock-it Cargo became 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 the 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.

PILOTING SUSTAINABLE PACKAGING

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 is investing in and piloting reusable and recyclable crating systems with select clients to reduce the carbon footprint of shipments while generating less waste and reducing costs over time.

In addition, Dietl is educating employees, clients and vendors on how to implement sustainable crating solutions. This includes conducting training sessions at museums, auction houses, galleries and with vendors, with the intention of solidifying adoption of these new systems in the marketplace.

GOOD NATURED ECO-FRIENDLY PALLET WRAP

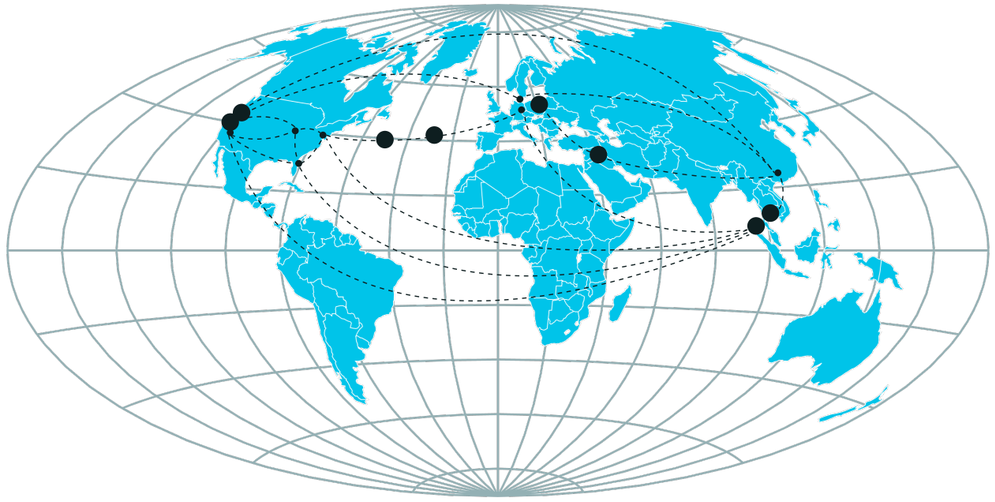
GCL embraces innovative packaging solutions to reduce environmental impacts, and the company began using Good Natured pallet wrap in 2023. Good Natured produces plant-based shrink wrap made from 51% sugarcane-based LDPE that is highly recyclable. This plastic wrap has been distributed to all U.S. Rock-it Cargo warehouses and is used for shipments requiring clear wrap. A current challenge is sourcing a more sustainable option for black pallet wrap, and GCL will continue to seek out these types of packaging solutions as they come to market.

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.







WORKING WITH INDUSTRY SUPPLIERS AND PARTNERS

PARTNERING WITH OUR U.S. VENDORS FOR A MORE SUSTAINABLE FUTURE

The daily activities of GCL companies touch hundreds of vendors throughout the freight forwarding industry, and partnership is paramount to progressing towards shared environmental goals. Considerations such as how equipment is maintained, the packaging materials used, what fuels their fleets and what data they track all contribute to our collective environmental impact. By working together, we can implement solutions to address our most pressing sustainability challenges.

In 2021, GCL implemented an ESG Vendor Program that serves as the foundation for a long-term partnership with vendors to reduce the environmental impact of our supply chains.

It is our goal to align with vendors who share our vision for a more sustainable future. To further advance the ESG Vendor Program, GCL is developing a business partner code of conduct that defines specific environmental and social criteria to ensure transparency in our supply chain.

CUSTOMERS AS PARTNERS

GCL believes in the power of collaboration and values its partnerships with customers in support of their sustainability efforts. Some of our initiatives include the creation of shipping standards related to route planning and efficiency management of fleets, producing emissions reports, identifying packaging optimization opportunities and reporting of sustainability targets.

ROKBOX LOOP

GCL is a first mover in creating partnerships that advance the continued development of sustainable crating solutions for fine art delivery. In 2023, Dietl invested in and joined a global distribution program for reusable art crates. This innovative program maintains a stock of reusable shipping crates in multiple locations around the world, enabling one-way shipping and rentals of durable crates, with no restocking required at the point of origin. Initial locations served are New York, Miami, Chicago, Los Angeles, San Francisco, London, Paris, Germany, Switzerland, Hong Kong and Singapore.

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. In 2023, Dietl piloted EARTHCRATE'S recyclable crating solution with clients in anticipation of continued roll out across multiple cities and continents.





ASSOCIATIONS

KI CULTURE

Dietl has partnered with Ki Culture, an organization promoting sustainability in the arts and culture industry globally. Ki Culture makes sustainability attainable by providing action-focused resources and mentorship for cultural professionals and organizations. Additionally, Dietl provides economic assistance for museums to participate in the program, as well as continues to support Ki Culture through education and collaboration. Dietl employees have access to education and support resources from Ki Culture, and the Dietl ESG Committee receives one-on-one mentorship with experts to help educate and problem solve for the future of the industry.Due to the tremendous value the Ki Culture sustainability program brought to Dietl employees, GCL plans to roll it out globally across all companies in 2024.

INTERNATIONAL CONVENTION OF EXHIBITION AND FINE ART TRANSPORTERS (ICEFAT)

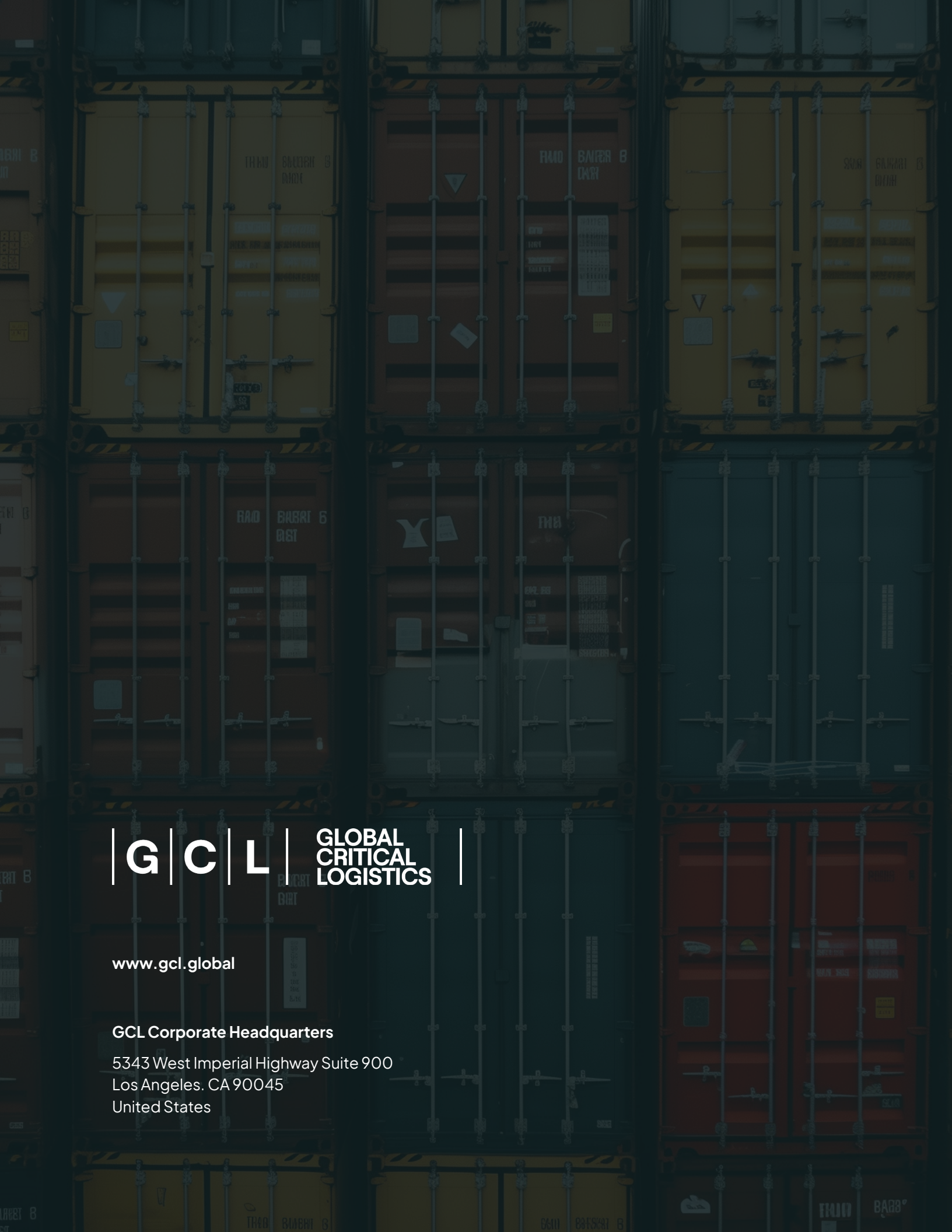
As a member of the Green Committee for ICEFAT, Dietl has taken the lead in directing long term funding to sustainable projects like Art to Acres, an artist-founded environmental nonprofit that supports large-scale land conservation with a focus on climate, Indigenous peoples and biodiversity. A key initiative for ICEFAT is building a universal life cycle calculator that will provide carbon emissions data and LCAs for crating and packaging.

CLEAN CARGO

GCL is a member of Clean Cargo, a Smart Freight Centre initiative, which represents the leading buyer-supplier forum for logistics companies to report on emissions, discuss environmental performance, and collaborate on decarbonization efforts. Clean Cargo carriers include the largest container operators in the world, as well as smaller operators, providing a comprehensive perspective to Clean Cargo emissions performance reporting. Using Clean Cargo 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.

MUSIC SUSTAINABILITY ALLIANCE

Rock-it Cargo is a founding member of the Music Sustainability Alliance (MSA), 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. MSA's Road to Net Zero 2040 Framework is a call to action for stakeholders to find holistic solutions to the industry's sustainability challenges. In 2023, Rock-it Cargo became a part of MSA's active organizers committee, which is planning their first conference in early 2024 to bring industry leaders together to foster communication, build a strong community, exchange innovative ideas and ignite transformative action.



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