



Innovators of Freight Securement Systems®

"Securing Freight Today, Helping Sustain Tomorrow"

2021 Corporate Sustainability Report

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A Word from the President



Nick Kanczuzewski
President

"During the last few years, our Team has been deeply embracing a passion for stewardship and sustainability, lean practices and an overall eco-conscious approach with our corporate footprint in mind."

Since the creation of Logistick, Inc. in the early 1990's, our company has been focused on innovating product solutions that reduce damaged freight and promote safety in the supply chain. This mission inherently saves our valued partners millions of dollars in products and goods from damage, and ultimately being landfilled. It's the essence of our core purpose, to help our customers secure their future by improving efficiencies through innovation and sustainability. We have done great R&D and procurement work to incorporate more than 75% recycled content into our patented products. We will continue to improve our efficiencies and sustainability across the organization, while never sacrificing superior quality and cost effectiveness for our customers.

While our Team celebrated our 30th year in business in 2021 - thanks to great clients and dedicated employees, our 4th decade in business is gearing up to be the most impactful and innovative yet. We made a landmark announcement on Earth Day 2021 declaring our operational carbon neutrality by contracting with Mamoni Valley Preserve (MVP) in Panama to lease and maintain 546 acres of primary and secondary rainforest. MVP is a

top 20 global hotspot in terms of biodiversity and carbon sequestration. The Logistick Team is excited to help preserve this critical land and offset our carbon footprint.

Finally, with the recent launch of the LogiTrack®, we showcased our first ever reusable plastic load bar system, which was a significant breakthrough for our company. Additionally, we are continuing pursuits to find more sustainable, eco-friendly material for feedstock use, as well as working with key customers on recycling used Logistick parts to recycle back into our manufactured products. Logistick's corporate mission revolves around providing unparalleled value in freight securement products, but in a socially and environmentally responsible manner. We have much work to do, and we remain committed to the cause to increase our customer impact and satisfaction, and to reduce our footprint. We are excited for the evolution and progress ahead! Thanks to our tremendously loyal customers and our hard working Team. A big high-five to all stewards trying to make our planet better for the next generation!



Logistick's Core Purpose

“

To secure the **future of our customers** by improving efficiencies through innovation and sustainability.”

CORE VALUES

Logistick's SECURE core values represent the foundation on which our organization conducts business and fulfills our mission, both internally and externally. Our core values are the fundamental beliefs and principles that guide our organization every day and in everything we do. The core values spell SECURE.



Specialists

Experts in freight securement.



Efficient

Maximum productivity with minimum wasted effort and expense.



Customer Centric

Focused on customer needs and relationships.



Unified

A Team with one purpose, one goal, and one vision.



Resolute

Determined to succeed, driven and unwavering.



Evolving

Strategically enhancing, developing and expanding.



SECURE Stamp

The Logistick Team seals everything they do with a SECURE stamp, including their products, services and commitments. **Being SECURE is, in fact, the first step in establishing a foundation of sustainability in the organization.**



The Sustainability Promise

Logistick has been preventing freight damage and reducing waste for customers since 1992. Since 2019, they have been enhancing efforts to minimize environmental and carbon footprints by becoming more sustainable as a complete organization. Securing the future of customers by improving efficiencies through innovation and sustainability have always been critical goals to Logistick. The launch of the recent sustainability initiative, SECURE GREEN, helps enhance efforts to improve efficiencies, and hopefully secures a sustainable future for all.

When freight is damaged or blemished, it is less likely to be bought or sold, thus, goods go unwanted. Those goods inevitably get dumped and end up in a landfill. By preventing freight from getting damaged, Logistick greatly helps reduce landfill waste in the millions of tons. According to national figures, the average semi trailer or container carries 40,000 lbs of goods. By avoiding the potential shipping of damaged or replacement goods, those additional emissions are avoided as well.



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MEET OUR TEAM

“The company has embraced a new corporate motto, 'securing freight today, helping sustain tomorrow,' while encouraging everybody to live each day like it is Earth Day!”

Ashley Brickley - CEO, Logistick, Inc.



NICK KANCZUZEWSKI
President



DAN SHEEHAN
VP, Sales and Marketing



TYLER KANCZUZEWSKI
Sustainability Manager



SARA STEWART
Fulfillment Manager



SARAH MAGOR
Marketing Specialist



JASON RAMTAHAL
Product & Application
Engineer



EDDIE FORERO
Global Sales & Solution
Manager

The SECURE GREEN Team champions and enhances Logistick's sustainability initiatives. The Team is focused on efforts, such as, eco-friendly material reuse, enhancing recycling, environmental awareness and education, operational efficiency and reducing their organization's environmental footprint.

The Environmental Policy Statement

Logistick, Inc. incorporated in 1992, is dedicated to protecting the environment by reducing waste and incorporating recycled materials into manufactured products. By securing freight, Logistick products prevent damage and promote employee safety for its customers. Logistick has made a commitment to actively reduce their own footprint, as well as their customer's carbon footprint and landfilled waste. In 2020, Logistick signed a 30-year lease agreement with Mamoni Valley Preserve to protect critical primary and secondary rainforest, and utilize carbon credits to offset its entire operational carbon footprint. In 2021, Logistick signed the Climate Neutral Now Initiative and Pledge created by the United Nations Framework Convention on Climate Change, to commit to achieving net-zero greenhouse gas (GHG) emissions by or before 2050.

With the launch of the Environmental Policy Statement, Logistick has started creating the framework for an Environmental Management System (EMS). Our EMS is designed to measure, report, and control the use of our energy, water, travel, transportation, and the procurement of raw materials. The entire Team is dedicated to protecting the planet.

To minimize environmental impacts concerning all business activities, all Logistick stakeholders must:



Logistick, Inc. is committed to continuous improvement of environmental performance.

This Policy will be communicated to all stakeholders, employees, suppliers and contractors, and be available to the public through selected media

- 01 Comply with all applicable environmental legislation and sustainability commitments, including the consideration of environmental issues in all business strategies and initiatives.
- 02 Prevent pollution and reduce consumption of resources through manufacturing and waste management practices that promote re-use, recovery and recycling, as appropriate.
- 03 Adopt a material procurement program which takes into account the environmental impact and supports the purchase of energy-efficient and eco-friendly products.
- 04 Actively promote environmental programs among suppliers, partners and customers.
- 05 Develop environmental objectives and goals relevant to production and major business activities, and take actions to actively achieve those targets.
- 06 Pursue continuous improvement by reviewing the Environmental Management System and other related objectives, targets, policies and practices.
- 07 Develop and maintain environmental management programs with objectives and targets to minimize adverse environmental impacts.
- 08 Provide all Team members with the knowledge and tools necessary to meet the goals of this policy and to actively participate in efforts to prevent negative environmental impacts.
- 09 Continually improve the effectiveness and efficiency of environmental management through assessments, performance and cost metrics.

Products, People, Process and Planet Revisited

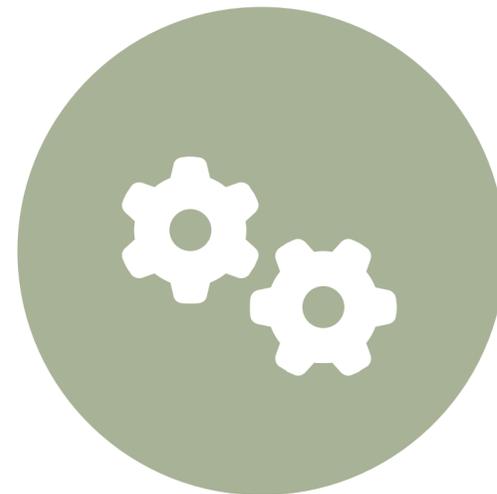
The Logistick Secure Green Team recently came up with four words, all starting with P, which they believe are critical to the survival and evolution of the business and the world in which it operates, and creates prosperity for all. The inspiration to create these 4 came from a concept and phrase coined by sustainability guru John Elkington: “people, planet and profits,” and the “triple bottom line.” Elkington encourages companies to embrace these as a foundation for true and ethical success.



Products

Innovation is the heart and soul of Logistick.

Without great quality products providing solutions for customers, it would be hard to imagine the company surviving 30 years. Logistick has patents on over 13 niche products, and counting.



People

Logistick believes in a culture of having good health and wellness for employees and their families.

Having opportunities to succeed is part of the Logistick model. Everyone on the Team makes a positive impact.



Process

Good systems and processes are essential to any business, especially Logistick.

It's like the engine that keeps things moving forward, but you have to continually maintain and make it more efficient.



Planet

Environmental stewardship is an absolute must at Logistick.

Running a business without negatively impacting the natural world is key. Logistick strives to positively impact the planet, so that future generations can enjoy a healthier planet!

2021 Key Accomplishments

The 2021 accomplishments were all in alignment and accordance with the 5 core sustainability goals. These achievements have helped Logistick make great strides towards reaching the 5 goals (page 19). All of 2021 accomplishments are also tied to the planet, people, process and profit focus.

Environmental (Planet)

- Improved carbon footprint accounting for 30-Year Carbon Offset Partnership with Mamoni Valley Preserve.
- Signed the Climate Neutral Now Pledge created by the United Nations Framework Convention on Climate Change, to commit to achieving net-zero greenhouse gas (GHG) emissions by or before 2050.
- Joined Hoosier Environmental Council, as well as Alliance for the Great Lakes.
- Established official customer recycling network for the recycling of used/scrap Logistick products.

Social & Equality (People)

- Increased philanthropic giving budget by almost 50% over the last 2 years for various social causes, disaster relief and environmental awareness organizations, as well as increased volunteering hours.
- 22 blogs drafted for the education of sustainability and efficiency in the freight transportation industry.
- Human Resources support and workshop opportunities grew for the Logistick workforce, as well as monthly Team lunches, quarterly outings, an Earth Day clean-up event and a year long sustainability challenge to cultivate an evolving culture.

Economic (Profit)

- Launch of a circular program for foam inserts, using reusable shipping bins and pallets to reduce resources and costs.
- Selling recyclables - LDPE #4 plastics, cardboard, and plastic banding with local niche recycler, Tri-Power Recycling.



Innovators of Freight Securement Systems®



Sustainability Metrics

With over 225 years of combined transportation experience, the Logistick crew was hard at work in 2021 supplying freight securement products and solutions to the consumer goods, transportation and shipping industries. Product sales hit record numbers in 2021, meaning a record amount of national and international cargo was secured. The more cargo secured means less damaged goods, fewer injuries and less landfilled waste. Other than total product sales, Logistick is tracking 4 critical metrics in order to improve stewardship and sustainable practices across the organization, with suppliers, and most importantly, with their customers.



Operational Carbon Footprint CO₂ Emissions in Tons Annually

Specialty Recycling and Efficient Waste Reduction/Mitigation Tonnage

Educational Releases

Known Product Success and Safety Rate

Avg. Total: 6,460 CO₂ Tons

30 year, 546 Acre Rainforest Lease

CO₂ Sequestration Inventory = 117,060

2019 CO₂ = 3,902

2020 CO₂ = 5,700*

2021 CO₂ = 9,779*

*In addition to organic growth, includes new findings and improvements made in the carbon calculation methodology.

Current CO₂ Offset Balance = 97,644

Total: 3 Tons

Shrink Wrap Recycling (#4 Plastics, LDPE) = 1 Ton

Purge/Scrap Plastic from Manufacturing = 2 Tons

Total: 22

Sustainability Focused Blogs = 22

Total: 98%

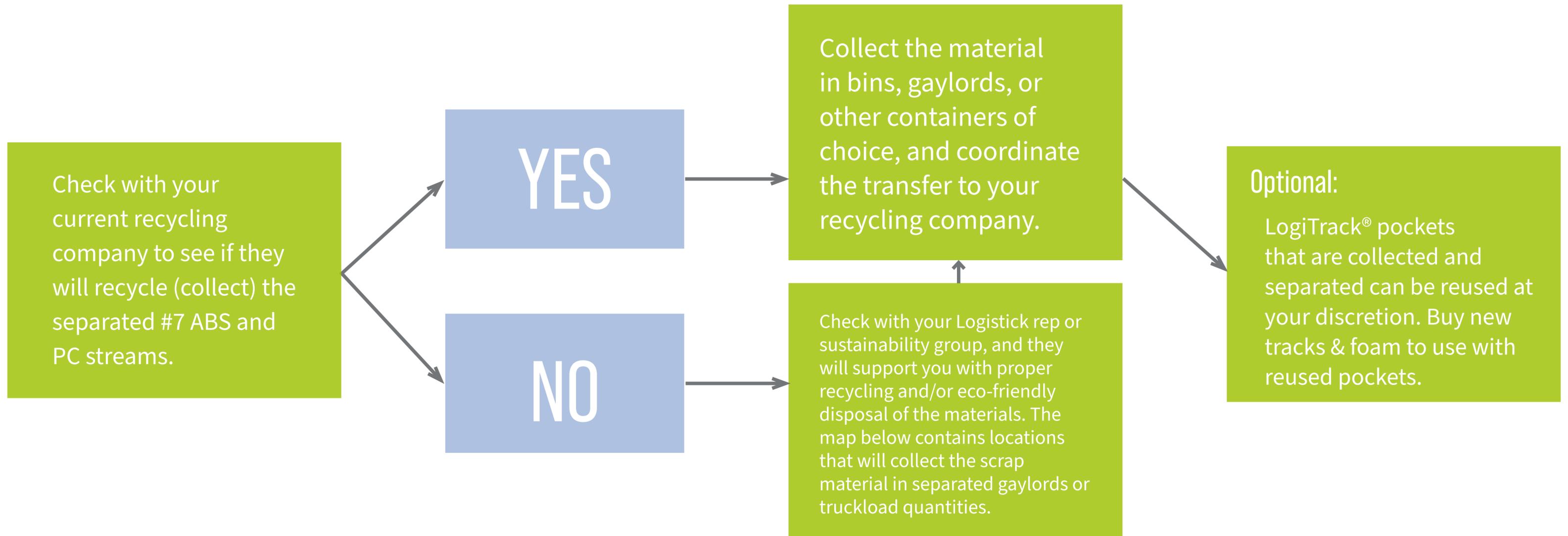
Reported Safety Incidents = 1

Reported Product Failures = 2

NEW RECYCLING AND REUSE GUIDE FOR LOGISTICK

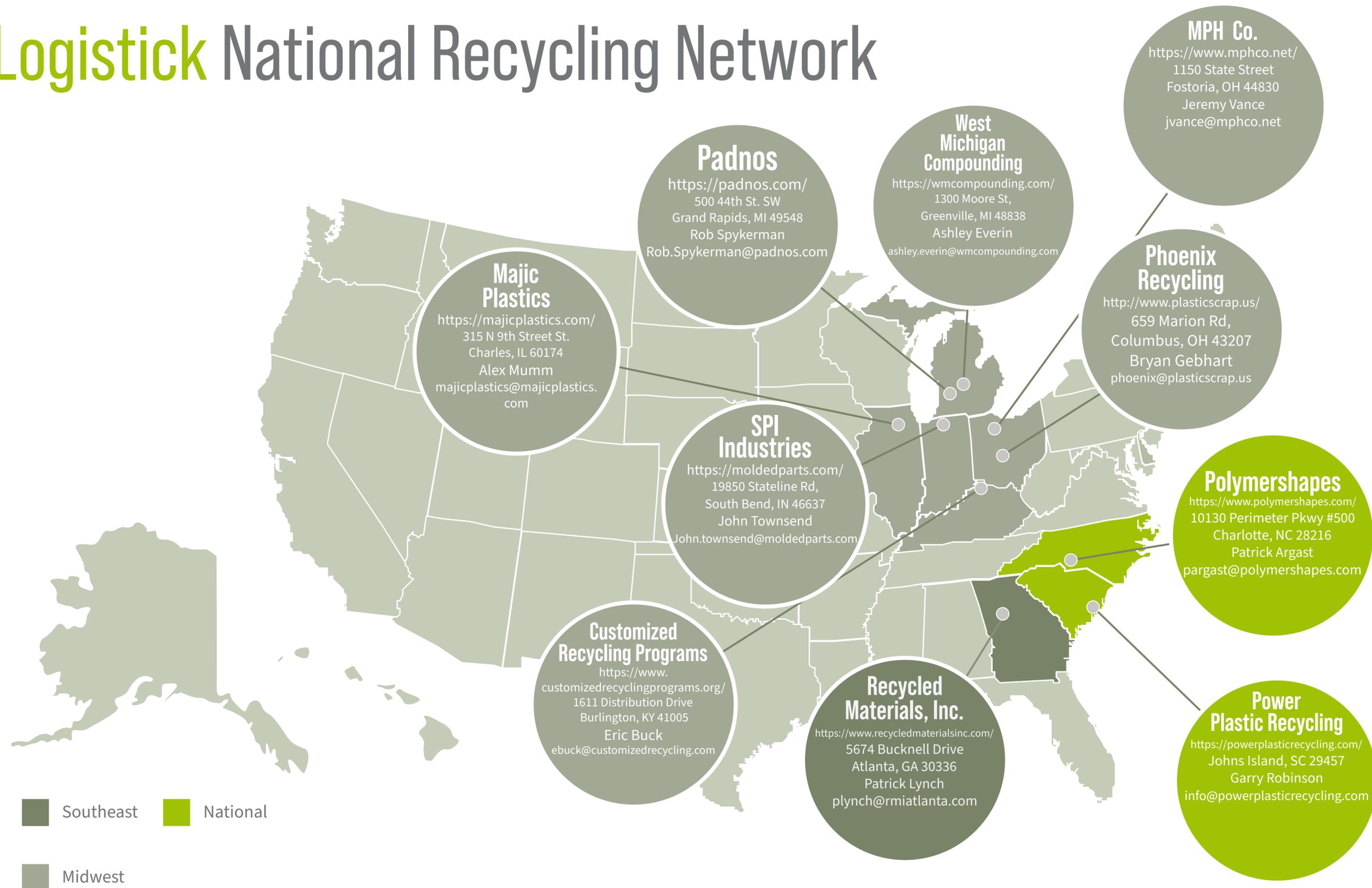
#7 PLASTIC PRODUCTS

Logistick Products to Recycle: Loadbar XL®, Loadbar Wide®, LogiTrack®, Logipad®, Floor Brace® and Floor Brace® XL, Super Strap®, International Strap® 2.0, Intermodal Strap® and Intermodal Strap® XL, Intermodal Wedge® and Intermodal Wedge XL®, Wedge XL®, Wedge International®, Super Wedge® and Super Wedge XL®



**If you have additional questions about recovery and recycling of Logistick plastic products, please contact the sustainability group for guidance in the process to be more efficient: Sustainability@logistick.com*

Logistick National Recycling Network



■ Southeast ■ National
■ Midwest

LOGISTICK PRODUCT SUSTAINABILITY WINS



recycled resin as feedstock

Logistick products are made from post-industrial ABS recycled plastic, and made of a minimum of 75% recycled content, which is roughly 32% of the footprint of virgin plastic. The plastic comes through a supply chain that is recycling over 100 million pounds of plastic scrap that is often sourced from the automotive industry. These suppliers have the ability to reprocess the material back to desired quality and bonding strength.



local manufacturing

Logistick manufacturing is local, and the raw material is sourced regionally, reducing the carbon footprint created by shipping. Logistick products are also recyclable after use, as a #7 recyclable plastic. Although it is challenging, Logistick is working with select customers to collect used products and re-recycle them back into production.



reusable product initiative

The LogiTrack®, the first foray into reusable products for Logistick, is a two-part system that includes a “pocket” and a “track”. The pocket portion is reusable. Logistick does not provide any warranty or performance guarantee for the reuse factor, however they are designed and manufactured for multiple uses as long as no damage occurs and quality is not compromised.



research, development and green innovation

In terms of R&D measures - safety, reliability, strength and performance are equally important to the Team, especially during record production years like 2021. The R&D Team reported being very satisfied with all product performance measures, even though production pressure was intense. **The Team is also working on a new product line that consists of less material and energy needs, for customers with lighter loads. Stay tuned for more information in 2022.**



damage and waste prevention

Logistick has secured a reputation as an industry leader in damage prevention solutions. Logistick continues to be dedicated to the innovation of freight securement systems to meet the evolving needs of the transportation industry. Innovation and solving problems help create a systems-thinking organization that reduces waste, resources and material, leading to a more sustainable and eco-conscious organization.



Volunteering and Philanthropic Focus

Team Logistick is proud to continue our Founder's generosity and philanthropy in our community and around the world. In the last 6 years alone, Logistick has given over \$1.25 million to over 50 local and national charitable organizations that depend and survive on donor funding. The focus remains on the health and well-being of those in need, as well as the conservation of Mother Earth. It is important to look towards the future and continue the positive change and healing for those in need. Team Logistick is extremely grateful to be able to give back, and volunteer. In 2021 alone, Logistick Team members **volunteered over 300 hours** to charities of choice. Logistick is all about "keeping the spirit", as the founder acclaimed! Some of the local and national groups that are supported are listed below. The plan is to continue to support these groups, as well as others, which are consistent with the Logistick philanthropic philosophy.

NATIONAL AND LOCAL GIVING



women's service league



ENVIRONMENTAL AWARENESS AND CONTRIBUTIONS

Environmental contribution and stewardship are especially important initiatives to Logistick. Over the last 4 years, Logistick has given over **\$200,000 to environmental organizations alone, on top of committing to a 30-year carbon offset project with Mamoni Valley Preserve.** The Team believes in protecting the environment and having a net positive impact on the planet. Some of the organizations they have donated to, volunteered with, or supported, are listed below. Logistick pledges to support these and grow involvement with new organizations moving forward. These organizations are each contributing to similar initiatives and the awareness of environmental protection, nature conservancy and education, carbon offsetting, reducing plastic waste and pollution.

In 2021, Logistick joined One Percent for The Planet, Hoosier Environmental Council and Alliance for the Great Lakes!



OCEANA Protecting the World's Oceans



fernwood
BOTANICAL GARDEN
AND NATURE PRESERVE



MAMONÍ
VALLEY PRESERVE
PANAMA



St. Joseph County Parks



ALLIANCE for the
GREAT LAKES



Hoosier
Environmental
COUNCIL



DEFENDERS OF SOIL. AIR. WOODS. WATERS AND WILDLIFE.
THE IZAAK WALTON LEAGUE
OF AMERICA, INC.



1% FOR THE
PLANET.
— DONOR —



The 5 Key Sustainability Goals

The forward vision for Logistick is to continue to be a leader in sustainable freight securement, and develop new innovations that make a positive impact on the planet, especially in the current decade. Logistick believes the climate is evolving, and that humans are having an impact on the planet, primarily negatively. However, if these practices are altered to be more sustainable, eco-friendly and innovative, negative impacts like carbon emissions, accumulation of waste and pollution can be reversed. As we know, the planet is resilient, if we give it a chance to heal. Logistick will continue to secure the future of freight, reduce waste, and help build a planet that is habitable and healthful for all things living. The 5 Key Sustainability Goals that Logistick plans to achieve by 2025-2030, are:



Establish carbon neutral operations with a net positive impact on the environment by 2025. Also, Invest in forest and water conservation projects by 2025.

Progress Report > Agreement signed in 2020, 30-year operational carbon offset with Mamoni Valley Preserve.



Improve annual social and environmental impact through community engagement, philanthropy, and volunteering programs.

Progress Report > \$1.25 million donated to over 50 organizations in the last 6 years, 25% annual growth.



Generate improved sustainability cost savings and cost reductions on an annual basis.

Progress Report > Through building energy and product packaging efficiencies, over \$50,000 is saved annually.



Become the nation's leading freight securement and waste management reduction company in the U.S. by 2030.

Progress Report > National rankings do not yet exist for this type of assessment, still subjective. Continuing research on prevented damage amounts.



Become a recognized thought leader for sustainable packaging alternatives using sustainable development best practices.

Progress Report > A record 22 sustainability and efficiency-focused blogs were sent out in 2021.

2022 Key Objectives

The following are the 2022 objectives to be achieved or completed by the end of the year. Each of the 10 objectives align with the 5 core sustainability goals to be achieved by the end of the decade. These goals were created by the SECURE Green Team in collaboration with the Leadership Team, to make sure these align with the overall Logistick strategy.

1. Install and energize solar energy system on new 27,000 sq/ft. manufacturing facility expansion.
2. Pilot scrap recycling program and circularity model with top sustainability customer.
3. Improve marketing of Logistick (reusable) products, and better promote the reuse capability of the pockets, if kept undamaged.
4. Continue the research, and testing, of more eco-friendly resins/feedstock for Logistick product manufacturing use.
5. External launch of the Environmental Policy Statement, and National Recycling Network.
6. Assess ISO14001 certification, through the International Standards Organization, and schedule the application and retrieval process.
7. Learn about the Life-Cycle Assessment (LCA) framework for individual product/s, and determine when/if to move forward on LCA.
8. Increase both charitable giving and total Team volunteer hours by a minimum of 25 percent.
9. Host Earth Day Team outing on Apr 22, 2022 that is eco-friendly and inclusive for all employees.
10. Launch Green Revolving Fund to improve building efficiencies, performance and sustainability.



The Logistick Journey and Road Ahead

The Logistick story all started in 1990 when the founder of Logistick, Inc., Tom Kanczuzewski, was working in the trucking & intermodal business and wanted to acquire a contract with a large furniture manufacturer.

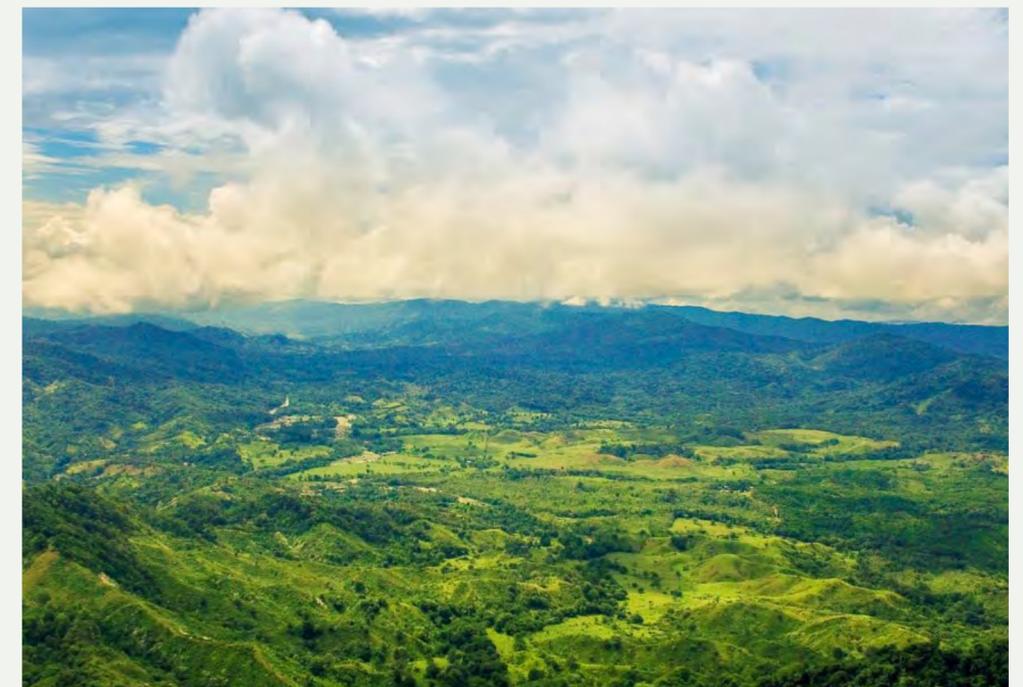
To land the new business, he had to provide a more economical and sustainable way to secure shipments. There was a solution, and Logistick invented it – the original Loadbar®! The company, Logi-Stick, Inc. was incorporated in 1992, but later changed its name to Logistick, Inc. A short time after the Loadbar®, the Strap System was invented, followed by the Wedge® for heavier shipments. Throughout the years, Logistick has continued to innovate and invent new products and expand the product line to accommodate the evolving transportation industry. Some of the more recent highlights include the AAR approval of the Super Wedge XL®, Floor Brace®, Intermodal Wedge® and Intermodal Wedge XL® as well as the invention of the Loadbar Wide®, Intermodal Strap®, Intermodal Wedge® and LogiTrack®.

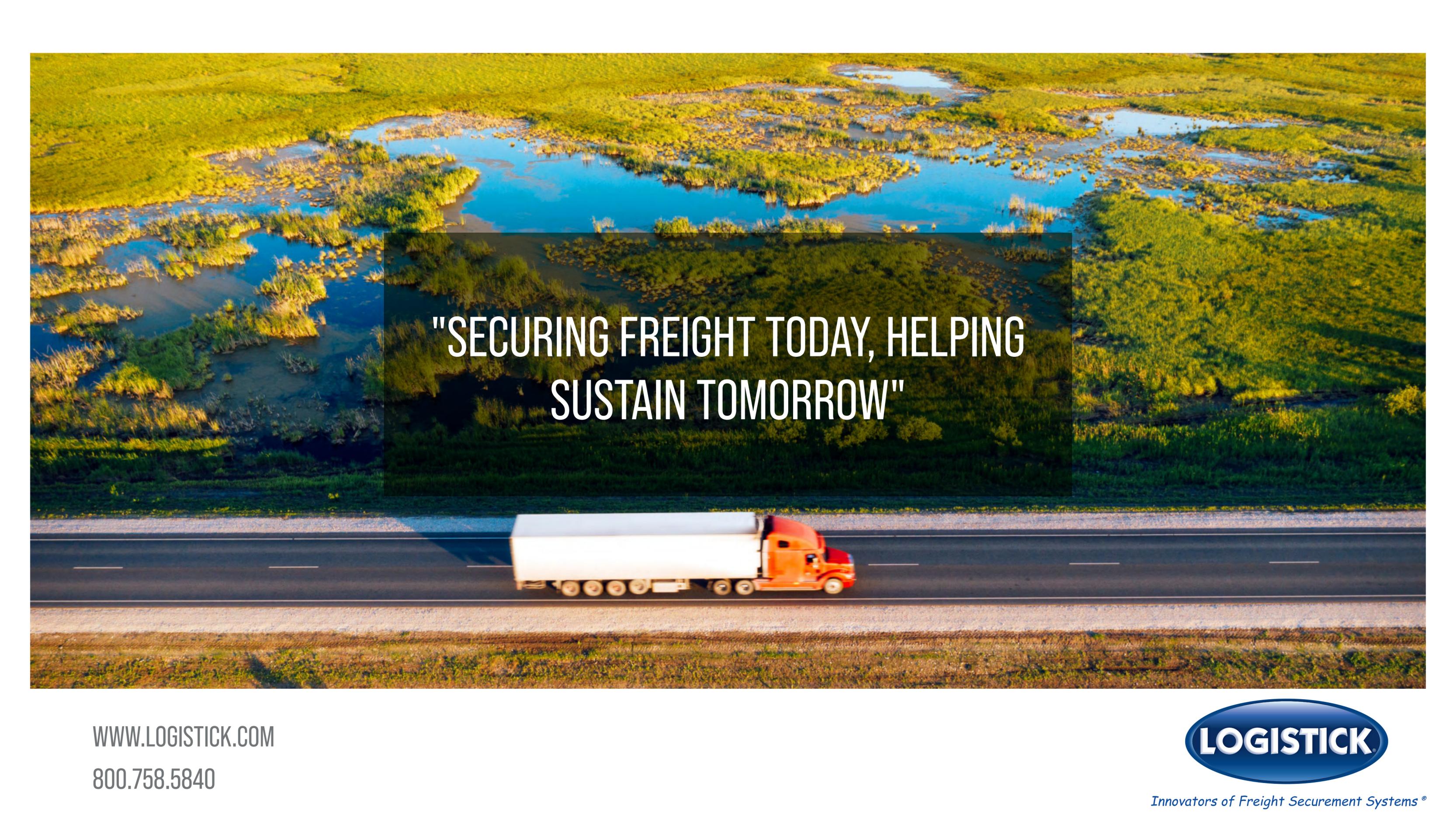
Logistick leadership believes that amplifying a positive work culture happens over time,

with intent and perseverance. It is a journey of passion, continuous learning and improvement, and it should be enjoyed too. A commitment towards stewardship and sustainability lays the tracks for the Logistick foundation, and a unified Team working toward a common goal paves a road that is desirable for people and the planet. The right culture is one where everyone is respected, able to grow, and plays a role in making their company and their world a better place.

The Logistick SECURE Green Team is extremely satisfied with all of the improvements made and the objectives achieved in 2021. The Team believes they can do even more in 2022, and are committed to building on top of the momentum from 2021. Business and life, for many, is about improvement, evolution, raising the bar and achieving new milestones. Logistick wants to continue growing the company to support sustainability goals, like installing solar and carbon offsetting, to offset its negative footprint. The big goal is to have a net

positive impact on people and the planet, which is 30 years in the making and counting. The Team is excited to continue to help the industry become more sustainable, and encourage business leaders to also join in on the sustainability and eco-conscious mindset journey!



An aerial photograph of a lush green wetland with a winding blue stream. In the foreground, a semi-truck with a white trailer and an orange cab is driving on a multi-lane asphalt road. The truck is moving from left to right. A semi-transparent dark rectangle is overlaid on the wetland area, containing the text.

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SUSTAIN TOMORROW"

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