

## 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. FY 2021 Sustainability Report

In addition to the above, publicly-available publications, by June 21<sup>st</sup> [Agility's sustainability website](#) will have updated information on our sustainability programs, including highlights from the reports above, as well as information on 2021 & 2022 projects reported after the publication of the above documents, including:

- a comprehensive sustainability & GRI 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 2021 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 – No poverty
- #4 – Quality Education
- #5 – Gender equality
- #7 – Affordable and clean energy
- #8 – Decent work & economic growth
- #9 – Industry, innovation and infrastructure
- #13 – Climate action
- #17 – Partnerships for the goals

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

Agility periodically undertakes a materiality assessment to determine the risks, opportunities and responsibilities that are material for our business. An overview of this assessment is available on pp. 10 of our 2021 Sustainability Report, and in greater detail in the Material Risks and Opportunities Index that will be published online at our website on June 21<sup>st</sup>, 2022.

## Agility's goals and targets to achieve the SDGs

2022 is a transition year for Agility following the sale of the Agility Global Integrated Logistics business, which in the past created the largest environment, social and governance impact for the business. 2022 is a scoping year, wherein we are scoping the Agility enterprise to determine how to integrate sustainability in the material businesses. In 2023 we will establish environmental and social goals, and by 2025 the goal is to have all material businesses on track in all areas related to environment, social and governance performance.

The below 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 2021 Sustainability Report GRI Index that will be published online on June 21<sup>st</sup>.)

### **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 large operations in emerging markets (Goal #8)**

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. Our Fair Labor goals include:

1. 100% of operations annually complete a Fair Labor self-assessment
2. 100% of employees trained on human rights
3. 100% of emerging market operations w/ >49 workers are externally audited every three years

In 2021, prior to its sale, the 90% of Agility Global Integrated Logistics in-scope work sites in Asia and the Middle East, including its ten largest full-service operations, underwent voluntary 3rd party SMETA audits. This program is now being scaled to the other material businesses in the Agility group, and by 2025 all in-scope businesses and work sites will have undertaken voluntary third-party audits using recognized global standards. In 2022 all material businesses have completed Fair Labor self-assessments, and by the end of 2022 we intend to have completed the 100% training goal.

Additionally, we are working with the material businesses to implement our Fair Labor promise by ensuring that all labor providers sign our Human Rights Declaration for Manpower Providers; and we will also require all suppliers to sign our Supplier Code of Conduct which also has provisions to ensure human rights are respected and protected. Our goal is to have 100% of all suppliers having executed these documents by 2025.

**Expected Outcomes:** Agility sets 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 our industries as a whole by demonstrating how to implement successful programs, and also work 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 2021, Agility supported the education of 568,000 young people's education in 41 community projects in 33 countries. In particular, our programs focus on women and girls, as well as providing tech education resources and support. In 2021 about 49% of beneficiaries were female. Our [Community Investments webpage](#) includes many

examples of how our operations have provided support to community education, with a focus on technology where appropriate. See pp. 21-23 of our 2021 Sustainability Report for more information and project highlights.

**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. Scope CO2 emissions and set baseline in 2023 (Goal #13)**

See pp 11-14 in our 2021 sustainability report as well as our GRI table for our latest carbon footprint and resource consumption information. 2021 and 2022 are transition years for Agility. We are working with our material businesses to scope what should be reported and how it should be reported. In 2023 our goal is to establish a baseline, and in 2023 or 2024 we will establish meaningful CO2 emissions reduction goals.

**Expected outcomes:** To achieve these goals, Agility will need to build reporting capabilities using new technologies to enable the reporting to be efficient, accurate and complete. In 2022 we will implement software solutions for this program to ensure we are able to gather accurate information from different businesses working in different industries.

### **4. Invest in green supply chain technology (Goals #7 & #9)**

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 \$139 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, SWVL and others; and help them achieve greater recognition and access in the market (please see pp. 7 of our 2021 Sustainability Report for more information.)

**Expected outcomes:** By supporting green tech, Agility can help new ideas gain traction in the market, facilitating a transition to greener technology adoption.

### **5. Support humanitarian logistics operations for natural and man-made disasters in partnership with other logistics leaders (Goals #1, #9 & #17)**

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 2021 we donated money to International Medical Corps operations in Lebanon, a country in economic crisis for the purchase of essential medicines that will treat approximately 2,500 people. We also partnered with NAS and Help Liberia to fund the transportation of hospital materials and equipment for Covid-19 response in Liberia, supporting the treatment of an estimated 2,000 people. And we worked with our LET partners and the UN Global Logistics Cluster to develop an online air capacity dashboard to enable humanitarians to quickly identify available air cargo space for humanitarian operations, as well as provided information to the UN Global Logistics Cluster's Logistics Operational Guide, a resource used by humanitarian logisticians to operate more effectively. We also provided 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 page 23 the 2021 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.

#### **6. Partner with humanitarian organizations to contribute to the well-being of refugees worldwide (Goals #1 & #17)**

In 2020, Agility raised funds to support the United Nations Refugee Agency (UNHCR) to provide aid for 12,000 refugees in Malaysia and Jordan. Donated funds provided access to refugee support service.

**Expected outcomes:** We aim for our global support to improve the well-being of refugees.

#### **7. Signatory to the Women's Empowerment Principles (Goals #5 & #8)**

In 2021 Agility signed the UN Women's Empowerment Principles; and we subsequently completed a gap analysis and have created a program framework to enable us to achieve progress in this space. We have identified priority action areas including improve data collection, policy creation, improve leadership development programs and build a gender action plan. In 2021 we also established a requirement that for any open management position at least one female candidate must be interviewed. We also developed a gender dashboard and we are using it to inform our next steps, decision-making, and gender program implementation. See pages 16 & 17 of our 2021 Sustainability Report.

**Expected outcomes:** We aim to promote a culture of gender inclusiveness and we are working to increase female representation across the business.

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

Sustainable development, and particularly SDGs #5, #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:

- Uphold ethical business practices, honoring rules of engagement and transparency to build trust with stakeholders
- Invest in clean technologies that provide inclusive, efficient transport and logistics services, as well as clean and efficient renewable energy, and in innovations that enable SME's to sustainably engage in the global economy
- Invest in high-quality infrastructure in emerging markets in Africa and the Middle East to improve access to global value chains
- Identify and respond to the needs of SMEs in emerging markets (see pp. 7 of our 2021 Sustainability Report)

We bring world-class infrastructure, technology and 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 pp. 8 of our 2021 Sustainability Report, or visit the [Agility Logistics Parks](#) section of our website.

## **How Agility works with other stakeholders to achieve the SDGs**

Agility and its companies work with many charity groups, industry partners, and other stakeholders to contribute to a more sustainable world. In our 2021 Sustainability Report, pp. 10 provides an overview of how we engage our stakeholders. We are members of industry associations including the World Economic Forum's First Movers Coalition for climate action and the World Economic Forum Road Freight Zero workstream. Our global community partnerships include the UN World Food Programme & Global Logistics Cluster, Logistics Emergency Teams, and the UN High Commission for Refugees (UNHCR). Agility and its companies also annually engage with and support the following and other organizations:

### **Community Partnerships**

- [INJAZ \(Kuwait\)](#)
- [Loyac \(Kuwait\)](#)
- [Oiada \(Ghana\)](#)
- [Soronko Founation](#) (Ghana)
- [International Rescue Committee \(IRC – Ivory Coast\)](#)
- Kuknoor & Velpur Village Schools (India)
- Kuwait Red Crescent Society
- Kuwait Society for the Handicapped
- UNRWA