



SUSTAINABILITY & ESG STRATEGY

2026-2028

People. Service. Communities. A More Sustainable Tomorrow.

Document Control	Current Value
Owner	Vanlandingham Consulting LLC - Management / Operations
Approved By	Ebony Vanlandingham, Managing Member & COO
Effective Date	Upon management approval and publication
Strategy Period	2026-2028
Version	1.0
Review Cycle	At least annually
Next Scheduled Review	September 2027

Delivering Excellence — One Mile at a Time.



Document Purpose and Publication Status

This strategy establishes Vanlandingham Consulting LLC's documented sustainability and environmental, social, and governance (ESG) framework for 2026 through 2028. It is designed for a courier and logistics business whose work includes medical delivery, specimens, pharmacy items, cargo, scheduled and on-demand routes, last-mile delivery, and related transportation services.

The strategy becomes the company's published sustainability strategy only after management approval and public release of the approved one-page public statement or equivalent website content. Until that publication step occurs, it remains an internal strategy document.

The strategy intentionally does not claim that Vanlandingham currently measures greenhouse gas emissions. Establishing a documented baseline and beginning actual measurement is an implementation action, not a current-state claim.

Table of Contents

1. Executive Summary
2. Commitment and ESG Principles
3. Governance and Accountability
4. Environmental Strategy
5. Social Strategy
6. Governance & Ethical Business Practices
7. 2026-2028 Goals and Targets
8. Implementation Roadmap
9. Measurement, Metrics & Annual Review
10. Stakeholder and Supplier Engagement
11. Communications & Public Claims Control
12. Continuous Improvement
13. One-Page Public Sustainability Statement
14. Annual Sustainability Tracking Sheet
15. Implementation Checklist
16. Management Approval



1. Executive Summary

Vanlandingham Consulting LLC is committed to responsible business practices that support safe, reliable service while strengthening the communities in which we operate. Our sustainability approach is practical and proportionate to our operations: reduce avoidable environmental impacts, improve route and vehicle efficiency, protect people and sensitive cargo, maintain ethical business practices, support diverse economic participation, and measure progress over time.

For 2026-2028, Vanlandingham will organize its sustainability work around three pillars: Environmental Responsibility, Social Impact, and Governance & Ethical Business. The company will establish baselines before making quantitative performance claims and will document material initiatives, results, and corrective actions through an annual management review.

2. Commitment and ESG Principles

- Operate efficiently and seek practical reductions in fuel use, unnecessary mileage, idling, waste, and paper where operationally feasible.
- Protect employees, contractors, customers, patients, the public, cargo, specimens, medications, and confidential information.
- Provide fair access to opportunities and maintain professional, respectful, non-retaliatory working relationships.
- Conduct business ethically, comply with applicable laws and customer requirements, and maintain controls against bribery, corruption, conflicts of interest, retaliation, and improper gifts.
- Use measurable baselines and evidence before making environmental or social performance claims.
- Review performance annually and improve the program as Vanlandingham grows.

2.1 ESG Framework

Pillar	Vanlandingham Focus
Environmental	Fuel and route efficiency; vehicle readiness; idle reduction; paper reduction; waste handling; future emissions measurement.
Social	Safety; workforce/contractor development; community access; healthcare logistics reliability; privacy; supplier diversity.
Governance	Ethics; compliance; management accountability; risk controls; documentation; supplier/subcontractor standards; transparent claims.

3. Governance and Accountability

The Managing Member & COO provides executive oversight. Operations is responsible for implementation, records, data collection, action tracking, and escalation. Drivers, contractors, and subcontractors are responsible for following applicable procedures and providing accurate operational information needed for measurement.

Role	Responsibility
Managing Member & COO	Approve strategy; set priorities; review annual performance; authorize public sustainability claims.



Role	Responsibility
Operations	Maintain implementation checklist; collect metrics; coordinate training; review route/vehicle initiatives; maintain evidence.
Dispatch / Route Management	Support route efficiency, avoid unnecessary mileage where practical, document operational exceptions, and communicate changes.
Drivers / Contractors	Follow safety and environmental procedures; avoid unnecessary idling where feasible; report hazards, spills, defects, and relevant data accurately.
Suppliers / Subcontractors	Meet applicable safety, ethics, privacy, environmental, and customer flow-down requirements.

4. Environmental Strategy

4.1 Fleet and Route Efficiency

- Plan and consolidate routes when customer timing, chain-of-custody, specimen integrity, and service levels permit.
- Use navigation and dispatch information to reduce avoidable deadhead mileage and unnecessary repeat trips.
- Promote safe fuel-efficient driving practices and discourage unnecessary idling when operational conditions permit.
- Maintain vehicles to support safe operation and fuel efficiency, including tires and preventive maintenance.

4.2 Paper, Materials and Waste

- Use electronic proof-of-delivery, digital records, and electronic communications where accepted.
- Avoid unnecessary printing and duplicate paperwork while preserving required chain-of-custody and compliance records.
- Handle damaged packaging, spill materials, sharps, biological material, batteries, and other regulated waste only according to applicable procedures and authorized disposal methods.

4.3 Greenhouse Gas Measurement Development

Vanlandingham does not represent that it currently measures greenhouse gas emissions. During the strategy period, the company will build the capability to measure relevant operational activity. Initial data may include total business miles, fuel purchased or consumed, vehicle type, and other information needed to develop an appropriate emissions baseline. Any future emissions estimate will identify its methodology, scope, period, and material limitations.

4.4 Environmental Incident Control

Fuel spills, leaking cargo, damaged regulated materials, or other environmental incidents must be handled under the Safety Management System and applicable customer/emergency procedures. Environmental events will be recorded and reviewed for corrective action when material.



5. Social Strategy

5.1 Safety and Well-Being

The Safety Management System is the primary operating framework for driver safety, vehicle readiness, incident reporting, emergency response, training, cargo/specimen safety, and corrective action. Sustainability initiatives may not override safety, patient protection, service integrity, or legal requirements.

5.2 Workforce and Contractor Development

- Provide role-appropriate safety, ethics, privacy, and customer-specific training.
- Use documented qualification controls such as license, MVR, background, insurance, and required credentials where applicable.
- Communicate expectations clearly and maintain records of required training and acknowledgments.
- Support access to contracting and economic opportunities consistent with operational need and qualification requirements.

5.3 Community and Healthcare Access

Vanlandingham's delivery work can support access to healthcare, food, and essential goods. The company will track material community-support activities and partnerships where they occur, without counting ordinary paid contract performance as charitable impact unless separately supported by evidence.

5.4 Privacy and Respect

Personnel must protect confidential customer, patient, employee, and business information. Good-faith safety, ethics, compliance, or workplace concerns may be raised without retaliation consistent with company policy.

6. Governance & Ethical Business Practices

- Maintain and train on the company Code of Conduct / Ethics & Compliance requirements.
- Prohibit bribery, corruption, improper gifts, retaliation, fraud, falsification, and undisclosed conflicts of interest.
- Maintain accurate operational, training, incident, certification, and sustainability records.
- Use documented approval before publishing quantitative sustainability claims.
- Apply applicable requirements to subcontractors and third parties performing company work.
- Escalate suspected violations and implement corrective action when warranted.

7. 2026-2028 Goals and Targets

Targets below are management objectives. Baselines will be established before percentage-improvement claims are made. Where data are not yet available, the first objective is measurement capability and documented baseline creation.

Focus Area	2026	2027	2028
GHG / fuel data	Define methodology and begin collecting mileage/fuel data.	Maintain annual dataset and evaluate baseline quality.	Use established data for year-over-year review and practical reduction planning.



Focus Area	2026	2027	2028
Route efficiency	Document route optimization practices and baseline available mileage data.	Review avoidable mileage / idle opportunities.	Demonstrate documented improvement initiatives where feasible.
Paper reduction	Increase digital POD/records where customer permits.	Review remaining paper-intensive processes.	Maintain digital-first approach where compliant.
Vehicle readiness	Maintain preventive maintenance / inspection controls.	Trend material defects and corrective actions.	Use trend review to improve readiness.
Safety / training	Implement SMS and required training records.	Review completion and incident trends.	Maintain annual training and improvement cycle.
Community impact	Create activity/partnership log.	Report documented activities.	Review reach and partnership opportunities.
Governance	Implement ethics, SMS and ESG review controls.	Annual management review.	Annual management review and next-strategy planning.

8. Implementation Roadmap

Phase	Timing	Core Actions
Launch	Q3-Q4 2026	Approve strategy; publish one-page statement; assign owners; establish tracking files; define mileage/fuel data method; align SMS and ethics records.
Baseline	Q4 2026-Q1 2027	Collect initial operational data; document route/paper/maintenance practices; create supplier and community activity logs.
Operate & Improve	2027	Maintain data; review trends; implement practical efficiency initiatives; document training and corrective actions.
Mature & Refresh	2028	Compare year-over-year performance where data quality supports it; document outcomes; identify next-cycle targets; prepare 2029+ strategy.

9. Measurement, Metrics & Annual Review

Operations will maintain the Annual Sustainability Tracking Sheet. Metrics are recorded only when evidence is reasonably available. Blank or “not yet measured” fields are preferable to unsupported estimates.

Category	Suggested Metric / Evidence
Environmental	Business miles; fuel purchased/consumed; estimated MPG where supported; maintenance completion; idle-reduction initiatives; paperless processes; waste events.
Social	Safety incidents; training completion; community support activities; local partnerships; jobs/contractor opportunities; documented donations.



Category	Suggested Metric / Evidence
Governance	Ethics/SMS/ESG training; corrective actions; supplier diversity engagement; complaints/findings; annual review completion.

Management will review the strategy at least annually. The review will document material results, data limitations, incidents, stakeholder feedback, open actions, changes in operations, and approved priorities for the next year.

10. Stakeholder and Supplier Engagement

- Customers: respond to sustainability questionnaires accurately and provide supporting policies or metrics when available.
- Personnel: communicate applicable expectations and invite practical efficiency/safety suggestions.
- Subcontractors and suppliers: communicate relevant safety, ethics, privacy, customer, and sustainability requirements.
- Communities and partners: document material partnerships and support activities.
- Management: review performance and authorize material commitments or public claims.

11. Communications & Public Claims Control

Vanlandingham will avoid unsupported environmental claims. Public statements must distinguish commitments and goals from measured results. Quantitative claims should be traceable to a defined period, source data, calculation method, and scope. The company will not state that it measures greenhouse gas emissions until a defined measurement process has actually begun and records are being maintained.

Once management approves this strategy and the one-page public statement is published on the company website or other public company channel, Vanlandingham may accurately state that it has a published sustainability strategy.

12. Continuous Improvement

Sustainability is managed as an operating discipline rather than a one-time document. Management may revise goals, metrics, or procedures as data quality improves, customer requirements change, operations expand, or new practical opportunities emerge. Material revisions require documented approval and version control.



13. One-Page Public Sustainability Statement

OUR SUSTAINABILITY COMMITMENT

Vanlandingham Consulting LLC is committed to responsible courier and logistics operations that protect people, support customers and communities, and reduce avoidable environmental impacts. Our 2026-2028 sustainability strategy is built around practical action, measurable progress, and ethical business conduct.

Focus	Our Commitment
Environment	Improve route and vehicle efficiency; reduce avoidable mileage and idling where practical; expand digital processes; develop reliable fuel/mileage data and future emissions measurement capability.
People & Communities	Maintain strong safety and training practices; protect patient/customer information; support reliable access to healthcare and essential goods; document community partnerships and opportunities.
Integrity & Governance	Operate ethically; maintain compliance and accountability; use accurate records; apply responsible standards to suppliers and subcontractors; avoid unsupported sustainability claims.
Continuous Improvement	Track relevant metrics, review performance annually, and update initiatives as our operations and data capabilities mature.

Our approach is straightforward: establish reliable baselines, act where we can make a practical difference, measure what we can support with evidence, and improve over time.

Delivering Excellence — One Mile at a Time.



14. Annual Sustainability Tracking Sheet

Metric / Activity	2026 Baseline	2027	2028	Notes / Evidence
Total Business Miles				
Fuel Purchased / Consumed				
Estimated Fuel Efficiency (if supported)				
GHG Measurement Process Active?				
Vehicle Maintenance Completed On Time				
Idle / Mileage Reduction Initiatives				
Digital / Paperless Process Initiatives				
Environmental / Spill Events				
Safety Incidents / Near Misses				
Required Training Completion				
Community Support Activities				
Local / Community Partnerships				
Jobs / Contractor Opportunities Provided				
Charitable Donations (documented)				
Supplier Diversity Engagements				
Corrective Actions Closed				
Annual ESG Review Completed				

Prepared By: _____

Reporting Period: _____

Management Review Date: _____

Evidence File / Location: _____



15. Implementation Checklist

Action Item	Target	Owner	Status / Evidence
Management approves Strategy v1.0	Q3 2026	Managing Member & COO	
Publish approved one-page sustainability statement	Q3 2026	Management / Website Admin	
Assign ESG data owner and record location	Q3 2026	Operations	
Create mileage and fuel data collection method	Q4 2026	Operations	
Begin actual mileage/fuel baseline collection	Q4 2026	Operations	
Document route-efficiency practices	Q4 2026	Operations / Dispatch	
Inventory paper/POD processes for digital opportunities	Q4 2026	Operations	
Create community/partnership activity log	Q4 2026	Management	
Create supplier/subcontractor ESG expectations record	Q1 2027	Operations	
Conduct first annual ESG management review	Q3 2027	Management	
Evaluate whether GHG calculation methodology is ready	2027	Management / Operations	
Prepare 2028 performance review and next-cycle plan	Q4 2028	Management	



16. Management Approval

The undersigned approves the Vanlandingham Consulting LLC Sustainability & ESG Strategy 2026-2028 and authorizes implementation of its documented commitments, controls, measurement development, annual review process, and approved public sustainability statement.

Printed Name: Ebony Vanlandingham:

Title: Managing Member & COO:

Signature: _____

Approval Date: _____

Public Publication Date / URL:

Approval Effect

Upon signature, this document becomes the company's approved internal sustainability and ESG strategy. The company should answer that it has a "published sustainability strategy" only after the approved public statement or strategy has actually been made publicly available. Greenhouse gas measurement remains a separate status question and should remain "No" until the defined measurement process has begun and records are being maintained.

Management approval also authorizes Operations to maintain the annual tracking sheet, implementation checklist, evidence records, and annual review materials as controlled ESG records.