



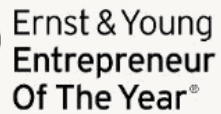
WORKPLACE & SUPPLIER DIVERSITY

PASSION FOR EXCELLENCE!

logisticsplus.com | contactus@logisticsplus.com

WORKPLACE DIVERSITY

OUR EMPLOYEE DIVERSITY PROGRAM



**Great
Place
To
Work.®**

2021

2021



OUR WORKPLACE DIVERSITY POLICY



LOGISTICS PLUS INC. IS COMMITTED TO FOSTERING, CULTIVATING AND PRESERVING A CULTURE OF DIVERSITY AND INCLUSION

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique 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 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.

Logistics Plus Inc.'s diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All employees of Logistics Plus Inc. have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.





WE **SHOWCASE** OUR DIVERSITY

The 50 country flags that fly atop of Erie's historic Union Station – home to the Logistics Plus Global Headquarters – proudly showcase the nationality of one of our employees or a prominent place where we do business.



WE CELEBRATE OUR DIVERSITY

We provide bi-weekly lunches for all our employees, and we regularly have employee mixers and special team-building events to cultivate even stronger connections within our workplace. Our cultural and ethnic events (e.g., international picnics that we have, sport events) provide employees the ability to experience various ethnicities. Additionally, we actively promote our OWN culture that is built on inclusion and celebration of our own diversity.



OUR EMPLOYEE DEMOGRAPHICS



WE HAVE GREAT AGE AND TENURE DIVERSITY

Generation

■ Gen Z - 1% ■ Millennials - 54% ■ Gen X - 35% ■ Baby Boomers - 10%



Tenure

■ <2 years - 40% ■ 2-5 years - 33% ■ 6-10 years - 13% ■ 11-15 years - 7% ■ 16-20 years - 5% ■ Over 20 years - 1%



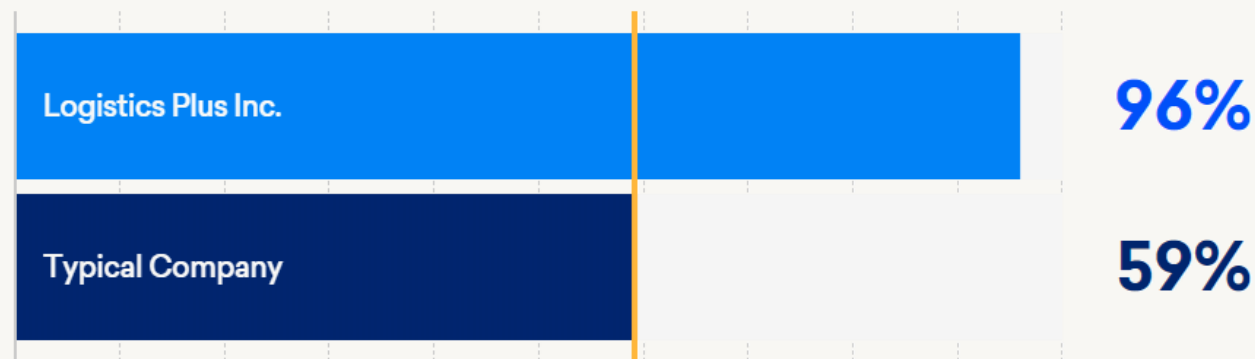
Source: Great Place to Work employee surveys Feb/Mar 2021

OUR EMPLOYEE SENTIMENT



ALMOST ALL OUR EMPLOYEES SAY THIS IS A GREAT PLACE TO WORK

96% of employees at **Logistics Plus Inc.** say it is a great place to work compared to **59%** of employees at a typical **U.S.-based company**.



Source: Great Place to Work® 2019 U.S. National Employee Engagement Study

99%

Our customers would rate the service we deliver as "excellent."

98%

Our facilities contribute to a good working environment.

98%

When you join the company, you are made to feel welcome.

97%

I am treated as a full member here regardless of my position.

97%

I'm proud to tell others I work here.

Source: Great Place to Work employee surveys Feb/Mar 2021

The background of the slide is a collage of hand-drawn elements. In the top right, the words 'Supplier Diversity' are written in a thick, black, cursive font on a piece of paper. To the left of this, there are several colorful, 3D-looking rectangular blocks in shades of green, yellow, and blue. In the bottom left, there are some abstract line drawings, including what looks like a pie chart and some arrows. In the bottom right, there are more colorful shapes, including a pink circle and a green circle. The overall theme is creativity and diversity.

Supplier
Diversity

SUPPLIER DIVERSITY

OUR SUPPLIER DIVERSITY PROGRAM



OUR SUPPLIER DIVERSITY PROGRAM



LOGISTICS PLUS IS COMMITTED TO DEVELOPING MUTUALLY BENEFICIAL RELATIONSHIPS WITH SMALL, MINORITY-OWNED, WOMEN-OWNED, DISADVANTAGED, AND VETERAN-OWNED BUSINESSES; AND WITH COMPANIES THAT HAVE STRONG WORKPLACE DIVERSITY POLICIES



Logistics Plus Inc. is committed to creating mutually beneficial business relationships with diverse suppliers, vendors, and carriers, including small, minority-owned, women-owned, disadvantaged, and veteran-owned businesses; and with companies that have strong workplace diversity policies and programs.

The goal of our supplier diversity program is to promote the inclusion of small and diverse businesses in our daily operations and to continuously strive to increase our spend with qualifying enterprises. We encourage both existing and new suppliers to complete the short form below to confirm your diversity status and programs.

Working within our customer expectations for, and pending the available diversity within specific industries, **our goal is to increase our usage of small/diverse vendors by 15% or more every year!**

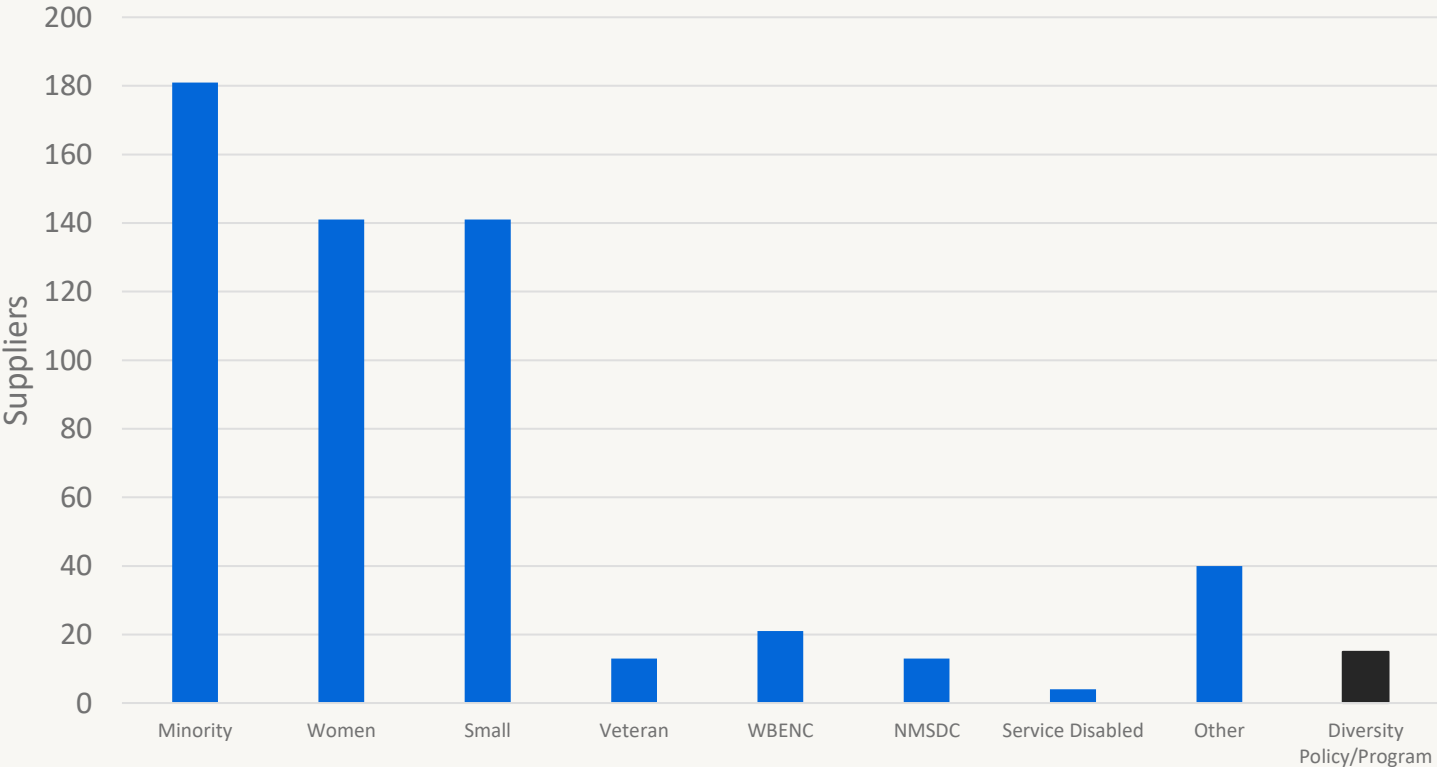
Please visit www.logisticsplus.com/supplier-diversity-program to complete our diversity supplier survey.



OUR OVERALL SUPPLIER BASE



DIVERSITY TYPE



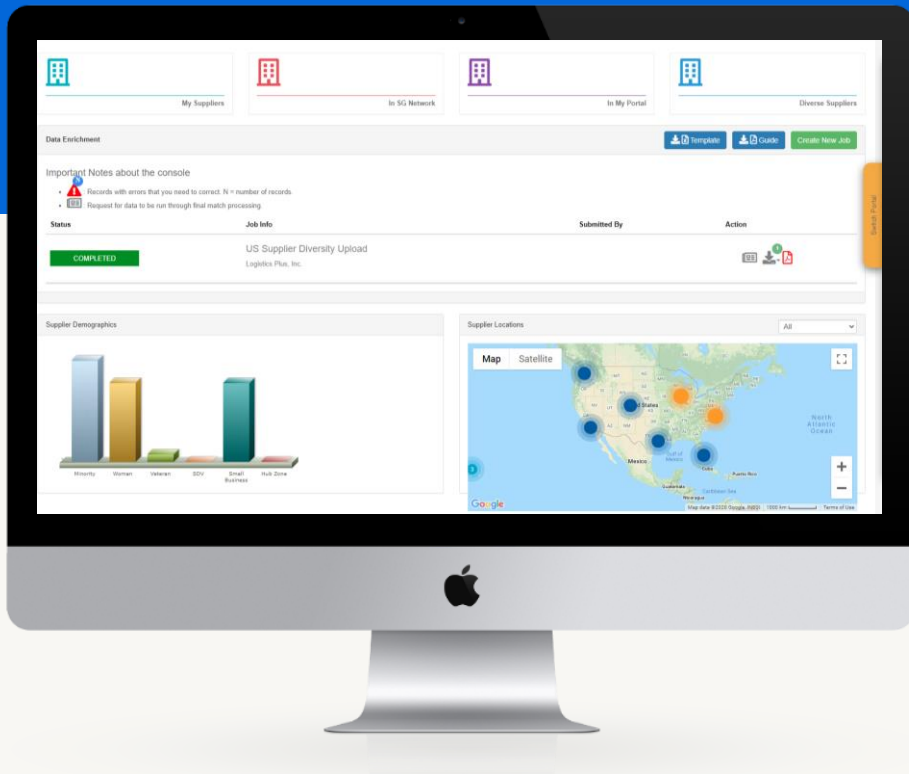
SUPPLIER BASE

Logistics Plus currently has nearly 600 active small business and/or diversity-identified supplier designations coded in our database.

We actively review our non-minority suppliers to understand which ones have diversity policies & programs. Those identified with such programs are represented in the black column on the graph.



SUPPLIER DIVERSITY MANAGEMENT



SUPPLIERGATEWAY

SupplierGATEWAY is a cloud-based, SaaS supplier data management system, focused on supplier on-boarding for the purposes of compliance, procurement, and diversity.



Logistics Plus actively uses the **SupplierGATEWAY** to enrich our supplier database with known small and diverse suppliers; and to actively solicit and find new small and diverse suppliers.



THANK YOU!

logisticsplus.com/testimonials

