

Creative Transportation Consulting, LLC

Commitments and Corporate Social Responsibility

As a business with a global reach. based in Stafford, Virginia USA, Creative Transportation Consulting, LLC Inc. dba Affiliated American Movers Forwarding adheres to strict legal and financial standards defined by both the US and the local jurisdictions where consult and manage relocations worldwide. We uphold the high governance standards. This commitment includes our dedication to a comprehensive Corporate Social Responsibility program, addressing these seven key areas:

1. Quality

Creative Transportation Consulting LLC is a customer-driven, quality-focused organization comprised of individuals who share common principles and work together to achieve common goals. These principles are rooted in our commitment to providing quality, respect, and value to our external customers. By providing services that are compliant, follow the best practices, and are offered at a fair cost, we present our customers with a better alternative. By raising awareness of key issues and offering solutions, we can make a positive impact, helping our customers achieve their own governance and CSR goals as well. Our principles are deeply grounded in creating a safe and rewarding environment for our associates. We believe that our strong commitment to these values drives long-term success and ensures the continued support of those we do business with.

2. Environment

We are committed to reducing our carbon emissions in relation to our business activities and those of our clients and supply chain. This commitment has led us to adopt more energy-efficient workplace practices, revise our procurement strategies, advocate for more containerized shipments, reduce air travel, become more automated, reduce paper use, and recycle. While, like many companies, we acknowledge there is still more to be done, we have already made significant changes in the way we operate, which have had a considerable positive impact.

We fully support the initiatives of IAM, FIDI and other transportation associations in developing system interfaces that will remove the need for hard copy bills of lading and other shipping documents. Additionally, we prioritize reusing and recycling packing

materials whenever possible and are exploring ways to increase the use of reusable containers for international moves.

3. Community

Creative transportation Consulting's owner is a founder of Jacob's Ladder. Since its founding in 2023, Jacob's Ladder has distributed over 5,000,000 lbs. of fresh food to over 45,000 households, while providing emotional, spiritual, financial, and physical training to those seeking a hand up rather than a handout through 30 plus multi-faith churches throughout the Washington, D.C. metro area. 10% of Creative Transportation Consulting profits are designated to support Jacob's Ladder mission.

4. Data Security

Creative Transportation Consulting, LLC is dedicated to upholding ethical standards, complying with legal requirements, and safeguarding sensitive data. We take the necessary steps to ensure the security and confidentiality of personal information while integrating sustainability into our security practices, ensuring our technological solutions are both secure and environmentally responsible. Access to data is restricted to only those individuals who need it to perform our services. Data will be securely disposed of in accordance with the laws of the jurisdiction in which it is stored, unless required for legal or litigation purposes. We follow best practices, operating in line with GDPR guidelines, U.S. data privacy laws and FIDI Compliance Guidelines. We remain committed to continually evaluating and improving our security and compliance frameworks to address emerging risks and challenges. Personal privacy is our top priority.

5. Equal Employment Opportunities

The management of Creative Transportation Consulting, LLC affirms its commitment to providing equal employment opportunities for all employees, regardless of race, religion, creed, color, sexual orientation, age, or national origin. We are dedicated to maintaining a policy of nondiscrimination in all employment practices and encourage our clients and vendors to do the same. As a people-focused company, our success in the international relocation industry has been driven by helping organizations create diverse workplaces and connecting people from different backgrounds. It is only natural for us to promote inclusivity and equality in all aspects of our business. We are committed to ongoing growth and learning to ensure we deliver the best service to our global customers.

6. Employee Wellbeing

Atlantic International is committed to maintaining a workplace free from unlawful discrimination and harassment. Any actions, words, jokes, or comments based on an individual's sex, race, ethnicity, age, religion, sexual orientation, or any other legally protected characteristic will not be tolerated. Sexual harassment, whether overt or subtle, is strictly prohibited. Employees are encouraged to raise concerns without fear of retaliation. We recognize the importance of providing a fair and living wage, and we believe this is the minimum we can do for our employees. Therefore, we ensure that our staff is compensated fairly and in line with industry standards.

7. Talent and development

As consultants we focus on the development of clients' personnel as well as our own employees. This is the area where we can make the most immediate impact and implement changes quickly. We emphasize our dedication to nurturing and developing talent through continuous learning opportunities, training programs, and career development initiatives. We support employees at all levels of their career, from entry-level to leadership positions, ensuring that everyone has the opportunity to reach their full potential. We also promote a healthy work-life balance as we recognize that personal development is just as important as professional growth. Our code of conduct is to ensure orderly operations and provide the best possible work environment. Creative Transportation Consulting requires employees to follow rules of conduct that will protect the interests and safety of all employees. The following are examples of violations of the rules of conduct that may result in disciplinary action, up to and including termination of employment:

Harassment of any form.

Failure to deal with customers in a respectful or appropriate manner.

Theft or inappropriate removal or possession of property.

Falsification of timekeeping or any other business records.

Working under the influence of alcohol or illegal drugs.

Possession, distribution, sale, transfer, and use of alcohol or illegal drugs in the workplace while on duty or while operating employer-owned vehicle or equipment in the service of the company, and any other violation of the drug and alcohol policy.

Continued failure to meet work standards or expectations.

Fighting or threatening violence in the workplace.

Negligence or improper conduct resulting in damage to customers, employees, or company property.

Violation of safety or health rules.

Sexual or other unlawful harassment.

Possession of dangerous or unauthorized material, such as explosives or firearms in the workplace.

Failure to cooperate fully in investigations of disciplinary, safety, or operational problems, including failure to disclose dishonesty of others.

Excess absenteeism or any absence without notice.

Unauthorized use of telephones, computers, mail systems, or other employer owned equipment.

Toleration of modern slavery through our partnerships.

We have the opportunity to shape best practices and improve global standards as a condition of working with us. As both an employer and a manager of a global supply chain, we are committed to ensuring that the service our customers receive and the price they pay are not at the expense of others. Our strict oversight of service partners and internal operations is essential in preventing modern slavery. Every employee plays an important role in helping to uphold and contribute to the success of these standards and policies.

8. Anti-bribery, Anti-Corruption, and Anti-Trust

Creative Transportation Consulting, LLC adheres to requirements provided in the FIDI Corporate Compliance Guidelines, teaches those requirements to its clients and requires adherence of its supply chain. A major objective is to expand the knowledge and adherence of Anti-bribery, Anti-Corruption, and Anti-Trust regulations to the many movers in smaller markets across the U.S. that are used for OA/DA services by the industry.