



PEOPLE.PALLETS.PLANET.



FY23

**SUSTAINABILITY
REPORT**

**40
FORTY
SOLUTIONS**

INSIDE THIS REPORT

Message from our CEO 3

OUR STORY 4

About Us 5

Our Brands 6

Our Sustainability Story 7

The Reuse Value Chain 8

Conservation Through Reuse 9

Our UN Sustainable Development Goals 10

Advocacy 11

OUR PRIORITIES 12

Workforce Education & Training 13

Keeping People Safe 14

Our Carbon Footprint 15

Efficiently Managing Pallets 16

Promoting Circularity Through Services 19

OUR HIGHLIGHTS 20

Philanthropy 21

Patriotic Pallet Project 22

Truckers Against Trafficking 23

Driver Recognition Program 24

Pallets for the Planet 25

Workforce Groups 26

ESG In Action 27

Looking Forward 28

DISCLOSURES 29

APPENDIX 30



A MESSAGE FROM OUR CEO

At 48forty Solutions, responsible business practices are at the core of all we do. As the largest pallet management services company in North America, we understand that our impact extends far beyond the realm of pallet management. It encompasses the communities we serve, the environment we operate in, and the values we uphold.*

Through the collective efforts of our dedicated teams at 48forty Solutions, Relogistics Services, and Paramount Pallet, we strive to integrate sustainability into every facet of our operations. This report not only outlines our achievements in responsible business practices but also serves as a roadmap for our continued commitment to environmental stewardship, social responsibility, and economic resilience. This report demonstrates our commitment to transparency and accountability in our operations by sharing not just our accomplishments but the areas where we aim to improve our sustainability practices.

From our work in extending the usable life of wood pallets and using recycled materials for their repair, reissue, and reuse, to creating employee resource groups to support and engage our workforce, our focus remains on creating value while safeguarding the interests of future generations.

We recognize that sustainable business practices are not just a choice but a responsibility. As we navigate the dynamic landscape of industry and commerce, we remain steadfast in our dedication to our sustainability principles.

Thank you for your continued support as we work towards a more sustainable and responsible future.

Best regards,



MIKE HACHTMAN
Chief Executive Officer
48forty Solutions



*Based on number of company-owned locations.



OUR STORY

People. Pallets. Planet.

**6,100+**
employees**4,000**
customers**500M**
pallets**10.5M**
reusable containers**277**
nationwide facilities**500+**
tractors**8,000+**
trailers**12,400**
ship-to locations

ABOUT US

48forty Solutions is a leading end-to-end supply chain solutions provider and the largest pallet management services company in North America*. The company owns and operates 277 facilities, including 73 company-owned and operated pallet recycling plants, 186 onsite locations, 14 reusable asset depots and 4 sorting centers. That United States and Canadian-based footprint is strengthened by an additional 850 service providers. We also operate one of the nation's largest private fleets of more than 8,005 trailers and 504 tractors.

48forty provides the supply chain management solutions that keep North America moving. Our solutions include the supply and retrieval of recycled, new, and custom pallets; container management; labor services; and reverse logistics services.

*Based on number of company-owned locations.



OUR BRANDS



A Portfolio of 3 Major Pallet & Retail Service Brands - Divisions



Pallet-Recycling & Supply Chain Management Services



Total Pallet Management Services

Serving rapidly evolving warehouse, distribution, retail, and e-commerce supply chains.

OUR SUSTAINABILITY STORY



Wood pallets are an essential packaging material, utilized to ship goods around the globe. They support nearly every product that is used in our workplaces, our communities, and our homes. With such a critical role to play in every nation's supply chain practices, pallets should be managed responsibly, with sustainable business practices underpinning the management structure that supports wood pallet transportation and production.

48forty recognizes this responsibility and committed to holistically integrating sustainability practices into our management structure in 2022. We began this process by undertaking a materiality assessment to better understand how our company, our customers, our workforce, our peers, our investors and our communities were influenced by sustainability topics. Based on the materiality assessment, 48forty identified four key sustainability focus areas to serve as the cornerstones of our sustainability program: training to succeed, understanding our carbon footprint, keeping people safe, and efficiently managing pallets.

Our commitment to these focus areas is articulated through our Corporate Social Responsibility Policy, and we share our progress on maturing our sustainability practices in communications with our customers, our workforce, our investors, and our communities.

48forty's sustainability program is overseen by a dedicated ESG director. She collaborates with each of our cross-functional teams, as well as our executive leadership team, to identify actions that support our progress in maturing 48forty's sustainability practices. We are committed to progressing our work over time and to sharing our challenges and successes with all of our stakeholders to benefit our industry in advancing responsible business endeavors.

THE REUSE VALUE CHAIN

CORES SOURCING



Used pallets (known as cores) are purchased from retailers and distributors and directed to our own facilities for reuse and refurbishing or to other third-party pallet recycling companies.

SERVICE OPTIONS



RELOGISTICS

OFF-SITE SORTING
REUSABLE ASSET
DEPOT (RAD)

Our employees work within dedicated off-site reusable asset depots (RADs) to receive, sort, and distribute packaging materials, and to refurbish pallets.



RELOGISTICS

WAREHOUSE SORTING
TOTAL PALLET
MANAGEMENT (TPM)

Our employees work within customer sites to sort packaging materials, sending excess pallets off-site to be refurbished or recycled.



48 FORTY SOLUTIONS
PARAMOUNT PALLET

PALLET RETRIEVAL
PICK-UP REQUEST

Used pallets are collected from retailers and distributors and brought to 48forty and Paramount sites for reuse, refurbishing, or recycling.

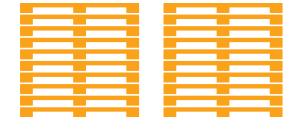
SORT & REFURBISH PALLETS



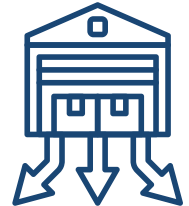
PRODUCTS SHIPPED ON PALLETS



PALLETS RE-ENTER THE SUPPLY CHAIN



USED BY RETAILERS & DISTRIBUTORS



Refurbished pallets are put back to work by retailers and distributors transporting goods throughout the world.

← EMPTY PALLETS

← PALLETS UNDER LOAD

VERTICALLY INTEGRATED, DIFFERENTIATED BUSINESS MODEL WITH MULTIPLE TOUCHPOINTS ACROSS THE VALUE CHAIN

PALLET RETRIEVAL
48forty + Paramount + Relogistics



TPM + RAD
Relogistics



PALLET RECYCLING
48forty + Paramount + Relogistics



SUPPLY CHAIN MANAGEMENT
48forty + Paramount + Relogistics

CONSERVATION THROUGH REUSE

DID YOU KNOW?

48forty manages over **500 million** pallets every year. Our pallet management process keeps valuable shipping materials out of landfills.

WHAT DOES THAT MEAN?

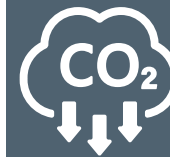
This process promotes **circularity**, creating environmental benefits for the supply chain industry.



49 MILLION
trees conserved



10.3 MILLION
tons of waste diverted
from landfills



12.5 MILLION
tons of CO2e prevented

OUR UN SUSTAINABLE DEVELOPMENT GOALS

As a critical operating entity in the supply chain industry, we recognize that our behaviors can impact others on a global scale. Our goals are influenced by internationally recognized guidelines and principles, including the UN Global Compact and OECD guidance, and underpinned by our company core value, such that our overarching sustainability philosophies may be considered relevant in any jurisdiction.

In 2015, the United Nations officially adopted a set of 17 goals, referred to as the Sustainable Development Goals (SDGs), directed at providing a global framework for the peaceful, economic development of a sustainable future. We recognize the importance of understanding how our operations intersect with topics that are relevant on a global scale and are committed to sharing our progress in alignment with SDGs 08, 12, 13, and 15.

SDG 08: Decent Work and Economic Growth

Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

SDG 12: Responsible Consumption & Production

Ensure sustainable consumption and production patterns.

SDG 13: Climate Action

Take urgent action to combat climate change and its impacts.

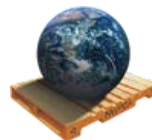
SDG 15: Life on Land

Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forest, combat desertification, and halt and reverse land degradation and halt biodiversity loss.



ADVOCACY

48forty is proud to support our peers and our communities. We actively support our industry consortiums, sharing our team members' technical expertise through engagement and collaboration, and we partner with organizations dedicated to training professionals on issues material to the logistics and pallet industries. This includes environmental topics such as responsible materials sourcing and management as well as social topics, including human trafficking and modern slavery.



National Wooden Pallet & Container Association
Pallets Move the World®



Reusable Packaging Association



SUSTAINABLE PACKAGING COALITION®



RETAIL INDUSTRY LEADERS ASSOCIATION



RESPONSIBLE BUSINESS



OUR PRIORITIES

Sustainability topics essential to our responsible business practices.



WORKFORCE EDUCATION & TRAINING

At 48forty, we believe that an informed workforce is an engaged workforce. From our forklift drivers to our finance experts, we are committed to training and educating our employees to foster their growth and development.

Our talent development training includes:

Soft skills

Professional development

Leadership development

Diversity, equity, inclusion, & belonging

We believe in training that goes beyond the onboarding process. Every manager in our organization is provided with ongoing professional development training to give them the skills and tools they need to lead their teams, and their lives, to their fullest potential.

We utilize the latest in technology to train and engage our workforce. From our rigorous safety program to equipment-specific training, we employ the use of artificial intelligence to create training in the formats our employees learn best and in their native languages. We can deliver content to employees' workstations or to their cell phones, ensuring we meet and reach frontline employees conveniently and expediently.

We meet employees where they are. In fact, at Paramount Pallet, we provide French courses to our team members who are refugees, allowing them to learn a new language while completing their work at our facilities.

KEEPING PEOPLE SAFE



In the bustling operations of 48forty, Relogistics, and Paramount Pallet, safety is not just a priority; it is a commitment engrained in every facet of our organization through a rigorous safety program.

Our program goes beyond mere compliance, striving for excellence in occupational safety. After all, every employee should return home in the same or better condition than when they came to work.

Through comprehensive training, regular safety drills, and continuous hazard assessments, we ensure that our employees across all 277 locations are equipped with the knowledge and skills necessary to navigate their tasks safely.

TOTAL RECORDABLE
INCIDENT RATE*

5.44

ACCIDENTS PER
MILLION MILES**

0.43

Emphasizing the use of personal protective equipment and stringent adherence to safety protocols, we foster a culture where every team member is not only responsible for their well-being but also actively looks out for their colleagues. We call it the, “See it. Own it. Share it.” program.

Our drivers take safety seriously, recognizing that safe driving habits are a critical part of how we demonstrate care for the communities in which we operate.

We provide incentives for safety in the workplace. Whether acknowledging an employee for a “good catch” (identifying a hazard before it becomes an accident), rewarding our drivers for staying safe on the road through our driver recognition and roadside inspection programs, or recognizing our locations for outstanding safety performance, we are dedicated to weaving safety into everything we do.

This dedication to safety not only protects our employees from harm but also enhances overall operational efficiency, reducing downtime and fostering a workplace where everyone can thrive.

*~8% below industry average TRIR of 5.9

**58% below industry average of 0.74 DOT Recordable Accidents/MM

UNDERSTANDING OUR CARBON FOOTPRINT

2023
greenly

Silver
Climate Strategy Rating

TOP 10%

In order to best understand how we impact the world around us, we must first understand how our own business activities influence the environment. 48forty began this work by documenting our carbon emissions, electing to partner with a globally-focused third party carbon strategist to calculate our carbon footprint and develop 48forty's Climate Action Plan.

Our 2022 carbon footprint garnered a Silver rating from Greenly, highlighting 48forty as the first U.S.-based pallet management company to endeavor to create an action-oriented emissions management strategy.

Scope 1

63,533

MTC02e

Scope 2

4,389

MTC02e

Scope 3

111,829

MTC02e

VERIFIED CARBON OFFSETS

We looked beyond the environmental benefits of our pallet recycling efforts to offset our emissions, choosing instead to purchase verified emissions reduction (VER) credits.

WHY VERIFIED CREDITS?

VERs provide a mechanism for carbon emissions reduction assurance. VERs are offered by projects that undergo rigorous monitoring and verification processes designed to ensure that the emissions reduction project are successful. In short – VERs offer accountability and transparency – key attributes to successful emissions reduction actions.

500 tons
emissions reduced through VERs



EFFICIENTLY MANAGING PALLETS

WASTE DIVERSION



Wood materials have long been recognized for their carbon-sequestering properties, referred to as biogenic carbon. When wood materials decompose, the carbon sequestered within the material is released back into the environment.

It is important to our company to extend our wood materials' carbon sequestering lifecycle for as long as possible - meaning reusing wood as a building material and reintroducing the material back into the supply chain.

When we receive wood pallets damaged beyond repair, 48forty cuts these pallets into wood boards that are then used to repair other lightly damaged pallets as part of our recycled pallet manufacturing process. This process is known as "pallet dismantling." By repurposing badly damaged pallets into wood boards, 48forty actively reduces the amount of waste wood materials that typically result from the pallet management process.

However, not all pallets can be fully reclaimed and reused as wood boards. Wood materials that are not reclaimed for pallet building and repair are ground into different sizes and directed to be used as mulch or as a material source for wood pellets.

DID YOU KNOW?

Our Laval, Quebec plant has been a zero-waste facility since 2008.

EFFICIENTLY MANAGING PALLETS



\$5.6 Million

invested in automation
technologies

AUTOMATION

We believe the integration of automation in the wood pallet industry is a transformative step towards sustainability and operational efficiency. Our automated systems streamline pallet manufacturing and dismantling processes, minimizing waste through precise material utilization and reducing the environmental impact associated with traditional manual methods.

By leveraging advanced technologies such as robotics and artificial intelligence, we are able to optimize the design and construction of pallets, ensuring optimal use of raw materials. This not only enhances resource efficiency but also contributes significantly to waste reduction.

Automation also plays a pivotal role in minimizing the physical demands of the job for our employees, not only improving workplace safety but also promoting a more inclusive work environment.

EFFICIENTLY MANAGING PALLETS

BACKHAUL OPTIMIZATION

Transportation backhaul refers to the return leg of a transportation journey, where a vehicle returns to its originating destination. Our teams think about transportation backhaul as an opportunity, working with our customers to optimize transportation routes and minimize empty miles.

A well-planned backhaul program can cut truck trips in half. Efficient backhaul programs not only benefit the environment by reducing emissions but also benefit our communities by reducing road traffic.

Our Relogistics total pallet management and reusable asset depot service teams are particularly adept in backhaul optimization, pairing customer network knowledge with our extensive service network to create resource-efficient backhaul programs.



CUSTOMER CASE STUDY

Over a one-year period, one of our customers was able to reduce their pallet transportation emissions by 55%. That's the same amount of emissions generated by driving your car over 26,000 miles!



487,288

trucks unloaded with reusable materials at our RAD's

PROMOTING CIRCULARITY THROUGH SERVICES

Under our Relogistics brand, we bring the ethos of circularity to life through our innovative total pallet management (TPM) approach.

We offer a comprehensive suite of services including sorting, counting, reporting, and transporting post-packaging reusables and recyclables, empowering our customers to integrate sustainable practices of reuse seamlessly into their operations and promoting circularity at every step.

We provide lean-focused, sustainable, cost-saving, tailored solutions for companies to optimize their processes, reduce inefficiencies, and enhance overall productivity for our clients.

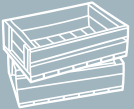
LAST YEAR, WE PROCESSED:



8,341,898
plastic totes



246,327,224
pallets sorted



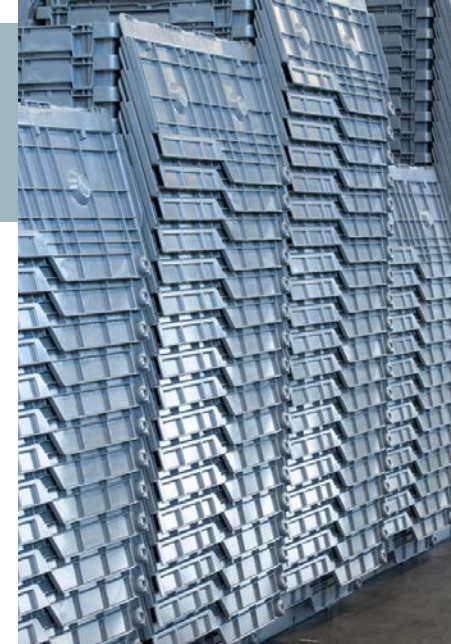
809,808
reusable plastic
containers



28,824,654
reusable corrugated
boxes



3,337,916
wood, plastics, and
recyclable materials





OUR

HIGHLIGHTS

Stories that showcase sustainability in action.

PHILANTHROPY

As the largest integrated pallet services provider in the nation, we recognize our responsibility to the communities where we live, work, and service our customers. Over the course of the year, our teams contributed their time, talent, and other resources to contribute to the world around them. These are just a few of the ways we are giving back.

Hockey means more in Minnesota or that's at least certainly the case for Relogistics On-Site Manager Terrance Hughes, founder of Sophie's Squad.

A hockey school owner and multi-decade hockey coach, Hughes formed Sophie's Squad in 2021 in response to the death by suicide of one of his players.

The goal of the organization? To improve the mental health of athletes from youth to college by raising awareness of mental health issues and removing the stigma associated with seeking help.



Our Houston corporate office is committed to assisting the mothers and children of Gracewood, a Houston-based non-profit organization. Throughout the year, our corporate office holds a variety of events, activities, and fundraisers to ensure that these single mothers and their children are provided for.

Employees from our Northampton, PA Plant #227 gave back to their local community by donating all of the mulch necessary to create walking paths for animals at the Sanctuary at Haafsville, a safe haven for homeless cats and dogs. In its first 12 years, the sanctuary has saved over 12,000 animals and placed them in loving forever homes.



PATRIOTIC PALLET PROJECT

In celebration of our nation's military heroes, 48forty took part in a one-in-the-world tribute to liberty for Veterans Day.

Presented in partnership with Carolina Handling, the Greenville Airport Commission, and the Military History Center of the Carolinas, the Patriotic Pallet Project featured 2,500 wooden pallets donated by 48forty that, when painted and placed in a grid-like pattern, revealed the image of Lady Liberty.

Active-duty military personnel in uniform, military veterans from 48forty and the local area, as well as members of the public attended this record setting event.



The 26,000-square-foot pallet painting measured half the size of a football field.

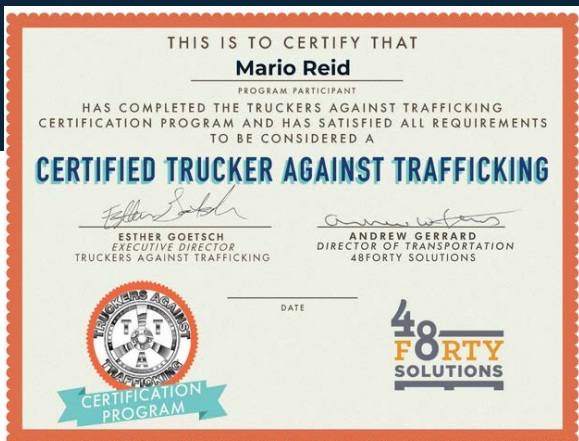
Our company is a proud supporter and member of Truckers Against Trafficking, a 501(c)3 that exists to educate, equip, empower, and mobilize members of the trucking, bus, and energy industries to combat human trafficking.

As the eyes and ears of our nation’s highways, truckers are in a unique position to make a difference and close loopholes to traffickers who seek to exploit the transportation system for their personal gain. We’ve partnered with Truckers Against Trafficking to provide trafficking awareness training to all drivers in our fleet, equipping them with the knowledge, skills, and information they need to help combat this pervasive issue.



TRUCKERS AGAINST TRAFFICKING

All 48forty drivers completed the Truckers Against Trafficking certification program and were provided with a certificate upon completion.



DRIVER RECOGNITION PROGRAM

Truckers bear an enormous responsibility to not only deliver the goods they haul safely and on time, but to keep everyone on the road safe as they do. We developed the Driver Recognition Program to reward and recognize the drivers who exemplify the best of 48forty.

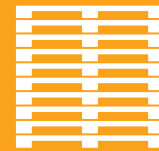


Each month, a cash award is given to a driver that has shown, through their performance and training, that they are committed to safety on the road. At the end of the year, we recognize the top drivers across our network and recognize three with the title of Driver of the Year, an additional cash reward, and a package of merchandise that shows those they share the road with that they are the best of the best.



Pallets for the Planet was created to raise awareness around the need to reduce negative supply chain impacts on the environment through packaging material reuse and recycling. By choosing to use recycled wood pallets, companies can realize the benefits of responsible supply chain practices. Using recycled pallets helps to reduce landfill waste and remove excess emissions from the atmosphere. The steps we take today will benefit our planet tomorrow. It's crucial that we work together to implement sustainable supply chain practices.

The figures below represent our 73 company-owned locations and do not include the environmental benefits realized from our national network of 850 service providers and our 186 on and off-site customer locations.



493,636,054

pallets managed*



13,526,821

trees conserved**



2,838,104

tons waste diverted**

*Pallets used, recycled, sorted and handled per year by 48forty, Relogistics, and Paramount Pallet.

**Based on 137,106,451 cores purchased in FY23.

Our talent philosophy underpins our single core value to Always Do The Right Thing, defining the way we work and provide opportunities for our employees. Achieving our strategic goals and vision requires that we attract and develop diverse, capable leaders.



PALLET LEADERS OF TOMORROW

We're focused on the future of supply chain. Our Pallet Leaders of Tomorrow management program was created to introduce recent graduates and military service members to a career in supply chain at 48forty.



Pallet Women of North America, a 48forty employee resource group, was formed with the purpose of closing the gender talent gap in the pallet industry – attracting more women to pallet and supply chain positions, developing their talent to take on leadership positions, and adopting policies and practices that encourage women to stay in the field.

PALLET WOMEN of NORTH AMERICA



PALETTE FGL

In Canada, we've partnered with the non-profit Palette FGL to create an accelerated workforce program for the disadvantaged. Through the program, we've provided job opportunities and training for those who need it the most for 15 years.

ESG IN ACTION

When it comes to sustainability, we believe that words must be met with actions. We are proud to employ the first full-time Director of ESG in our industry to guide our efforts as a responsible business.



Jess Bonsall is responsible for guiding the organization in managing the risks and opportunities related to sustainability, including resource management, supply chain management, organizational health and safety policies, and building trust through transparency.

She is a veteran of the environmental industry, passionate about helping teams better understand how to evaluate sustainability-related topics and dedicated to supporting communication of the benefits and growth opportunities derived from institutionalized ESG practices in industry.



Contact Jess at jessica.bonsall@48forty.com.

LOOKING FORWARD

We recognize that responsible business practices can empower sustainable company growth over time. Our sustainability strategy will evolve, pushing us to become stronger, more capable partners to our customers and our communities. We endeavor to grow responsibly, and have outlined our sustainability growth strategy accordingly.





DISCLOSURE STATEMENT

Information regarding 48forty Solutions, LLC (“48forty” or “Company”) is provided for information purposes only and is non-binding. This sustainability report was not prepared with the intention of soliciting business agreements. The information contained herein is not, and may not be, relied on as an offer to sell or a solicitation of an offer to buy Company products. Statements contained in this report that are not historical facts are based on current expectations, estimates, projections, opinions and beliefs of 48forty. Such statements involve known and unknown risks, uncertainties and other factors, and undue reliance should not be placed thereon. In addition, certain information contained herein represents or is based upon forward-looking statements or information, including ESG-based initiatives. While 48forty believes such information is based on reasonable assumptions, forward-looking statements are inherently uncertain and actual events or results may differ from those projected, therefore, undue reliance should not be placed on such information.





In addition, while 48forty seeks to integrate certain environmental, social, and governance (“ESG”) factors into its operations and manufacturing processes in accordance with its Corporate Social Responsibility policy and any applicable legal, regulatory or contractual requirements, there is no guarantee that the Company’s Corporate Social Responsibility policy is successful or that its initiatives create a positive ESG impact. There are significant differences in interpretations of what positive ESG characteristics mean by region, industry and issue and these interpretations are rapidly evolving. In addition, statements in this report are based on 48forty’s views at the time this report was drafted and do not represent a commitment to ensure that specific targets, policies, programs, or other forward-looking actions are achieved. Information herein is as of July 1, 2022, provided that all ESG metrics and other metrics are for 48forty’s 2023 fiscal year, in each case, except as otherwise noted, and 48forty nor any affiliate has any obligation to update the information set forth herein.



APPENDIX




SASB/GRI/SDG Index*


Topic	Sub-Cat	Metric	UoM	Value	SASB Reference	GRI Reference	SDG Reference
ENVIRONMENT	GHG Emissions	Scope 1 Emissions	tCO2e	39,683	TR-AF-110a.1	GRI 2016 305-1	 SDG 13 - Climate Action
		Scope 2 Emissions	tCO2e	4,960	TR-RO-110a.1	GRI 2016 305-2	
		Scope 3 Emissions	tCO2e	187,392			
		Discussion of long-term and short-term strategy or plan to manage emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion	48forty has set emissions reduction targets in line with SBTi, focusing on reducing emissions to net zero over by 2050. Our Climate Action Plan focuses on emissions reduction actions to be implemented over time, including: Fleet Electrification, Renewable Energy Utilization, Route Optimization, and Sustainable Materials Sourcing.	TR-AF-110a.2 TR-RO-110a.2	GRI 2016 302-4	
	Fleet Fuel Consumption: 1) Total fuel consumed 2) percentage natural gas 3) percentage renewable	gal	1) 16,145,061 (low emissions diesel)	TR-RO-110a.3	GRI 2016 302-1 GRI 2016 302-3		
		-	2) -				
		-	3) -				
	Air Quality	Air emissions of the following pollutants (SmartWay, CY2022): 1) NOx (excluding N2O) 2) SOx 3) PM	t	1) 2.723 g/m	TR-AF-120a.1 TR-RO-120a.1	GRI 2016 305-7	
				2) NA			
				3) 0.0175 g/m			
Energy Management	1) Total energy consumed 2) percentage grid electricity 3) percentage renewable	kWh	1) 2,959,292	CG-BF-130a.1	GRI 2016 302-1 GRI 2016 302-3		
		%	2) 100%				
		%	3) Grid mix reflects regional averages (EPA eGRID)				
Water & Wastewater Management	1) Total water withdrawn 2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	mgd mgd, %	NA: Water is not a material input to our manufacturing processes. Water is primarily utilized for potable and sanitary purposes and is most commonly supplied by a local municipality.	RT-CP-140a.1	GRI 2016 303-1 GRI 2016 303-2	 SDG 12 - Responsible Consumption & Production	
Waste Management	Amount of waste generated, percentage recycled	lbs % (lbs)	478,382,690lbs 80% recycled	RT-CP-150a.1	GRI 2016 306-3 GRI 2016 306-4 GRI 2016 306-5		
	Amount of hazardous waste generated, percentage recycled	lbs % (lbs)	8400 (lead acid batteries); 100% recycled through a third party disposal program	RT-CP-150a.1	GRI 2016 306-1 GRI 2016 306-2	 SDG 15 - Life On Land	

*SASB = Sustainability Accounting Standards Board,
GRI = Global Reporting Initiative,
SDGs - Sustainable Development Goals




SASB/GRI/SDG Index, continued

Topic	Sub-Cat	Metric	UoM	Value	SASB Reference	GRI Reference	SDG Reference
SOCIAL	Data Security	Description of approach to identifying and addressing data security risks	Discussion	48Forty performs daily vulnerability scanning to identify risks to the environment. Additional tools, policies and procedures and being implemented to address security gaps that have been identified by 3rd party risk assessments.	CG-MR-230a.1	-	 SDG 8 - Decent Work & Economic Growth
		1) Number of data breaches	#	1) 0	-	-	
	2) percentage involving personally identifiable information (PII)	%	2) 0%	CG-MR-230a.2	GRI 2016 418-1		
	Product Quality & Safety	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion	NA: 48forty Solutions does not utilize chemicals to manufacture or treat its products (wood pallets). Product treatment is limited to heat treatment only.	CG-BF-250a.1	GRI 2016 416-1	
		Percentage of eligible products meeting volatile organic compound (VOC) emissions and content standards	%	NA: 48forty Solutions does not manage products that would be eligible for regulation under 40 CFR 59 - National Volatile Organic Compound Emission Standards for Consumer and Commercial Products	CG-BF-250a.2	GRI 2016 416-1	
Labor Practices	Percentage of drivers classified as independent contractors	%	48forty Solutions does not employ independent contractors for drivers at this time.	TR-AF-310a.1	-		

SASB/GRI/SDG Index, continued

Topic	Sub-Cat	Metric	UoM	Value	SASB Reference	GRI Reference	SDG Reference	
Employee Health & Safety		1) Total recordable incident rate (TRIR)	Rate	1) 5.44	-	-		
		2) fatality rate for a) direct employees and b) contract employees		2) 0	TR-RO-320a.1 TR-AF-320a.1	GRI 2018 403-9		
		Description of approach to managing short-term and long-term driver health risks	Discussion	48forty offers a free Employee Assistance Program (EAP) to all employees as part of the company's benefits package. Mental and physical health and wellness programs are included in the EAP. Additionally, the company provides training to drivers on how to recognize fatigue and manage mental health and wellness through the company's driver training program offered through a 3rd party training organization.	TR-RO-320a.3	-		
		Safety Measurement System BASIC percentiles for:	%	1) 2%	TR-RO-540a.2	-		
		1) Unsafe Driving		2) 6%				
		2) Hours-of-Service Compliance		3) 39%				
3) Driver Fitness	4) 3%							
4) Controlled Substances/Alcohol	5) 91%							
5) Vehicle Maintenance	6) NA - 48forty is not a HazMat transporter.							
Workforce Training and Education		1) Percentage of workforce who have received formal training in the organization's human rights policies or specific procedures and their application to security and 2) Whether training requirements apply to third-party organizations	% Discussion	48forty's employee handbook includes the company's policy on human rights. Every employee is required to review and acknowledge receipt of the handbook.	-	GRI 2016 410-1	 SDG 8 - Decent Work & Economic Growth	
		Average hours of training per year per employee	hrs/emp	48forty Solutions provides onboarding training, monthly health and safety training, annual health and safety refresher training, and management leadership training. Training hours are not currently tracked by employee.	-	GRI 2016 404-1		
	Programs for upgrading employee skills and transition assistance programs	Discussion	48forty Solutions adopted several new employee training resources in 2022, including: 1)Blue Ocean Brain (Online Learning Platform for Managers) 2)Career Framework (Global) 3)Learning Management System (Global)		-	GRI 2016 404-2		
			Percentage of gender and racial/ethnic group representation for:	%				FN-AC-330a.1 CG-MR-330a.1
1) Executive Leadership Team	1) 9% diverse background, 27% female							
2) Vice President	2) 31% diverse background, 21% female							
3) Director	3) 18% diverse background, 17% female							
Diversity, Equity & Inclusion		4) Manager	4) 20% diverse background, 24% female					

SASB/GRI/SDG Index, continued

Topic	Sub-Cat	Metric	UoM	Value	SASB Reference	GRI Reference	SDG Reference
GOVERNANCE	Product Design & Lifecycle Management	Percentage of raw materials from 1)recycled content, 2)renewable resources, and 3) renewable and recycled content (48forty FY23 Yield)	% (t)	92.2	RT-CP-410a.1	GRI 2016 301-1	 SDG 12 - Responsible Consumption & Production  SDG 15 - Life On Land
		Revenue from products that are reusable, recyclable and/or compostable	\$USD	100% of company revenue is generated from products that are reusable, recyclable or compostable.	RT-CP-410a.3		
		Description of efforts to manage product lifecycle impacts and meet demand for sustainable products	Discussion	48forty seeks to reuse or recycle all materials that are managed by the company. This includes wood pallets as well as breakpack boxes, plastic shrink wrap, metal display racks, and nails. The company tracks sorted materials resale, and collaborates with local recyclers to manage materials that are not suitable for resale. Wood pallets that are beyond their useful life are ground for use as mulch, animal bedding, or biofuel.	CG-BF-410a.1		
		Percentage of recovered materials recycled	% (t)	92.2	CG-BF-410a.2		
	Business Ethics	Description of whistleblower policies and practices	Discussion	48forty's employee handbook includes the company's whistleblower policy. Every employee is required to review and acknowledge receipt of the handbook. Additionally, the company's whistleblower hotline number is posted at each company site in multiple languages, as applicable to local workforce demographics.	FN-AC-510a.2	 SDG 8 - Decent Work & Economic Growth	
	Critical Incident Risk Management	1) Number of facilities with site-specific emergency response plans and 2) % of workforce trained	#	Every 48forty Solutions facility has a 1) site-specific emergency response plan in place.	-	-	-
%			ERPs are made available in multiple 2) languages and posted in site break rooms for employee reference.	-	-	-	