UN Global Compact: Communication on Progress
Content Overview

Agility's COP includes the following components:

1. CEO statement of continued support
2. This content overview
3. [2020 Annual Report](#)

In addition to the above, publicly-available publications, [Agility's sustainability website](#) contains updated information on our sustainability programs, including highlights from the reports above, as well as information on 2020 & 2021 projects reported after the publication of the above documents, including:

- A comprehensive and current sustainability disclosure table

- community investments, including education partnerships in Africa and other locations

- country-level disclosure of human rights program implementation, including updates to progress towards goals

- governance information

To understand the full scope of Agility's sustainability work and efforts to achieve the SDGs, it is important to review the 2020 Sustainability Report. In specific response to the requirements for the CoP, the following overview includes the components for the **GC Active level** of CoP reporting, and where to find them within this COP.

Sustainable Development Goals (SDGs) supported by Agility

#1 – End Poverty

#3 – Good health and wellbeing

#4 – Quality Education

#5 – Achieve gender equality and empower all women and girls

#7 – Ensure access to affordable, reliable, sustainable and modern energy for all

#8 – Promote sustainable, inclusive and sustainable economic growth, full and productive employment and decent work for all

#9 – Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

#10 – Reduce inequalities

#11 – Sustainable cities and communities

#12 – Responsible consumption and production

#13 – Take urgent action to combat climate change and its impacts

#17 – Partnerships for the goals

Opportunities and Responsibilities that these SDGs represent to our business, and our company's priorities

Agility conducts a materiality assessment to determine the opportunities and responsibilities that are material for our business. An overview of this assessment is available on pp. 5 of our 2020 Sustainability Report, and in greater detail in the Material Risks and Opportunities Index on pp. 38-41.

Agility's goals and targets to achieve the SDGs

This section provides an overview of our publicly stated goals, some information on how we measure performance and our progress, as well as the expected outcomes. In addition to these goals and performance metrics, Agility tracks a range of sustainability indicators according to the GRI G4 disclosure standards (please see the 2020 Sustainability Report GRI Index).

1. **Uphold a high standard for respect of human rights in all of our operations, including voluntarily conducting 3rd party social audits in 100% of full-service operations in emerging markets (Goal #9)**

Since 2008, Agility has been building an industry-leading fair labor program, driven by the highest leadership of our organization. Since 2010, we have conducted periodic human rights risk assessment in all of our operations based on the external business and regulatory climate, the scale of our operations, and the engagement of the country in our Fair Labor program. In 2018 and 2019, our ten largest full-service operations in Asia and the Pacific underwent voluntary 3rd party SMETA audits. Worldwide, ninety percent of our full-service operations in emerging markets have undergone a 3rd party social audit in the past 3 years. Additionally, we require that all labor providers sign our Human Rights Declaration for Manpower Providers; and we also require all suppliers to sign our Supplier Code of Conduct which also has provisions to ensure human rights are respected and protected See the human rights page of sustainability.agility.com for more progress on measures we are taking to protect human rights in the supply chain.

Expected Outcomes: Agility aims to set a high standard for human rights, particularly in markets where large populations of foreign migrant workers are vulnerable to human rights abuses. First and foremost, we aim for all of our employees to be protected from these abuses, but we also seek to influence others in the logistics and warehousing industry as a whole by demonstrating how to collaborate with suppliers to protect human rights.

2. **Contribute to the education of at least 5,000 students a year through our community investments program ensuring that at least 50% of students are women and girls. (Goals #1, #4 & #5)**

In 2020, Agility and its employees donated over two million USD to support 50 community projects in over 23 countries.. In particular, our programs focus on women and girls, as well as providing tech education resources and support, and in 2020 these education program reached more than 3000 students. Our Community Investments webpage includes many examples of how our operations in India, Indonesia, Pakistan, Bangladesh, Brazil, Ghana and others have donated computers and educational assistance and provided hours of tutoring to support technology education.

See pp. 34-37 of our 2020 Sustainability Report for more information and project highlights. Our 2019 & 2020 Sustainability Data Disclosures also includes data on projects and beneficiaries. While we currently require our community investments to support projects with 50% female students, we are not yet tracking beneficiaries by gender. We are actively working to improve impact data collection and monitoring.

Expected outcomes: By supporting education organizations in the communities where we operate, we hope to make a measurable difference in access to affordable education, which will then help our students to access better jobs and break out of poverty. We also hope to strengthen the Agility culture of volunteering and provide meaningful opportunities for our employees to improve their communities.

3. **Reduce our direct <u>carbon footprint</u> by 25% against a 2016 baseline (Goal #13)**

See pp 22 – 28 in our 2020 sustainability report as well as our 2019 Sustainability Data Disclosure for our latest carbon footprint and resource consumption information. While our estimated 2020 emissions increased slightly we attribute this to growth in our facilities as well as improvements in our reporting program. To reduce our carbon footprint, Agility is continuing to invest in renewable energy generation and sourcing, including the installation of a solar arrays on our rooftops in Dubai and Jordan. Combined with our solar installations in Singapore and renewable sourcing in other locations, we estimate that our emissions will decrease by 8-10% in 2021-2022. Please see p.–22 - 28 of our 2020 Sustainability Report, as well as our Greener Operations webpage.

Expected outcomes: To achieve this goal, Agility will need to comprehensively integrate low-carbon thinking into our operations, so we take advantage of every opportunity to improve the efficiency of our use of energy. We believe that our strong presence in emerging markets, particularly in the Middle East, allows us to facilitate the transition to sustainable logistics in these geographies.

4. **Invest in <u>green supply chain technology</u> (#7)**

Agility is continuing to invest in start-ups that are reshaping the future of logistics through the Agility Ventures team. One of the four priority investment areas is green tech for the supply chain. Since 2016 Agility has invested $94 million in green technologies and innovation. Using our coverage of the logistics market, we can promote promising innovations, such as the Hyliion Class 8 electrification solution, and help them achieve greater recognition and access in the market (please see p. 27 of our 2020 Sustainability Report for more information.)

Expected outcomes: By supporting green tech for the supply chain, Agility can help new ideas gain traction in the market, facilitating a transition to greener global logistics.

5. **Support <u>humanitarian logistics</u> operations for natural and man-made disasters in partnership with other logistics leaders (Goals #1 & #13)**

Since 2006, Agility has responded to over 80 humanitarian emergencies around the globe. Agility's emergency response programs often include the coordination of logistics services in an emergency, and sometimes the donation of logistics equipment, such as refrigerated containers for temperature-sensitive medical supplies. Agility may work through the Logistics Emergency Team, or independently. In 2020, Agility supported UN agencies and their Covid response projects around the world. We offered free storage space in the UAE, Malaysia, Ghana and other locations, as well as donated transportation of Covid response items in Indonesia. We also worked with our LET partners and the UN Global Logistics Cluster to provide the humanitarian community with information about local supply chain access and constraints around the world. For more information, please see the Humanitarian operations page of our sustainability website.

For more detailed information about our disaster response projects, and our ongoing collaboration with the Logistics Emergency Team, please see pages 9, 10 and 32 of the 2020 Sustainability Report.

Expected outcomes: Our preparedness and emergency response operations help to reduce the cost and response time of disaster response. Doing this can save lives, and help communities get back on their feet faster when disaster strikes.

Partner with humanitarian organizations to contribute to the well-being of <u>refugees</u> worldwide (Goal #1)

In 2020, Agility raised funds to support the United Nations Refugee Agency (UNHCR) to provide aid for 12,000 refugees in Malaysia. Donated funds provided access to refugee support service. For more, see p. 34 of our 2020 Sustainability Report.

Expected outcomes: We aim for our support to improve the wellbeing of refugees globally.

How the SDGs are built into our business model (Goals #8 & #9)

Sustainable development, and particularly SDGs #8 and #9, is integrated into Agility's core business model and our growth strategy. Agility's 3-pronged approach to responsible business includes the following components:

- Invest in high-quality infrastructure in emerging markets in Africa, the Middle East, and South Asia to improve access to global value chains
- Identify and respond to the needs of SMEs in all markets (see pp. 55 – 56 of our 2019 Sustainability Report for a case study)
- Uphold ethical business practices, honoring rules of engagement and transparency to build trust with stakeholders

We bring world-class infrastructure, technology and logistics services to emerging markets, where trade and sustainable development are directly linked. Where Agility invests, we hire local employees and train them on international business standards, improving the quality, security, and reliability of value chains for the long haul. Our operations create opportunities for small and large businesses alike to trade affordably, responsibly, and ethically, creating jobs and improving well-being. 100% of our Agility Africa employees are hired locally. Additionally, Agility engineers design warehouses to be environmentally-friendly, incorporating sustainable warehouse features to increase access to affordable, reliable energy and services in emerging. For more information on how SDGs #8 & #9 are built into Agility's business model, please see p. 11-12 of our 2020 Sustainability Report, or visit the [Agility Logistics Parks](#) section of our website.

How Agility works with other stakeholders to achieve the SDGs

Agility works with innumerable charity groups, industry partners, and other stakeholders to contribute to a more sustainable world. In our 2020 Sustainability Report, p. 7 provides an overview of how we engage our stakeholders. Our most notable partnerships are highlighted below, along with an overview of our materiality issue identification and partnership overview in pages 4-7 in our 2020 Sustainability Report, or our website where you can find more information:

Industry Collaborations

- Clean Cargo Working Group
- Sustainable Air Freight Initiative
- Logistics Emergency Team
- Global Maritime Forum
- Getting to Zero Coalition

Community Organizations
- [INJAZ (Kuwait)](#)
- [Loyac (Kuwait)](#)

- [The Citizens Foundation (Pakistan)](#) - website
- [Gulshan Literacy Project (Bangladesh)](#)
- [Oiada (Ghana)](#)
- Mão Amiga (Brazil)
- Fundacion Nueva Vida para Todos (Colombia)
- St. Joseph's Night School, Seed Foundation, Pathway Foundation, Kuknoor Village School (India)
- UNHCR
- Paralyzed Veterans of America, St. Jude Children's Hospital, UN World Food Program (USA)