



Sustainability Report



2023

Table of Contents

CEO Message 3

JAS at a Glance 4

2023 Sustainability Figures 5

ESG Strategy and Ambition..... 6

Our Material ESG Topics 7

ESG Management 8

ESG Progress..... 9

 Environmental 10

 Social..... 15

 Governance..... 19

Reporting Basis..... 22

Statement 23

Indices..... 24





CEO Message

Dear Stakeholders,

At JAS Worldwide, we recognize the environmental and social challenges associated with the logistics industry and the unique opportunity to influence positive change all over the globe. As CEO of JAS, I believe it is imperative to accept our responsibility towards conscientious and ethical business practices for the environment and the communities we serve.

That's why I am proud to share the first JAS Sustainability Report—marking a significant milestone in our journey towards a more sustainable future. Our sustainability initiative underscores the importance of collaboration to create resilient, reliable, and innovative supply chains solutions that have a sustainable impact on our ecosystem.

Over the past year, we have launched a series of programs aimed at reducing our carbon footprint and improving conditions for our people and the communities around us. Through investments in biofuels, network optimization, and climate protection projects, we have made significant strides in minimizing our environmental impact. Additionally, we have taken steps to enhance the well-being of our employees and contribute to societal change through the Bruni Foundation.

As we reflect on a transformative year, I extend heartfelt gratitude to our partners, customers, employees, and the community for their partnership and shared values. Sustainability is a collective effort, and we deeply appreciate the contributions of each stakeholder.

Looking ahead, we are committed to building on this momentum, driving the sustainability agenda even further. We will continue to make a meaningful difference for our planet and future generations. Together

Sincerely,

A handwritten signature in black ink, appearing to read 'Marco Rebuffi', with a stylized flourish at the end.

Marco Rebuffi

President and CEO
JAS Worldwide, Inc.

The JAS logo, consisting of the letters 'JAS' in a bold, white, italicized sans-serif font, set against a dark blue background.

JAS at a Glance

JAS Worldwide, a global leader in logistics and supply chain solutions, was founded in Milan, Italy, in 1978. Headquartered in Atlanta, Georgia, USA and supported by 7,000+ team members in more than 100 countries, it builds innovative and sustainable solutions that focus on customer needs and a better future for all. At the heart of JAS's success is its people who deliver customer value. As one of the largest and fastest growing family-owned logistics companies, JAS is committed to creating opportunities for our communities, customers, and colleagues to thrive. Together

JAS

Fast Facts

Global Strategy

- ✓ Focus on development of people and technology to foster accelerated growth
- ✓ Strategic acquisitions to add complimentary service offerings to our portfolio
- ✓ Continued market | vertical investments

\$3B

2023 Global Revenue*

Services

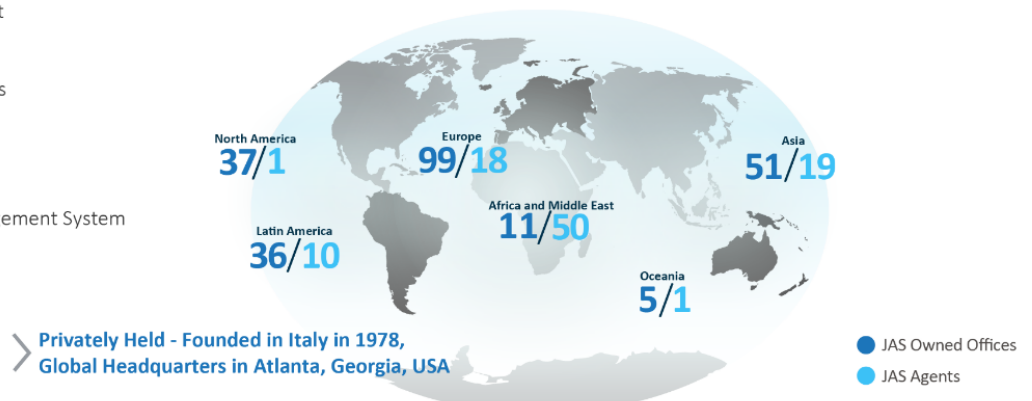
Standard and Value-Added

- ✈ Air Freight | Flight Operations
- 🚚 NVOCC (LCL | FCL) | Freight Management
- 🚊 Ground Transportation (Rail | Road)
- 🛃 Customs Clearance | Compliance Services
- 🏠 Contract Logistics
- 💻 E-commerce
- 📦 Order Management | Warehouse Management System
- 🌐 Focused Supply Chain Assessments
- 🎓 Customer Educational Forums
- 🔧 Vertical Industry Expertise
- 🏢 Dedicated JAS Projects Division

7k
Employees

239
JAS Offices in
47 Countries

99
JAS Agents in
74 Countries



*Global Revenue figure reflects 2023 data; all other information is based on 2022 data

OUR PURPOSE

creating opportunities
to thrive. Together

OUR VISION

every interaction enables
positive change by connecting
people across the globe

OUR MISSION

delivering customer
value with passion

OUR VALUES

Family

Embrace inclusiveness and belonging

Integrity

Lead by example, trust and respect

Excellence

Enable quality, service, and performance

Innovation

Embrace agile decision making and new ideas

Community

Make a sustainable impact in our ecosystem

2023 Sustainability Figures



58%

of employees are engaged



10%

Renewable electricity
share at all locations



45%

Overall female
share



23%

Leadership female
share



-12%

Emissions reduction
(2021 baseline)



Top 15%

of sustainable companies
(EcoVadis)

ESG Strategy and Ambition

Our sustainability mission “Achieving a More Sustainable Future. Together,” reflects our commitment to addressing the diverse needs of our stakeholders and ensuring the well-being of future generations across all aspects of Environmental, Social, and Governance (ESG) dimensions.

We are committed to establishing a science-based target in alignment with the Science Based Targets initiative (SBTi), aiming to achieve Net Zero by 2050. Our **environmental** strategy includes a variety of actions: reducing greenhouse gas (GHG) emissions from transportation, introducing sustainable products and packaging, promoting circular economy solutions, implementing clean energy solutions, and enhancing efficiency.

While we recognize and value all 17 UN Sustainable Development Goals (SDGs), we have identified six SDGs that especially resonate with JAS as a global logistics company.



Within **social** responsibility, we prioritize the health, safety, and security of our employees. We are committed to fostering engagement through various programs and ensuring continuous training. Our focus also includes Diversity, Equity, and Inclusion (DEI) and participation in community projects to uphold our role as a responsible corporate citizen.

Our **governance** framework emphasizes rigorous compliance with global regulations and directives. We implement sustainable procurement programs and meticulously assess supply chain risks.

Additionally, we actively participate in industry associations and conduct sustainability assessments to address pressing sustainability challenges, continuously improving our sustainability initiatives.

Sustainability Framework



Our Material ESG Topics

In today's rapidly evolving business landscape, conducting a materiality analysis is essential for organizations committed to sustainability. This process provides valuable insights into the topics that matter most to stakeholders, aligning them with the company's strategic objectives. As a company, we recognize the importance of this undertaking, which involves gathering input from numerous sources and undergoing a rigorous analysis process.



We actively sought input from both internal and external stakeholders, including customers and suppliers, to gain valuable perspectives on issues affecting our operations and influencing our business trajectory. Our assessment included a peer benchmarking analysis and a review of previously identified priority sustainability topics, ensuring a thorough and informed evaluation. Additionally, we stayed attuned to emerging trends and best practices in sustainability reporting, drawing inspiration from leading standards in the field.

After cleaning up and consolidating the data to ensure accuracy and relevance, we ranked and prioritized topics based on their perceived importance to JAS stakeholders—including employees, customers, and suppliers—and their alignment with JAS's business objectives. This systematic methodology ensured a robust and insightful analysis, laying the groundwork for informed decision-making and strategic action.

The findings of our analysis are presented in the materiality matrix above, reflecting the issues prioritized by our company and stakeholders. The ten top-rated material topics, located in the top right-hand quadrant, are: Product/Service Quality; Anti-Corruption & Bribery; Transparency in the Supply Chain; Cybersecurity/Data Protection; Business Compliance; Business Relationships; Climate and Environmental Protection; Health, Safety and Security; Human Rights and Working Conditions; and Diversity, Equity, and Inclusion.

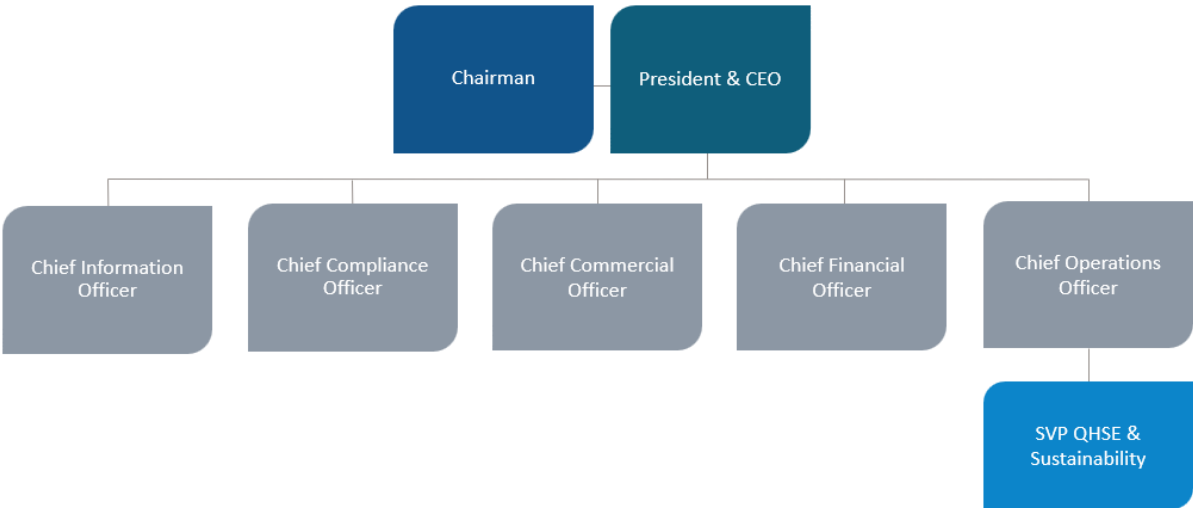
Although these topics are not exhaustive, they highlight some of the main material impacts of our activities as a global logistics service provider.

ESG Management

In early 2023, we established a dedicated Sustainability team, highlighting our promise to integrate Environmental, Social, and Governance (ESG) principles throughout our operations. Supported by management, sustainability oversight has been given to the Chief Operating Officer (COO), ensuring alignment and seamless integration of sustainability into our core business functions for maximum impact.

Mid-year, Regional Sustainability Leads and Sustainability Ambassadors were appointed. These strategically chosen team members represent all regions of our organization, ensuring comprehensive coverage and localized insights.

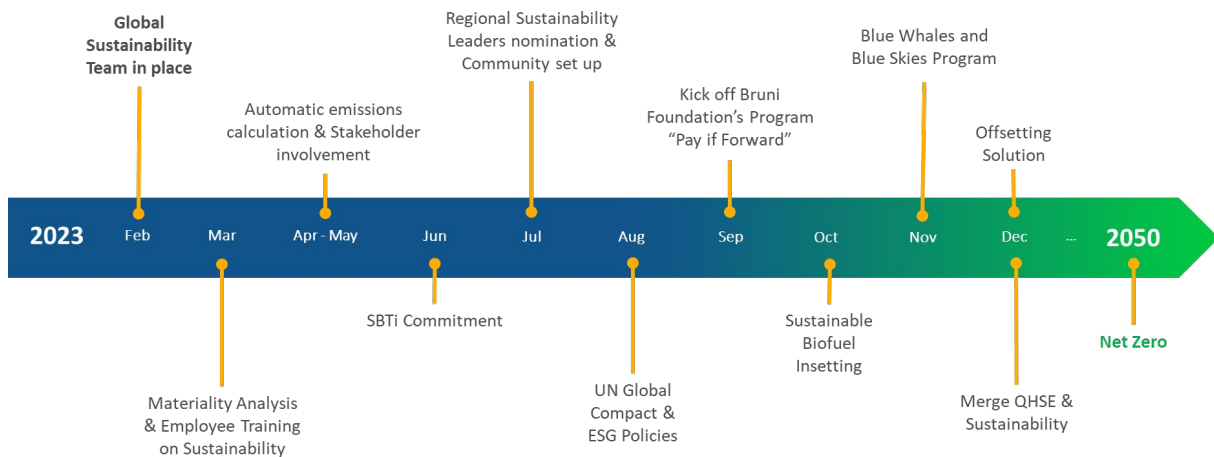
We recognized the synergies between sustainability and Quality, Health, Safety, and Environment (QHSE) initiatives during the year. Consequently, we decided to merge the Sustainability Team with the QHSE Team. By doing this, we aim to leverage the strengths of both teams and promote a more robust and integrated approach to achieving our ESG goals.



The Management Advisory Board (MAB) reviews our progress towards our QHSE targets twice during our financial year, which runs from January to December. The QHSE targets for the year are announced in January, with progress reported in June and again in December, when the targets for the following year are set.

ESG Progress

In 2023, we achieved significant sustainability milestones by embodying a global focus to responsible business practices. From forming a dedicated sustainability team to developing climate protection initiatives and social responsibility activities, we have made considerable strides towards a more sustainable future.



The following is an overview of our performance and results in the ESG dimensions, particularly in relation to the UN Global Compact's Ten Principles covering human rights, labor, environment, and anti-corruption.



Environmental

UN Global Principles:



Sustainable Development Goals:



CLIMATE AND ENVIRONMENTAL PROTECTION

In 2023, amid growing concern about the climate crisis, the world witnessed alarming new peaks in greenhouse gas emissions and record-setting temperatures. Climate impacts became more pronounced and immediate, underlining the need for urgent and decisive action. The historic COP28 in Dubai in November 2023 marked a pivotal moment of global determination to address the root causes of climate change. As nations reaffirmed their commitment to limit global warming to 1.5°C, as stated in the Paris Climate Agreement, it became increasingly clear that change needed to occur across all sectors and levels of society.

At JAS, we recognize the importance of bold action and collective cooperation in transitioning from fossil fuels. We understand that this shift requires international collaboration and innovative technologies. By embracing these transformations, we strive to contribute meaningfully to the Sustainable Development Goals (SDGs) and create a more sustainable future for generations to come.

In line with our duty to environmental responsibility, we have implemented and maintain an Environmental Management System in accordance with ISO 14001:2015, covering 100% of our sites. This system encompasses all environmental activities and supporting processes related to our international freight forwarding, customs house brokerage, non-vessel operating common carrier (NVOCC) services, logistics services, warehousing, and sales operations. The certification is available on our [website](#).

As part of our environmental promise, we launched several initiatives to reduce its environmental footprint and foster a culture of sustainability throughout the organization. Central to this effort is enhancing environmental awareness among our team members. Through sustainability training sessions, webinars, and a dedicated communications channel, we provide a platform for employees to actively engage, exchange ideas, and address sustainability challenges collectively. By empowering team members at all levels of the organization to integrate sustainability principles into their customer interactions and daily operations, we drive positive change throughout our value chain.

We have also taken steps to assess our progress in preventing and mitigating the risks and impacts associated with climate change. This includes automatically tracking greenhouse gas (GHG) emissions, air pollutants, and energy usage across our operations. As a company with few assets, we operate with a limited fleet of our own vehicles and rely on close collaboration with suppliers to provide transport services for our customers. Consequently, most of our environmental emissions originate from our network of suppliers and the services we facilitate.

Leveraging innovative technology, we have implemented automated calculations for our Scope 3 emissions, a critical component of our environmental impact. By integrating our systems with EcoTransIT World, the logistics industry's leading emission software, we can accurately and automatically quantify all emissions from the shipments we manage. Our calculations adhere to the Global Logistics Emissions Council (GLEC) Framework, the GHG Protocol, and ISO 14083, ensuring transparency and alignment with best practices in environmental reporting.

Through JAS SmartHub, we provide customers with on-demand emission reports. This feature offers comprehensive insights into the emissions associated with their shipments across all modes of transportation.

We designated 2021 as the base year for measuring emissions and reductions. In 2023, we recorded a 12% decrease in our Scope 3 emissions compared to the 2021 figures.

Table 1. JAS's gross scope 1 – 3 global greenhouse gas (GHG) emissions (WTW)

CO ₂ e (WTW)	Unit	2023	2022	2021 (Baseline)
Scope 1¹	Tons CO ₂ e	-	-	-
Scope 2				
Buildings: electricity	Tons CO ₂ e	2.301	2.285	2.098
Total Scope 2	Tons CO₂e	2.301	2.285	2.098
Scope 3				
Downstream transportation and distribution	Tons CO ₂ e	2.095.326	2.277.519	2.378.353
• Air Logistics	Tons CO ₂ e	1.186.147	1.388.407	1.507.650
• Ocean Logistics	Tons CO ₂ e	534.924	538.642	500.385
• Road Logistics	Tons CO ₂ e	346.425	320.854	333.884
• Rail Logistics	Tons CO ₂ e	27.830	29.616	36.434
Business Travel	Tons CO ₂ e	3.289	-	-
Total Scope 3	Tons CO₂e	2.098.615	2.277.519	2.378.353
Total CO₂e emissions	Tons CO₂e	2.100.916	2.279.804	2.380.451

In June 2023, JAS joined the Science-Based Targets initiative (SBTi), committing to setting science-based targets aimed at achieving [Net Zero 2050](#). This includes reducing our transportation emissions and transitioning to 100% renewable electricity in our facilities by 2050 or sooner.

Climate Change Adaptation and Resilience in the Supply Chain

JAS has supported climate change adaptation and resilience in our supply chain by establishing and offering sustainable transportation methods to our customers. Our green portfolio focuses on raising environmental awareness by calculating transport-related emissions, advising customers on how to decarbonize their logistics operations, and assisting with the implementation of solutions to help customers move from words to action.

Biofuel Insetting

In the second half of 2023, JAS partnered with GoodShipping to help reduce the industry's carbon footprint by facilitating the transition from fossil fuels to sustainable biofuel solutions. This partnership provides JAS with a carrier-independent insetting solution that can be applied to any trade lane using the "one atmosphere approach" or "mass balance principle." With this

¹ Scope 1 emissions will be calculated from 2024 onwards.

service, JAS's customers can reduce up to 100% of their Well-to-Wake CO₂e emissions compared to fossil fuel equivalents through overallocation.



The sustainable biofuel JAS offers is derived from 100% certifiable waste and residue streams and undergoes an independent audit verification process to confirm its quality and ensure accurate carbon accounting. Through this approach, JAS aims to reduce actual emissions from its operations and help customers reduce Scope 3 emissions within their supply chain. This approach allows biofuel, a renewable energy source, to power vessels without disrupting supply chain operations.

Carbon Offsetting

As the transport and logistics industry contributes approximately 11% of global CO₂ emissions, JAS recognizes its important role in reducing the industry's impact. Beyond reducing CO₂ emissions from freight, JAS strives to extend its influence beyond the logistics value chain by enabling its customers to take action by contributing to impactful climate projects around the world. However, ensuring credibility is challenging due to the carbon credit market's prevalence of projects with questionable impact and limited transparency.

To facilitate credible contributions to climate projects, JAS partnered with Lune, a leading provider of funding for high-quality climate projects, to compensate for difficult-to-abate logistics emissions. Leveraging a rigorous vetting process and comprehensive six-point evaluation criteria, Lune curates a list of high-quality climate projects, such as reforestation, mangrove restoration, concrete mineralization, and enhanced rock weathering.

Climate Protection Projects

Protecting Forests in Latin America

Large-scale forest protection and conservation projects, resulting in reduced emissions while improving biodiversity and lives in the local communities.



Short-lived carbon storage

Restoring Coastal Wetlands

Large-scale projects restoring coastal wetlands with mangrove forests that sequester up to 4× more CO₂ than rainforest, while contributing to the community and local biodiversity.



Short-lived carbon storage

Enhanced Rock Weathering

The project accelerates the natural absorption of CO₂ from rocks when they come into contact through rainfall. The rocks are then spread on agricultural land to serve as a natural fertilizer.



Long-term carbon storage

Concrete Mineralization

The project captures CO₂ and injects it into fresh concrete during mixing. Once injected, the CO₂ reacts with the concrete mix and becomes a mineral that is permanently embedded.



Long-term carbon storage

JAS supports offsetting projects that focus on ecosystem restoration, protection, and carbon capture, ultimately benefiting biodiversity and local communities. These initiatives align with the Oxford Offsetting Principles, balancing immediate action with long-term impact. These projects are “additional,” meaning the emissions reductions they achieve would not have occurred without their implementation.

Climate Change Adaptation and Resilience Projects in the Communities

Throughout the year JAS, in collaboration with the Bruni Foundation, funded climate change adaptation and resilience initiatives in our surrounding communities. We partnered with Charity: Water to secure access to clean, safe water for people in India and Mozambique by funding [water access points](#). These initiatives are crucial, as natural disasters and extreme weather in Mozambique's Cabo Delgado and Nampula provinces, along with drought and low rainfall in Western Rajasthan, India, have led to scarce and contaminated water sources, resulting in large-scale food insecurity in these rural areas.

Additionally, JAS partnered with Iracambi to support forest restoration in one of the world's most important biodiversity hotspots: Brazil's Atlantic Forest. Much of the flora and fauna of the Atlantic Forest are severely threatened by habitat loss. To help address this, we have supported Iracambi's work in tree planting, natural resource management, educational programs for local children, medicinal plant workshops, and research into ecosystems and human impact on them.

Biodiversity Protection

Recognizing that ocean freight and marine ecosystems provide essential services and resources that support human health, societies, and economies, JAS is helping to generate value and resilience for the oceans by becoming an ambassador for the Blue Whales and Blue Skies Vessel Speed Reduction (VSR) Program. This program champions seasonal and predictable slow-speed zones, which help protect endangered whales, significantly reduce fuel use and regional greenhouse gas emissions, and improve air quality and human health outcomes.

As an ambassador, JAS engages with its ocean freight partners operating along the Southern California coast and outside the San Francisco Bay Area. We share a vision with those already involved in vessel speed reduction and encourage other ocean carriers to participate in the program.

Resource Use

JAS is dedicated to reducing its environmental footprint and promoting sustainability across its operations, including in energy consumption practices. In 2023, we made significant progress, particularly in electricity consumption, with an increasing percentage sourced from renewable energy. By prioritizing renewable electricity, we are reducing carbon emissions and contributing to the global shift toward a sustainable energy future. Of note, our overall electricity consumption in buildings has slightly increased due to improved data collection in previously unmonitored offices and the acquisition and expansion of new offices over recent years².

Below is our electricity consumption and the share of renewable electricity as a percentage of total energy consumption in 2023.

Table 2. JAS's electricity consumption and renewable electricity share

Energy Consumption	Unit	2023	2022	2021 (Baseline)
Electricity consumption total	kWh	9.870.641	9.799.718	8.996.942
Renewable electricity share	Percentage	9,7	9,6	4,5

Fleet Electrification

In early 2023, JAS, in collaboration with GLC - Göteborgs Lastbilcentral, launched its [first electric truck](#) in Sweden. Operating within the greater Gothenburg area, this vehicle uses clean, renewable electricity and achieves a remarkable 92% reduction in CO₂ emissions compared to traditional diesel trucks when considering the entire Well-To-Wheel (WTW) cycle. This milestone highlights JAS and GLC's commitment to greener transportation and sets an example for the industry through collaboration with manufacturers, suppliers, and customers.

Environmental Transparency

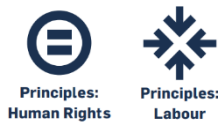
For the second consecutive year, JAS disclosed its environmental information through the CDP (Carbon Disclosure Project), earning a D on the score report (scale A to D-, with A being the highest score) in the intermodal transport and logistics category. This score indicates our transparency on climate issues, though it also shows the need for further coordinated action and best practice implementation. The CDP Scorecard helps us identify areas requiring attention to achieve higher scores, advancing our environmental management and climate change governance.



² Electricity consumption and the share of renewable electricity include all facilities worldwide, except those in the Nordic-Baltic region. The figures will be included in the next sustainability report, as we will integrate these countries in our global Business Management System (BMS).

Social

UN Global Principles:



Sustainable Development Goals:



In 2023, we strengthened our initiatives to foster a sustainable and inclusive workplace. Aligning with the UN Global Principles on human rights and labor, we contributed to Sustainable Development Goals (SDGs) 10 and 8. Our efforts encompassed a wide range of activities, from enhancing human rights and working conditions to implementing comprehensive training programs addressing modern slavery, forced labor, and human trafficking.

The launch of the GoLearn application through JAS University facilitated flexible learning for our employees. Adherence to ISO standards highlights our promise to outstanding occupational health and safety. Our approach to progressive workplace practices is further demonstrated through our emphasis on gender diversity and the reduction of injury rates.

Our achievements in these areas are further evidenced by the recognition we have received through various awards and our active corporate volunteering efforts. These accomplishments reflect our comprehensive approach to creating a workplace that champions equity, inclusion, and sustainable development.

Human Rights and Working Conditions

To better understand our employees' concerns and create new ideas for improving leadership and team practices, along with company-wide initiatives, we deployed a global employee survey. The findings revealed that one of our strengths is celebrating team members' accomplishments at work, with around 60% of employees expressing a very positive state of engagement, significantly above the market average of 43%.

In October 2023, we introduced a global mandatory training course for all employees on combating modern slavery, forced labor, and human trafficking. This course covers the underlying causes, the vulnerable populations most affected, and the intersection of these issues with global supply chains. The training is available to all employees on the JAS Learning Management System 'JAS University,' alongside other courses on human rights protection, non-discrimination and harassment, and workplace health and safety.

In August 2023, we launched the 'GoLearn' app, the mobile version of our JAS University Platform, enabling our employees to enrich their educational journey on the go. The app enhances the learning experience by providing a seamless and interactive way to engage with learning material.



Health, Safety and Security

JAS safeguards the health and safety of its employees, customers, and contractors. We strive to continuously enhance our health, safety, and environmental performance, ensuring compliance with all legal and company standards. This is demonstrated by our ISO 45001 certification for Occupational Health and Safety management, which is upheld at all our sites worldwide. In accordance with this standard, each site has a Health and Safety Committee that includes both management and employees. The certification is available for download [here](#).

To measure our safety performance over time, we track the number of lost-time

injuries per location every month. The Lost-Time Injury Frequency (LTIF) is calculated per 1,000,000 hours worked and was 1,45 for 2023.

Table 3. JAS's Lost Time Injury Frequency rate

Health & Safety Facts	2023
Lost Time Injury Frequency	1,45

Diversity, Equity and Inclusion

Globally, JAS employs approximately 7,000 people. As of December 2023, 47% of our employees were men and 45% were women. In leadership positions³, 23% were women and 75% were men. We are actively working on methods to collect and report more comprehensive diversity and inclusion data in the future, in accordance with local laws.

Table 4. JAS's Employees by Gender

Employees by Gender	Unit	2023
Female	Percentage	45
Male	Percentage	47
Not disclosed	Percentage	8
Female (Leadership)	Percentage	23
Male (Leadership)	Percentage	75
Not disclosed (Leadership)	Percentage	2

Table 5. JAS's Employees by Age Structure

Employees by Age Structure	Unit	2023
16 - 30 years old	Percentage	15
30-50 years old	Percentage	55
> 50 years old	Percentage	19
Not disclosed	Percentage	11

³ Leadership positions refer to director level and above.

In 2023, the JAS Board of Directors comprised 75% male members and 25% female members, with 75% of them aged above 50 and 25% between 30 and 50 years old.

JAS cultivates a professional work environment free from discrimination and harassment, in alignment with our Code of Business Conduct and Ethics and Supplier Code of Conduct. Prohibited conduct includes any behavior that disrespects or shows hostility toward others based on race, color, religion, gender, national origin, citizenship, age, disability, veteran status, genetic information, or any other category protected by applicable law. To uphold these standards, we provide mandatory anti-harassment and non-discrimination training for all employees. We expect every employee to embrace our values, treating others with respect and dignity. We maintain a zero-tolerance policy towards discrimination or harassment from supervisors, co-workers, or any external parties. Through these measures, we create an inclusive and supportive workplace where everyone can thrive and contribute to our collective success.

Corporate Citizenship

JAS is committed to positively impacting local and global communities. Through the Bruni Foundation, an integral part of JAS, we work with organizations to provide assistance during natural disasters and crises, and to support the communities and environments in which we operate.

In February, JAS and The Bruni Foundation partnered with The Center for Disaster Philanthropy (CDP) for an Earthquake Relief Campaign to support the victims of the devastating earthquakes in Türkiye and Syria. In April, JAS led a global [Earth Day campaign](#), with colleagues participating in projects such as cleaning up rivers, streets, and beaches. In September, activities for World Literacy Day (ILD) also included a [book donation campaign](#) at a local school in Indonesia. Corporate volunteering occurred year-round, reinforcing our dedication to social responsibility with the Bruni Foundation.

In September, the company launched the Bruni Foundation's '[Pay it Forward](#)' program to empower team members to take the lead in becoming ambassadors of change. We introduced a global corporate volunteering policy that encourages employees to propose and undertake volunteer activities and projects, allowing them to spend up to 16 working hours per year on these initiatives. Our goal is to cultivate a culture of empathy, social responsibility, and community engagement within our organization and beyond.



The Bruni Foundation's mission is rooted in supporting social and environmental causes, guided by the belief that businesses should be agents of positive change. The foundation primarily focuses on four key United Nations Sustainable Development Goals (SDGs): Quality Education, No Poverty, Clean Water and Sanitation, and Zero Hunger. Recognizing the key role of environmental stewardship and societal well-being, the Bruni Foundation also supports initiatives promoting responsible environmental stewardship (SDG 13: Climate Action).

Understanding the importance of protecting the natural environment and local communities where JAS operates, the JAS Management Advisory Board announced at the end of 2023 that up to 1% of JAS's net profits will be allocated to the Bruni Foundation's social and environmental projects. This will support non-profit organizations during natural disasters and critical times of need, as well as the Bruni Foundation's 'Pay it Forward' program.

Awards and Recognitions

In 2023, JAS [Belgium](#) received the GOLD distinction for **sustainable development** from the 'Forward Belgium' Association. An audit conducted by FORWARD Belgium confirmed JAS's commitment to achieving at least 10 sustainable actions across the 17 different Sustainable Development Goals (SDGs). This Gold Award recognizes JAS Belgium as an exemplary model of sustainable logistics.

JAS [China](#) was honored with the prestigious **2023 HR Asia Best Companies to Work for award**. This award celebrates organizations identified by their employees as top employers in Asia, highlighting exceptional HR practices, employee engagement, and workplace culture.

Additionally, JAS [Chile](#) and JAS [Argentina](#) achieved the **Great Place to Work** certification. This certification is based on employee feedback and an in-depth analysis of JAS's workplace practices, including leadership effectiveness, employee engagement, and workplace culture. The positive responses from employees illustrate JAS's success in prioritizing a people-centric approach.



Governance

UN Global Principles:



Sustainable Development Goals:



In 2023, we underscored our commitment to the UN Global Principle of anti-corruption and Sustainable Development Goals (SDGs) 16 and 17. We strengthened our governance structure by joining the UN Global Compact and receiving recognition in sustainability performance ratings. We published and updated critical policies, including our Human Rights Policy and Modern Slavery Policy, alongside our comprehensive Supplier Code of Conduct to ensure transparency and ethical compliance across our operations.

Other key initiatives included conducting detailed Business Management System (BMS) risk assessments, enhancing vendor management with an ESG questionnaire, and reinforcing our anti-corruption tools through updated guidelines and international regulatory compliance. Additionally, we launched Cyber Security Awareness training and adhered to ISO 9001 and GDP standards, emphasizing our focus on operational excellence and cybersecurity. Through these actions, we strengthen our governance and cultivate partnerships essential for advancing our sustainability goals.

JAS's Policy Framework

In 2023, we published our Human Rights Policy; Modern Slavery Policy; Diversity, Equity, and Inclusion Policy; Health, Safety, and Security Policy; and Environmental Policy. These documents outline our approach to preventing forced and child labor, ensuring a safe and healthy working environment, promoting non-discrimination, and upholding freedom of association in order to maintain high ESG standards as a basis for our business operations. These policies align with international labor standards and are publicly available on our [website](#).

In line with the principles of the UN Global Compact and the standards set out in the conventions of the International Labor Organization (ILO), we developed and published a comprehensive Supplier Code of Conduct. This code outlines our expectations of suppliers regarding social, environmental, and ethical practices. Following these principles, we create a sustainable and responsible supply chain that benefits stakeholders.

Risk and Crisis Management

We regularly conduct global and local Business Management System (BMS) risk assessments, covering all offices worldwide. These assessments include health and safety considerations to systematically identify and evaluate the potential impact of tasks or operating conditions on employee well-being, as well as environmental risks, such as those arising from the handling of hazardous materials.

Likewise, we perform denied party screenings and analyze the risks of doing business with potential new vendors. Risks are categorized by level (medium and high), and describe actions to be taken in each case. We have also begun sending our suppliers a questionnaire to report on their ESG practices, including anti-corruption measures and compliance with supply chain and anti-bribery laws. This helps us evaluate the risks and take appropriate actions regarding integrating social or environmental factors into the operations.

Anti-Corruption and -Bribery

JAS's anti-corruption program translates the essence of laws, regulations, and our ethical business principles into everyday guidelines. This includes policies, training materials, procedures, and monitoring focused on explicit prohibitions on bribery, extortion, and the facilitation of prohibited payments. Key elements include:

- Code of Business Conduct and Ethics
- Supplier Code of Conduct
- Ethics Hotline Policy
- Sanctioned Countries Training

We comply with the U.S. Foreign Corrupt Practices Act (FCPA), the U.K. Bribery Act, and all relevant local laws and regulations in the countries where we conduct business, transactions, dealings, or operations.

Moreover, in line with our commitment to open communication with internal and external stakeholders, we have a Hotline Policy and offer an anonymous ethics hotline. This secure channel allows for the reporting of concerns or violations of applicable laws, regulations, or the principles of our Code of Business Conduct and Ethics, ensuring protection from retaliation or victimization for those reporting in good faith. In 2023, we increased the visibility of this ethics hotline on our corporate responsibility website.

Cybersecurity and Data Protection

In October 2023, we launched a mandatory Cyber Security Awareness training program for all employees. The program included cybersecurity best practices such as phishing and smishing prevention, as well as password management.

Service Quality

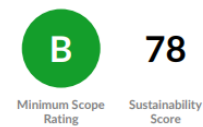
Our dedication to service quality excellence is demonstrated by our certification in two key standards: ISO 9001 and GDP (Good Distribution Practices). The ISO 9001:2015 certification of our sites highlights our robust quality management systems, ensuring all aspects of our logistics operations are meticulously planned, executed, and monitored to meet and exceed customer expectations. This standard not only validates our focus on continuous improvement but also reflects our customer-centric approach, where trust and satisfaction are paramount.

Simultaneously, our compliance with GDP standards across various geographies underscores our role as a reliable partner in the pharmaceutical and healthcare supply chain, ensuring the safety and integrity of the products we handle throughout their journey. By strictly adhering to GDP guidelines, we prioritize the preservation of product quality and efficacy, ensuring the well-being of end users and maintaining the integrity of our customers' brands.

Sustainability Performance

In recognition of our efforts to create sustainable and responsible business practices, JAS has earned notable scores from leading rating agencies. Our performance was evaluated by EcoVadis, a trusted platform for sustainability assessment, where we were awarded a Silver Medal. This accolade reflects our dedication to environmental, social, and ethical considerations in our operations.

Additionally, our sustainability efforts were evaluated by Supplier Assurance's SAQ (Sustainability Assessment Questionnaire), which specializes in the automotive sector, one of our key vertical markets. We received a B rating (on an A-F scale), and a score of 78%, resulting in B78 score. This achievement underscores our ongoing efforts to integrate sustainability principles into our core business practices, ensuring alignment with industry-specific standards and expectations.



Business Relationships



United Nations
Global Compact

In September, JAS joined the United Nations Global Compact, reinforcing its dedication to universal principles encompassing human rights, labor, environment, and anti-corruption of the United Nations. This important step underscores our effort to act as a responsible global citizen, aligning our business practices with the highest ethical standards advocated by the Global Compact initiative.

JAS recognizes that sustainable development requires collective action and collaboration across all sectors. Through our participation in the Global Compact, we are ready to engage with like-minded organizations, share best practices, and contribute to collective efforts to address pressing global challenges.

Creating Awareness

To foster a culture of sustainability, it is key that our team members, led by high level management, understand the significance of sustainability actions from a holistic perspective. In November, during our JAS Worldwide Meeting of top management, we held learning sessions on sustainability for all participants. These sessions provided insights into the interconnectedness of sustainability issues and their relevance to our business strategy and growth trajectory. By integrating sustainability into the awareness and decision-making processes of our high-level management, we embed it into our corporate DNA, creating a culture of innovation, resilience, and long-term value creation.



Reporting Basis

Reporting Period

JAS Sustainability Report 2023 covers our sustainability actions and results from 1 January 2023 to 31 December 2023.

Reporting Scope

This Sustainability Report covers JAS Worldwide's global operations. In this report, the terms "JAS Worldwide," "the company," "we," "us," and "our" mean JAS Worldwide, Inc., a Georgia corporation, and all of its subsidiaries.

Reporting Standards

To maintain transparency and accountability, we adhere to the Global Reporting Initiative (GRI) standards for our sustainability reporting. While some data required by GRI may not be globally accessible—since specific metrics are monitored locally or are planned for future monitoring—we are enhancing our data collection processes to ensure more accurate tracking in the future.

For 2023, our Communication of Progress with the United Nations Global Compact (UNGC) will be completed and submitted using the UNGC's dedicated online platform. We will include our contributions to the UN Global Principles and the UN Sustainable Development Goals wherever possible.

Environmental Data

Scope 3 emissions from transportation activities are calculated using EcoTransIT World, the most widely used software in the logistics industry for automatic calculation of energy consumption, carbon emissions, and air pollutants. EcoTransIT's emission calculations follow a WTW-approach (Well-to-Wheel/Wing/Wake) approach, and include emissions generated by fuel combustion for the operation of vehicles as well as emissions from the production and distribution of it prior to its combustion. The EcoTransIT methodology complies with the GLEC Framework, GHG Protocol (Corporate Standard), and ISO 14083. For a detailed description of the methodology, visit ecotransit.org.

Scope 2 emissions include those generated from purchased electricity for JAS buildings (both owned and leased). Electricity data is collected monthly from primary sources when possible. The calculation methodology from kWh to CO₂e is based on the UK Government GHG Conversion Factors for Company Reporting 2020.

Business travel data is calculated according to the Department for Environment, Food, and Rural Affairs (DEFRA) methodology. This includes emissions from trains, flights, and hotels, using activity data like distance travelled, litres of fuel used, and tonnes of disposed waste to calculate GHG emissions.

Social Data

Social data collection involves various methods tailored to specific metrics. Our employee engagement data is sourced annually through an external vendor and disseminated to all employees for feedback. Workforce demographics, including age and gender, are routinely recorded in our internal human resources system. To monitor workplace safety, the Lost Time Injury Frequency (LTIF) is calculated per 1,000,000 hours worked, with data collected monthly at the branch level.

Contact Point

Contact point for Sustainability Report 2023: ww-sustainability@jas.com

Statement

The Board of Directors has received and approved the JAS Worldwide Sustainability Report for 2023.

Board of Directors

Biagio Bruni, Chairman

Marco Rebuffi, President and CEO

Alberto Bruni, Chief Operations Officer

Tahira Fumo, Chief Financial Officer



Indices

Our sustainability reporting adheres to the 2021 standards of the Global Reporting Initiative (GRI). The GRI is an independent organization that helps companies worldwide in taking responsibility for their economic, environmental, and social impacts by offering guidance on transparent, systematic, and comparable sustainability reporting.

Presented below is the GRI index and the United Nations Global Compact (UNGC) index. This overview lists information related to the GRI standards and topics pertinent to the Ten Principles of the UNGC.

GRI Standard	Disclosure	Location / Page	UNGC Principles
General standard disclosures			
GRI 2: General Disclosures	2-1 Organizational details	4	
	2-2 Entities included in the organization's sustainability reporting	4, 22	
	2-3 Reporting period, frequency, and contact point	22	
	2-6 Activities, value chain and other business relationships	4	
	2-7 Employees	16	6
	2-9 Governance structure and composition	8	
	2-12 Role of the highest governance body in overseeing the management of impacts	23	
	2-22 Statement on sustainable development strategy	6	
	2-23 Policy commitments	19	1-10
	2-26 Mechanisms for seeking advice and raising concerns	20	1-10
	2-28 Membership associations	13, 21	
Materiality assessment and list of material topics			
GRI 3: Material topics	3-1 Process to determine material topics	7	
	3-2 List of material topics	7	
Climate and environmental protection			
GRI 305: Emissions	305-2 Energy indirect (Scope 2) GHG emissions	11	7, 8, 9
	305-3 Other indirect (Scope 3) GHG emissions	11	7, 8, 9
	305-5 Reduction of GHG emissions	11	7, 8, 9
Energy			
GRI 302: Energy	302-1 Energy consumption within the organization	14	7, 8, 9
Biodiversity			
GRI 101: Biodiversity	101-4 Identification of biodiversity impacts	13	7, 8
Health, Safety and Security			
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	16	1, 2
	403-10 Work-related ill health	16	1, 2
Human Rights and Working Conditions			
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	19	5
GRI 408: Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	19	4
Diversity, Equality and Inclusion			
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	16, 17	6
Business Compliance			
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	19	10
	205-2 Communication and training about anti-corruption policies and procedures	20	10
Local Communities			
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	17, 18	8



JAS WORLDWIDE, INC.
Global Headquarters
6195 Barfield Road
Atlanta, Georgia 30328
+1-404-705-7691

JAS.COM