



Sustainability.
Results matter.

Brown Integrated Logistics, Inc. & subsidiaries



President's Corner

Brown Integrated Logistics is committed to being a good corporate citizen. One of the tenets of being a good corporate citizen is ensuring that our deeds and actions are driving the organization toward sustainability. Brown Integrated Logistics realizes that sustainability not only considers the environment but also the impact the corporation has related to society in general and the guidelines that govern the actions of the corporation.

For Brown Integrated Logistics, the organization's core values are the guidelines which drive our actions and help to ensure that we achieve this commitment. These core values, which are described in detail in the following pages, are fully embraced by all of our employees. These core values guide us daily, both in our internal actions within the organization, but just as importantly, in our actions with the outside world.

As you read the following, my hope is that you will gain an appreciation of Brown Integrated Logistics' core values and understand how they help to ensure that Brown Integrated Logistics is continually striving toward the goal of being an organization that is not only financially successful, but also an organization that future generations agree achieved its goal of being a good corporate citizen.

Scott Shephard
President and CEO

Core Values

- D** Dedicated to Safety & Integrity
- E** Empowerment & Accountability
- L** Lead by Example
- I** Integrated Solutions
- V** Value Everyone
- E** Encourage Quality & Creativity
- R** Results Matter



Dedicated to Safety & Integrity

Dedicated to Safety because nothing is more important to us than your safety and that of the people we serve.

Dedicated to Integrity is the quality of being honest and having strong moral principles.



Safe Workplace

Safety is at the forefront of our Company's mission. Brown Integrated Logistics is committed to providing a safe work environment and to fostering the wellbeing and health of our employees, contractors, customers and suppliers. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations as well as internal requirements. We work to provide and maintain a safe, healthy and productive workplace by addressing identified risks of accidents, injury and health impacts.

Code of Business Conduct and Ethics

It is the Company's policy to observe the highest standards of ethics, honesty, loyalty and integrity as we strive to gain leadership status in a competitive industry. Our code of Business Conduct and Ethics covers a wide range of business practices and procedures that applies to all of our directors, officers, and employees. All employees are expected to assume personal responsibility for protecting and safeguarding Company property, assets and reputation. What constitutes a breach of ethical standards is both a moral and legal issue. Employment by the Company carries with it a responsibility to be constantly aware of the importance of ethical conduct. Employees must refrain from taking part in, or exerting influence in, any transaction in which their own interests may conflict with the best interests of the Company, its customers, or suppliers. Also, every employee has a responsibility to ensure that all others related to the company are operating within these same ethical boundaries. Employees may call an independent company to report unethical behavior. If preferred, these communications will be dealt with anonymously and confidentially, to the fullest extent possible.



Empowerment & Accountability

Empowerment is providing clear boundaries within which people are free to make decisions.

Accountability is the sense of ownership that comes with those decisions and a culture of accountability encourages individuals to explore and develop leadership.



Build Partnerships embodies our Core Values of leading by example to respect and value employees, contractors, customers and communities, and by doing so, encouraging accountability, empowerment and teamwork. Brown Integrated Logistics believe in fostering diversity and inclusion by providing a safe and healthy work environment free from discrimination and bias.

Bridge Solutions tasks us to use all our Core Values to seek creative and quality solutions to challenges, and to do that with integrity, teamwork and a safety-first focus!

Bolster Success ultimately, results matter. As do ethics and transparency. We do play to win - and we do it safely, honestly, and fairly, always considering relationships with our employees, our customers and our communities.



Lead by Example

Just as we learned as children from our parents, Lead By Example is not only effective - it's crucial.

The million mile threshold is more challenging and difficult to achieve due to the challenges CVOs face every day. Those challenges make this milestone impossible to reach without a great deal of

*skill, focus
and dedication.*

Million Mile Honorees

Each year all commercial vehicle operators (CVOs) that attain certain objectives will be honored with an esteemed safety recognition. There is a very special award for the commercial vehicle operator that travels a million miles or more, accident and violation free, with our organization. There is a small, select group of individuals who are honored every year at the Million Mile Awards Event. They are permanently commemorated with a plaque in the lobby of our Corporate Headquarters and receive personalized gifts.



Community Outreach

“Alone we can do so little; together we can do so much.” Helen Keller

Ordner Construction Run 4 A Reason 5K Walk/Run – supporting Rainbow Village, Inc., Family Promise of Gwinnett County and Gwinnett Fire and Police Services.

Toys for Tots – supporting children and families in need during the holiday season. Additional donations for various communities included local blessing bags, food drives and giving trees.

Wreaths Across America – we are a proud member of the Honor Fleet. With the help of volunteer trucking companies, Wreaths Across America honors our nations fallen heroes. These trucks carry thousands of veteran’s wreaths to participating cemeteries across the United States.



Integrated Solutions

This may sound like it's all business, but this is really a value about teamwork. Yes, Brown is an integrated logistics solutions provider. And we are striving to harness the power of that teamwork to contribute to a more sustainable business model.

Our team is currently working to establish a Management Review Policy as it relates to environmental concerns. The objective of our environmental policy is to establish the guidelines by which we will evaluate, execute and review our commitments to improving our contribution to a more sustainable and environmentally conscious operating model.

As part of our Management Review Policy, key personnel will participate in a quarterly review of environmental objects where they will assess the impact of previous objectives as well as establish new goals for the next quarter.

All prospective opportunities will be documented and reviewed as part of this policy. Priorities will be established and ownership assigned to ensure objectives are met. In order to accomplish these goals, we will:

Reduce one-time use products by evaluating areas in our operation where products with a limited useful life are currently being used and can be substituted with a more sustainable solution.

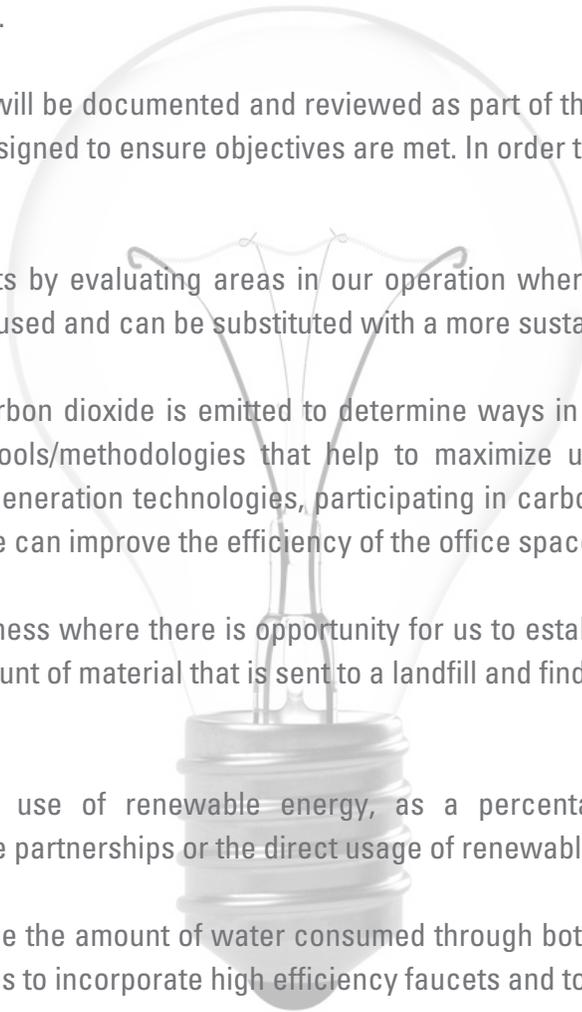
Review all areas in which carbon dioxide is emitted to determine ways in which reductions can be achieved. This will include tools/methodologies that help to maximize utilization of miles driven, testing and adoption of next generation technologies, participating in carbon offset initiatives and/or evaluating means by which we can improve the efficiency of the office spaces that we occupy.

Identify areas within our business where there is opportunity for us to establish reuse programs. Our objective is to reduce the amount of material that is sent to a landfill and find partners who can handle the recycling of this material.

Seek ways to increase the use of renewable energy, as a percentage of our total energy consumption. This may include partnerships or the direct usage of renewable energy.

Identify opportunities to reduce the amount of water consumed through both education of employees as well as upgrades of facilities to incorporate high efficiency faucets and toilets.

Communicate ways in which employees can contribute to a more environmentally green way of living within their personal lives. There may also be opportunities to sponsor specific initiatives with employees to help lead the change we want.



Value Everyone

Value, as a noun, represents the regard that someone or something is held to deserve - it's importance or usefulness; it also represents a person's principles or standard of behavior. As a verb, it is to consider someone or something to be important or beneficial - to have a high opinion of. Here, at Brown Integrated Logistics, we value our employees, our contractors, our customers and our communities.

Respect for human rights is essential.

Our commitment to respecting and promoting human rights applies to all Company divisions and locations. We focus on our relationships with our employees, those in our supply chain, and the communities in which we operate, and is the foundation of our Human Rights Policy. We recognize that human rights due diligence is a continuous process, and we have policies, processes, training and management systems in place in furtherance of this commitment.

Brown's Human Rights Policy aligns with our Standards of Conduct, Business, and Environmental policies inclusive of our Ethics Policy, Diversity & Inclusion Policy, environment, health and safety, and employee relations. Brown Integrated Logistics is dedicated to our core values, inclusive of dedication to safety and integrity and value everyone.

Diversity & Inclusion

The Company is committed to fostering, cultivating and preserving a culture of diversity and inclusion. Our employees are the most valuable asset we have. The collection of individual differences, life experiences, knowledge, imagination, innovation, self-expression, distinctive capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and Company's achievement as well.

We embrace and encourage our employees' differences in gender, age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.



Encourage Quality and Creativity

Encourage. We have planted a garden rich in integrity, safety, empowerment, accountability, mentorship and teamwork - now it's time to see what grows from a culture of encouragement. Some people might say quality and creativity are at odds with one another, but, in reality, it is impossible to thrive without both.



Cheers for Peers

We all know that a little appreciation makes a world of difference, especially in the workplace. To perform at their best, employees need to know that their hard work is being noticed and recognized. We also know how important it is for our employees to be recognized for their positive suggestions.

This program is designed to highlight employees who go "above and beyond" to exemplify the values of our company. These core values embody the heart of our identity. They are the guiding principles that support our vision, shape our culture, and define our standards.

Brown Integrated Logistics appreciates the efforts of our employees to achieve corporate goals by fulfilling our mission statement to provide flawless transportation and logistics services to an ever-expanding customer base. Outstanding employees deserve to be recognized by their peers both as a reward for exceptional performance and as a model to other employees

Results Matter

When it is all said and done, we are a business who has investors and stakeholders. We have goals and objectives by which we are measured. So, Results do Matter, but so does the journey to achieve them.

Brown Integrated Logistics' definition of sustainability is "meeting the needs of the present without compromising the ability of future generations to meet their own needs." This means being aware of our impact and understanding how this affects the world around us. Our mission is to reduce our impact while increasing the profitability and longevity of our company.

We source responsibly and take steps to ensure that materials used in our products do not directly or indirectly provide funding to conflicts or human rights abuses. We expect the same from our suppliers.

We require our suppliers to comply with all applicable laws and regulations regarding ethical material sourcing, including those with respect to raw materials and production processes.

Brown Integrated Logistics recognizes the UN Declaration on the Rights of Indigenous Peoples and the value of Free, Prior and Informed Consent (FPIC) of indigenous peoples for property or land negotiations. No form of land grabbing is allowed.

We expect our suppliers to adopt best practices - not only limited to production processes and securing the supply of materials and components, but also addressing environmental, social, and product safety aspects.



In Conclusion

While we acknowledge this is a work in progress, Brown Integrated Logistics is committed to doing our part to support sustainability. As mentioned throughout this book, our core values provide direction for our daily life here at Brown. Those same core values also embrace many of the ESG tenets.

Brown Integrated Logistics is actively pursuing avenues to better our position, enabling us to improve our contribution to sustainability. We have appointed dedicated personnel, we are implementing new processes and fine-tuning current processes. We are educating our employees on the importance of sustainability and seeking methods to reduce our carbon footprint.

Brown Integrated Logistics intends to DELIVER, enabling us to be a good corporate citizen.

