

Schumacher Cargo Logistics

Corporate Sustainability Program Plan

Approach to creation of long-term value for all stakeholders through the implementation of business strategy & policy that focus on the key three pillars of Corporate Sustainability of doing business.

Contents

- Social – Environmental – Economic 2
 - Our Employees 2
 - Diversity And Inclusion..... 2
 - Human Rights..... 2
 - Employee Numbers, Retention & Turnover 2
- Environmental..... 3
 - Protecting The Environment 3
 - Employee Contributions 3
 - Warehouse..... 3
- Economic..... 4
 - Compliance, Governance & Risk Assessment 4
- Reporting & Assessments 5
 - Reporting Methods 5
- Communications 5
 - Employees..... 5
 - Customers 5
 - Suppliers/Vendors..... 5
- Assessments..... 5
- Reporting Monitoring Action Plan 6
- Review & Internal Certification..... 7

Schumacher Cargo Logistics

Corporate Sustainability Program Plan

Social – Environmental – Economic

Schumacher Cargo Logistics have implemented and maintained a commitment to be a responsible company and positive contributor to the global community. We expect all our employees to hold themselves to the highest ethical standards. We strive to positively impact the people we work with, the people we work for, and the communities we live in. SCL is committed to support local community bases support organization that are inline with corporate & employee values We live these values continuously through our policies and our actions, working to empower personal and professional growth for all our employees by embracing diversity and inclusion, follow sensibly logical & professional business practices and standards in our all dealings with clients and suppliers, and give back our time, money, and resources to our communities through philanthropy, along with corporate & employee engagements.

Our Employees

- We commit to treat all staff fairly and consistently, to create a workplace and business environment that is open, transparent, and trusted.
- We require our personnel to act according to the highest standards of honesty and integrity as well as comply with all legal and regulatory requirements, which extend to the protection of human rights and the prohibition of forced labor and human trafficking.

Diversity And Inclusion

- We know that successful inclusive workplaces begin with attentive hiring and recruiting processes that reduce subconscious bias in candidate selection and increase the overall diversity of our workforce
- We ensure to attract diverse talent pools, counteract bias, and match the best talent to the needs of our clients
- Our practices, programs, activities, and decisions regarding employment, hiring, assignment, promotion, and compensation, are not based on a person's race, color, sex, age, religion, national origin, disability status, military status, sexual orientation, source of income, parental status, housing status, or other protected status

Human Rights

- We are dedicated to protecting human rights. We practice and commit to equal opportunity employment and will always abide by fair labor practices. We will ensure that our activities do not directly or indirectly violate human rights in any country.
- We do not tolerate any form of modern slavery or human trafficking in any part of our business.
- We observe all international standards and principles relating to human rights within our business.

Employee Numbers, Retention & Turnover

- Current Los Angeles staff = **69**
- Turnover 2023 = **-1**
- Average length of employment as at end of 31st December 2023 = **9.30 years**

Schumacher Cargo Logistics

Corporate Sustainability Program Plan

Environmental

Protecting The Environment

- We strive to protect our natural environment and keeping our environment clean to aid the success of our communities and business.
- We will always follow best practices when disposing of garbage, compost, and recycling, and seek out working facilities that strive to minimize the carbon footprint through environmentally sustainable best practices.
- See our full Environmental Management Policy

With mother nature requiring each of us to pay more attention to how we operate and protect our natural resources and make efforts to reuse and recycle as much as possible, Schumacher Cargo as an International Service provider strives to adapt and implement as many green core activities as possible.

We make huge efforts to make sure all our Staff and management are fully aware of the importance of such matters. Managers, and the staff that they are directly responsible for, are tasked with keeping abreast of any environmental developments not only within the moving industry, but in every aspect of our day-to-day business life.

Employee Contributions

Where possible, it is our intention to reduce the consumption of paper within the office. Our newest software program Moveware has further reduced our needs to print copies of company documents as these are now in the system and can be constructed/sent via email and stored within the system.

All departments are now primarily paperless. If printing is required, it is done in black and white on recycled paper using both sides of the paper. In addition, most of our company documents and forms have masters and templates. All employees have access via a master file within Moveware or the general company folder. These are used in the various processes of how we conduct our business and are accessed only through the computer.

We order all our printing and promotional material on recycled paper and strive to work with likeminded companies who see being green as a positive approach to business and helping the environment.

All our written communication with clients is via email including Quotes/ follow ups/ bills of lading/ load plans/ invoices and statements. This reduces our use of paper, envelopes and in effect the service requirements of delivery systems that can pollute the air during their deliveries. All this helps us to reduce costs and in turn pass savings onto our clients and customers.

Warehouse

Due to the international requirements of government agencies around the world, the timber we use for crating/loading and shipping is obtained from an approved source and should carry the mark of the IPPC (International Plant Protection Convention). This mark has the IPPC symbol, the origin country code, the unique supplier code, and the method of treatment. Schumacher Cargo has been granted permission from the Forestry Commission to mark timber purchased from a recognized source with the IPPC mark.

It should be noted that it is not always possible to re-use packing materials. Our supplies, when possible, will be purchased from companies who use re-cycled products in their manufacture. Products are nearly always of a paper base; bubble wrap and other plastics/products only used in exceptional circumstances e.g., very valuable antiques. Our moving boxes / cardboard wrap are all made from recycled cardboard.

Schumacher Cargo Logistics

Corporate Sustainability Program Plan

Pallets - We use wooden pallets that are made from recycled wood. We reuse pallets for moving cargo and storage within the warehouse. And when necessary, we break down and return for recycling.

Plastics - We refrain from using plastic where possible. Many of our staff bring their own cups for use. Ceramic dishes and reusable cups are available for use.

Vehicles - We have 6 company delivery trucks in Los Angeles. Our vehicles are powered by either unleaded fuel or diesel. All vehicles purchased recently have low emissions, whether they are company cars or trucks. All are regularly serviced and maintained to manufacturers' specifications, which contributes to their efficient operation, resulting in reducing pollution from noise, fumes, etc. We group our client's collections and deliveries in such a way as to reduce vehicle usage and the resources required to carry them out effectively. Our teams of driver and delivery crew are all well versed in the importance of safety while carrying out their duties. Using the packing materials in a manner which will reduce waste. Relevant members of staff are innovative in their approach to scheduling and will recognize opportunities to combine shipments to this effect. Redundant Operational fleet are either part exchanged or sold.

Heating / Air conditioning We use and operate air conditioning to accommodate a pleasant work environment.

Electricity Our electricity is supplied by the Dept. of water and Power in Los Angeles.

The warehouse has good light during the day from external sunshine and limits the needs for using electricity. We encourage all staff to turn on and off all lights when entering and leaving toilets. Our offices have fluorescent light fixtures.

Water - Our water is supplied by the Dept. of water and power in Los Angeles. We supply a water filter machine in the kitchen for all staff to drink from. This is an environmentally friendly company with clean filters which are biodegradable.

Electrical Equipment Computers are shut down when not in use. Lights are all turned off as people leave their office at night.

Printers - We lease our printers and make sure they are efficient on use of electricity and use a low quantity of toners. The toners are recycled.

Economic

Compliance, Governance & Risk Assessment

Through our documented Quality Control, we will:

- Respect and uphold applicable local, state, and federal laws to the best of our abilities
- Honor and review all internal policies for complete and responsible implementation
- Ensure that all business transactions and relationships are legitimate, free of influence and bribery
- Keep all partnerships and collaborations transparent and open
- Recognize that privacy is a fundamental right, and we will comply with all privacy laws and expectations.

Schumacher Cargo Logistics Corporate Sustainability Program Plan

Reporting & Assessments

Annual Corporate reporting of Corporate Sustainability program is emailed to Employees & suppliers annually during the month of June, which is halfway through our financial year.

Reporting Methods

Employees – Via Email in Employee Combined Documents as well as included in Employee Document Folder
 Customers - via Constant Contact Email Marketing 3rd Party, posted on website under Policies & Statements
 Suppliers via Constant Contact Email Marketing 3rd Party, Posted on website under Policies & Statements

Communications

Employees

Company employees are kept up to take on by annual reports update in Corporate Combined Document, as well as via Employee Documents folder accssable24/7 to all employees.

Customers

Customer, access to Corporate Sustainability Program Plan via link in all Schumacher email signatures in **Terms & Conditions / Policies & Statements** as well and also via company On-Line Booking Conformation Acceptance.

Import Tariff Annually send to all Agent Customers has link to Policies & Statements that include copy of our Sustainability Program.

Dear agent,														
Please find current USA Imports Destination Services Tariff Rates for FCL & Groupage Shipments , to be consigned to Schumacher Cargo Logistics														
Terms & Conditions	PRESS HERE													
Policies & Statement	PRESS HERE													
Service Inclusions & Exclusions	PRESS HERE													

Suppliers/Vendors

Suppliers/Vendors, access to Corporate Sustainability Program Plan via link in all Schumacher email signatures in **Terms & Conditions / Policies & Statements** as well and also via company On-Line Booking Conformation

Assessments

Corporate Sustainability program is maintained by HR Human Resources controller who annual meets with all department managers in December annually. All primary plan topics are discussed, analyzed for accuracy and then brought to CEO for implementation approval, budget and resources.

Annual management meeting is conducted to review policies & progress of key Corporate Sustainability indicators

- Groupage Container Environmental Co2 Savings
- Valuation of use of carbon neutral Heavy Equipment's – Forklifts/Trucks Fleet Management

