

Sierra Nevada Global Logistics

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Certification of Responsibility Matters

Sierra Nevada Global Logistics (SNVGL)

Date: 14 December 2023

Certification of Responsibility

This Certification of Responsibility certifies that Sierra Nevada Global Logistics (SNVGL) is committed to upholding the highest standards of responsibility in all aspects of its operations. As a Service-Disabled Veteran-Owned Small Business (SDVOSB), SNVGL is dedicated to conducting business ethically, sustainably, and beneficially to the communities in which we operate.

Commitments:

1. Ethical Business Practices:

- SNVGL adheres to a strict Code of Conduct that ensures all business operations are performed with integrity, transparency, and accountability.
- All employees, partners, and stakeholders are expected to comply with the Code of Conduct and legal requirements, ensuring a culture of honesty and trust.

2. Environmental Responsibility:

- SNVGL is committed to conducting business in an environmentally responsible manner.
- We strive to reduce our environmental footprint through sustainable practices, including energy efficiency, waste reduction, and the use of eco-friendly materials and processes.

3. Community Engagement:

- SNVGL is dedicated to enhancing the quality of life in the communities where we operate.
- We encourage employee volunteerism and support charitable contributions to foster a positive social impact.

4. Diversity, Equity, and Inclusion:

- SNVGL values a diverse, equitable, and inclusive workplace.
- We aim to create an environment where all employees feel respected, valued, and empowered to contribute to their fullest potential.

5. Responsible Decision-Making:

- **SNVGL promotes responsible decision-making throughout its operations and value chain.**
- **We are committed to aligning our business practices with local cultures and business customs, provided they comply with our Code of Conduct and legal requirements.**

Acknowledgement:

By signing this certification, we acknowledge and affirm our commitment to these principles of responsibility. We pledge to continuously strive for excellence in our ethical standards, environmental stewardship, community engagement, and inclusivity.

Authorized Signatory:

Evan J. Kirkwood

Evan Kirkwood

CEO

Sierra Nevada Global Logistics (SNVGL)