

August 31st, 2022

United Nations Global Compact  
H.E. António Guterres  
Secretary-General  
United Nations  
New York, NY 10017 USA

Dear Mr. Secretary-General,

I am pleased to reaffirm Convoy's commitment to the Ten Principles of the United Nations Global Compact. Thank you for your continued leadership in advancing responsible business practices and the Sustainable Development Goals.

In alignment with the UN Global Compact's principles, we are solving fundamental issues in the freight industry while building a more sustainable future. We move thousands of truckloads through an optimized, connected network of carriers, saving time and money for shippers, increasing earnings for carriers, and eliminating carbon waste for our planet. Our digital freight network uses technology and data to solve problems of waste and inefficiency in the \$1 trillion trucking industry in North America, which generates over 87 million metric tons of carbon emissions from empty trucks. Our reliable and flexible capacity maximizes efficiency and makes us the partner of choice for many of the nation's largest shippers across America.

Our impact and measured outcomes are highlighted in the attached pages, as well as in our annual **Corporate Sustainability Report** published in June 2022.

We continue our commitment to reducing empty miles and eliminating carbon emissions in trucking; operating with net-zero carbon emissions by 2040, and making the trucking profession more sustainable for smaller carriers and drivers.

We are excited to renew our work with the United Nations, our customers, and our partners in building a more sustainable future. We believe businesses play a key role in advancing sustainable development goals that improve the quality of life around the globe so we may all live in health, dignity, prosperity, and equality.

Sincerely,



Dan Lewis  
Chief Executive Officer and Co-Founder, Convoy, Inc.

# Environmental sustainability

## Reducing empty miles and eliminating carbon emissions in trucking

One of the most common examples of waste in the freight industry occurs when truckers drive empty. Typically, there are no nearby loads available from load boards for the driver to pick up that are headed in the same direction. The freight industry refers to these as empty or deadhead miles. In 2021, we prevented 2.8 million pounds of carbon emissions from entering the atmosphere by reducing empty miles. By the end of 2022, our goal is to reduce another 3.8 million pounds of unnecessary carbon emissions from the atmosphere.

## Operate with net-zero carbon by 2040

In 2021, we joined [The Climate Pledge](#), committing to measuring and reporting greenhouse gas emissions regularly, implementing decarbonization strategies, and neutralizing any remaining emissions with additional, quantifiable, real, permanent, and socially beneficial offsets to achieve net-zero annual carbon emissions by 2040. The Climate Pledge is aligned to the Paris Agreement, working to achieve the carbon reduction goal 10 years early. Since 2020 when we measured our baseline, we have been operating carbon neutral.

## Live our sustainable values

In addition to industry-facing efforts, we prioritize sustainability when making decisions about our operations. We started this work in 2020 by measuring the carbon footprint of operations, identifying the greatest sources of emissions, and developing a roadmap to address hotspots. In 2022 and beyond we are on the path to setting carbon emissions reduction goals in line with the latest climate science.

# Human rights

## Equipping drivers to report trafficking

We continue to partner with [Truckers Against Trafficking](#) (TAT) to raise awareness and assist law enforcement in the identification and reporting of human trafficking. Our goal is to aid in the recovery of victims and arrest their perpetrators. Through this partnership, we have jointly developed a certification program for truckers available as part of Convoy's Haul Star program. The training which TAT offers is crucial in ending human trafficking, not just because it educates truckers — who are on the road all the time — but also because their calls and reports can help build a wealth of evidence and allow victims to seek justice.

## Health and safety

We implemented a new Healthcare Travel Reimbursement policy, effective retroactive to January 1, 2022, for employees and eligible dependents. This annual benefit allows for medical services related to abortion or gender-affirming care that are prohibited within 100 miles of an employee's home at the time of the procedure and where virtual care is not possible.

## Social inclusion

We're committed to fostering a culture of diversity, equity, and inclusion (DE&I). Employee Resource Groups (ERGs) are strategic, self-organized, DE&I team sponsored communities focused on advancing inclusion, awareness, development, and a sense of belonging for underrepresented identities. Each ERG is organized to build safe communities of solidarity and support, educate allies on needs and challenges, provide professional development opportunities, and attract and retain talent (in partnership with our Convoy People Team).

## Supplier Diversity

We continue to partner with the [National Minority Supplier Development Council](#) (NMSDC) and the [Women's Business Enterprise National Council](#) (WBENC) to support our [supplier diversity program](#). This partnership furthered our ability to help minority-owned and women-owned trucking businesses by providing them with access to exclusive freight, helping them reach their supplier diversity and corporate social responsibility goals. Through partnerships like this one, we unlock opportunities for the thousands of carriers in their network that are certified as diverse suppliers through these organizations, helping to even the playing field for historically underutilized small businesses around the country.

## Community

In the spirit of moving goods efficiently, our employees "hailed" almost 20,000 meals in Seattle and Atlanta communities over the holiday season. The meals were delivered through donations and packing meals up at local food banks, including Northwest Harvest, Food Lifeline, Open Hand Atlanta, and Atlanta Community Food Bank. Additionally, in 2021, we donated \$8,560 to the St Christopher Truckers Development and Relief Fund (SCF). It is a 501(c)(3) truck driver charity that helps over-the-road/regional semi-truck drivers and their families when an illness or injury, occurring within the last year, has caused them to be out of work.

# Labor and anti-corruption

## Make trucking sustainable for truck drivers

Programs such as [Convoy Go](#) have provided small carriers and their drivers with access to more efficient and lucrative power-only loads. Hassle-Free Detention and QuickPay™ help carriers get paid quickly and easily. [TruckYeah Savings](#) provides financial economies of scale that enable drivers to save on fuel, factoring, and equipment. We will continue to build toward a future of democratizing access to freight by investing in technology that makes it more efficient for small carriers to keep their trucks full and earning.

## Convoy's Supplier Code of Conduct

We implemented a [Supplier Code of Conduct](#) reflecting our commitment to doing business with integrity. It outlines the expectations that we have regarding the operations of our Suppliers and addresses the principles in the United Nations Global Compact, derived from the Universal Declaration of Human Rights, the International Labor Organization's Declaration on the Fundamental Principles and Rights at Work.

# Reporting and transparency

## Disclosure

Our sustainability foundation is built on measurement, transparency, and accountability. That's why in 2021, we started reporting on [Sustainability Accounting Standards Board](#) (SASB) metrics to our investors every year, which we now do annually. To drive collaboration on tracking and reducing emissions within the freight and trucking industry, we report to [EPA's SmartWay Transport Partnership](#).

## Transparency and measurement

We released our second [Ship Responsibly Report](#), where we disclosed our carbon footprint in line with the Greenhouse Gas Protocol and progress towards commitments and goals for the environment and supplier diversity. Convoy achieved accreditation by [Smart Freight Centre](#) (SFC) in conformance with the [Global Logistics Emission Council \(GLEC\) Framework](#). The GLEC Framework aligns with the Greenhouse Gas Protocol, United Nations-led Green Freight Action Plan, and CDP reporting requirements. Receiving GLEC accreditation is a foundational step for Convoy on its path to leading in partnering with shippers on data, transparency, and disclosure.

## Benchmarking our progress

Each year we report to [EcoVadis](#), the world's most trusted provider of business sustainability ratings. In 2021, Convoy was awarded a silver medal. The silver rating places Convoy in the top 25% of all the companies that EcoVadis evaluates. The award demonstrates the awareness and respect both companies have for sustainability, business ethics, the environment, human rights, and sustainable procurement.

## Scope 4 Emissions

To date, Convoy's network optimization has saved 8.78 pounds of carbon emissions, equivalent to 368,210 gallons of fuel or 2,393,350 fewer empty miles driven. Not only do we report and disclose our Scope 4 emissions, but we also made the methodology publicly available for the industry on our website.