

Rock-it Cargo 2020 Annual ESG Report

In November 2019, Rock-it Cargo (Rock-it) embarked on a journey to develop a comprehensive Environmental, Social and Governance (ESG) program that integrates ESG considerations into day-to-day decision-making processes and addresses ESG issues in our policies and procedures.

Although the industries we serve were particularly impacted by COVID-19, we persisted in establishing the foundations of our ESG program. In 2020, we implemented a formal ESG Policy that applies to all Rock-it operations (see page 7 for our ESG Policy statement) and we advanced key environmental, social and governance policies to align our operations with the [UN Global Compact](#) of Sustainable Businesses and the [Principles for Responsible Investment](#). We share highlights from 2020 in the next few pages and believe that we are ultimately just at the start of our journey. We know that we are not alone in this endeavor to be better citizens and stewards of the environment and to hold ourselves accountable to the highest levels of integrity and respect. We have also closely coordinated these initiatives with our private equity sponsor, ATL Partners, who is not only a signatory to the U.N. Principles of Responsible Investment, but has a commitment to support each of its portfolio companies in implementing robust, impactful ESG programs. We invite you along for this journey with us. Should you have any questions, insights, or opportunities, please contact us at ESG@rockitcargo.com.



Rock-it's ESG Team:

Sasha Goodman, Chief Administrative Officer, leads the management of Rock-it Cargo and its subsidiary companies ESG policies, procedures and day-to-day activities and she is assisted by Maja Bernstein, Operations & ESG Lead. The ESG team also has the support of appointed representatives from each of Rock-it's global offices, who provide data, feedback and critical information that acts as a foundation for our long-term ESG strategy and ensures the ESG program is relevant and customized to the individual needs of offices and teams across the entire organization.



Rock-it has also engaged [Effect Partners](#) as a sustainability advisor to provide guidance and feedback on our ESG strategy as well as support the development of a climate positive program at Rock-it. Effect Partners is the leading environmental and social impact consultant to the live event industry.



Environmental Impact Highlights:

In 2020, one of Rock-it's main ESG focuses was the impact on the environment of our own as well as our clients' business activities. The live event, production, Fine Arts, special projects & humanitarian aid industries are continuing to grow and bring fans, professionals, and large-scale projects together in more productive and meaningful ways than ever before. However, there is an environmental cost to these gatherings. As freight forwarders, we focus on this environmental impact by helping our clients mitigate the carbon footprint of transporting their goods as well as minimizing the environmental impact of our own operations by optimizing the energy and resource efficiency of our office, warehouse, and logistics operations. To this end, in 2020 we focused on providing a Carbon Offset Program for our clients and offsetting our own produced carbon footprint; in 2021 we are developing an internal Environmental Management System and will pursue an ISO 14001-2015 certification for our UK operations.

Carbon Offset Highlights from 2020

Carbon Offsets are purchased for "unavoidable" emissions, which remain after every possible effort has been made to reduce carbon pollution. It puts a price on carbon pollution to help internalize the true environmental cost of conducting business.

To assist us with our Carbon Offset Program, we engaged [Sustainable Travel International](#) (STI). STI has established long-term relationships with several carbon offset projects across the globe. STI and the Rock-it ESG team also collaborated to develop a robust carbon calculator for all types of freight. The online calculator allows Rock-it employees to calculate easily the carbon footprint and cost to offset for any shipment they may be working on: from 50 kilograms to an entire charter.



In 2020, Rock-it offset 650 metric tonnes of CO₂ for customer shipments and 297 metric tonnes of CO₂ for Rock-it's employee travel. All offsets purchased supported the Jari Amapa REDD+ project which is an ongoing community-based initiative to protect a 163,040-acre (65,980 hectare) forest area in the Valley of Jari in Northern Brazil. The project safeguards large areas of forest to prevent deforestation and degradation. Further, to ensure the longevity of this biodiverse habitat, two local people will be trained in sustainable farming practices and forest management.

Rock-it is also an active member of the Clean Cargo Working Group, which represents the leading buyer-supplier forum for companies to report on emissions, discuss environmental performance, and collaborate on decarbonization efforts. By joining Clean Cargo, Rock-it sends a clear signal to customers that it is dedicated to reducing the environmental impact of the company's ocean transportation and is actively working to promote environmentally responsible shipping practices.

Social Impact Highlights:

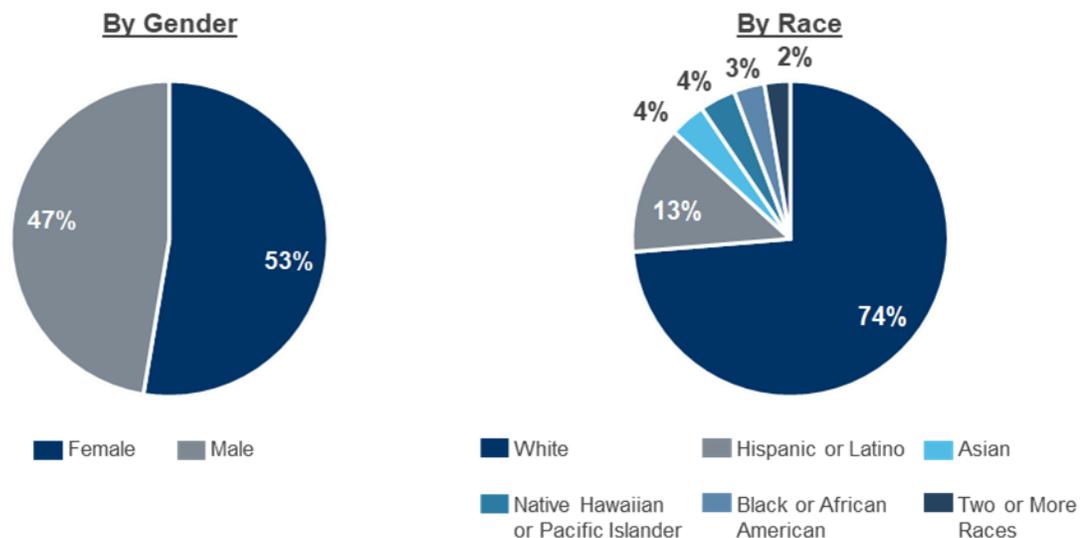
Prior to our implementation of a formal ESG program, our social impact programs focused mainly on volunteer work and charitable giving. In 2020, we set ambitious goals to improve our social programs and ultimately prioritized supporting the health, safety, and stability of our staff through COVID-19. Now that we have adapted our policies and procedures to the demands of working through a pandemic, we are ready to pick up the mantle on the rest our robust social agenda for 2021. Below are both highlights from 2020 as well as goals for 2021.

Diversity & Inclusion

Rock-it aims to create a safe and inclusive work environment that fosters diversity and to be socially aware global citizens that give back to the communities in which we operate. Rock-it has a long history of promoting diversity in workplace, for example, over 50% of our employees are women. In 2021, we are committed to establishing a robust Diversity & Inclusion (D&I) program that includes, but is not limited to, minority inclusion at the board level; greater hiring access for veterans and people with disabilities; female manager recognition; employee career development plans within the company; and transparency around job descriptions and performance expectations

In 2021, we will establish KPIs and a framework for measuring and reporting on our D&I goals to ensure accountability and continual improvement to the program. We currently only collect this data from our US offices and will prioritize gathering key information across all our offices globally.

Rock-it's U.S. Workforce Composition (As of February 2021)



Charitable Giving and Employee Emergency Financial Relief

In response to COVID-19, Rock-it launched the Our Company Cares Fund to support employees experiencing hardship caused by the pandemic. This initiative raised thousands of dollars from Rock-it's senior management team and these proceeds have started to be distributed as a non-taxable gift to less fortunate employees who have faced acute challenges posed by the COVID pandemic.

Rock-it also has a charitable donation program that allows employees to propose organizations they would like the company to support. The program also allows for the donation of our logistics services (with prior approval) and for company matching of employee donations. For any personal employee contributions to an approved charity or organization, the company will match donations up to \$500 per the calendar year per employee. Through this program, Rock-it donated over \$61,600 in 2020.

Rock-it also partners with organizations like Truckers Against Trafficking, Covenant House, and Women in International Trade through monetary donations and volunteering. In addition, the company has arranged several international charters to the U.S. to transport personal protective equipment throughout the pandemic.



Wellness

In 2020, Rock-it promoted the use of its Employee Assistance Program to provide employees with access to mental health professionals, remote doctor visits, and financial advisors. We have also engaged Red Flag Reporting, which allows employees to report **any** issues or complaints anonymously, and provides a robust case management system. They are a global, 24/7 provider covering all our employees.



In addition, Rock-it also provides the following to its employees:

- Open Door Policy
- Anti-Harassment Policy Training
- No Retaliation Policy
- Flexible schedules and ability to work remotely (even prior to COVID)
- Comfortable and safe office and work environment
- COVID-19 and other pandemic readiness training

Governance Highlights:

Good governance practices have been in place since the inception of Rock-it and the criteria for what comprises good governance and its classification have been widely discussed and understood across the industry. Despite the challenges COVID-19 posed in 2020, we made it our priority to maintain our excellent standard of governance. In 2021, we will continue to innovate and lead the industry in best governance.

Employees Trained in Good Governance Procedure and Processes

Complying with applicable laws and regulations in the jurisdictions in which we provide services is critical to our business. Any failure to comply could delay a time-sensitive shipment, cause us to lose a customer, and/or result in hefty government fines, as well as damage our reputation. All of our staff members are required to observe all statutory regulations and voluntary commitment regulations that could affect our operations. We do not participate in businesses that purposefully attempt to breach or circumvent statutory or supervisory rules.

We have engaged Veroot, a compliance management platform, which allows us to centralize all required employee trainings and manage vendor compliance. Through this partnership, we can verify that 100% of our U.S. employees and vendors have completed training in the governance issues that are most material to RIC operations including, but not limited to:



- € FCPA and UK Bribery Act compliant on identifying and reporting potential fraud and corrupt practices
- € TSA IAC Training, CBP, CTPAT, OSHA, Department of Homeland Security, and Department of Transportation compliance

Reporting

Rock-it updates its board of directors each quarter on the status of ongoing ESG initiatives and issues. Furthermore, we are committed to providing all stakeholders with regular updates on our ESG program and will publish an annual ESG report every year from this year forward.

Conclusion:

Rock-it is pleased to share the progress of our ESG program thus far and looks forward to keeping you apprised of the company's continued developments throughout the year through our website. Please do not hesitate to reach out to our team at ESG@rockitcargo.com.

Sincerely,
Sasha Goodman
Chief Administrative Officer

Rock-it's ESG Policy Statement:

This ESG Policy serves to guide all of our ESG activities globally.

Rock-it Cargo Environmental, Social, and Governance Policy Statement

Rock-it Cargo USA LLC & RICH Forwarding Limited is a specialty freight forwarding and logistics company that provides custom solutions for its dynamic client roster in the Entertainment Touring, Corporate Live Events, Sports, Television & Film and Exhibitions industries. Over the years, we have become known as one of the most trusted and reputable live event freight and logistics companies in the industry thanks to our hands-on approach and creative solutions that provide a dedicated point of contact to oversee intricate international freight moves.

With over 400 employees in 36 offices across 5 continents, we understand the complexity and importance of having policies and procedures that mitigate risk and ensure our employees can deliver excellent service to our clients, so they can sleep easy at night knowing that they are in the hands of people that actually care about their freight as much as they do. As a global company, we understand that in order to continue to guarantee this high quality of service, mitigate risks and identify opportunities for growth we must integrate sustainability into our DNA.

The RIC Board of Directors and Executive Team are committed to operating at the highest levels of responsibility in accordance with universal sustainability principles as identified by the [UN Global Compact](#) and [Principles of Responsible Investing](#) and are adopting an Environmental, Social and Governance (ESG) Policy that commits all RIC entities to:

- Incorporate ESG considerations into decision-making processes and address ESG Issues in policies, day-to-day practices and procedures.
- Engage locally in the communities where we operate and take positive actions to contribute to enhancing society well being
- Report on our ESG activities and progress towards implementing sustainability principles annually.
- Work with our network of clients, partners, suppliers, and the broader freight industry to promote acceptance and implementation of universal sustainability principles and Principles for Responsible Investment

Signed,



Paul J Martins
President & CEO Rock-it