



TRANSPORT
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SUSTAINABILITY REPORT 2023



Driving for a greener tomorrow



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Driving for a greener tomorrow

WHO WE ARE

For over three decades XTL has been creating customized solutions by combining the key strengths of our three distinct service offerings – asset-based transportation, logistics and warehousing & distribution. Our reputation, philosophy and proven track record has been paramount in us establishing many long-term relationships. We train, support and empower our team at all levels to help develop effective, efficient solutions throughout Canada and the USA for our valued customers.

WHY CHOOSE US

XTL Group. believes that a strong commitment to transparency, accountability and a strategic approach to procurement are essential for delivering goods and services. Implementation of social responsibility, environmental requirements, and business ethical standards enhance XTL's ability to manage its sourcing process in a sustainable way. XTL actively engages its business partners through the requirement that suppliers adhere to our Supplier Code of Conduct. This Supplier Code of Conduct outlines the minimum performance standard expected from suppliers who participate in any sourcing process.



OUR VISION

Connecting consumers to businesses and international markets by navigating the supply chain to safely and efficiently protect and deliver goods that people rely upon every day.



OUR MISSION

XTL provides customers with fully integrated supply-chain solutions to support their business needs and add value to their core competencies.

Our customers and qualified strategic partners will benefit from our company-wide commitment to understanding and responding to their business needs in a safety-first and regulatory-compliant environment that delivers on-time results.

Our employees will prosper in a challenging and safe environment that embodies our LEAD WITH GRACE values. We encourage and support personal expression, applied expertise and professionalism for the mutual benefit of our customers, employees, and the company.

Our success will be measured by service, safety, retention, environmental footprint, and profitability.

CONTACT US



WWW.XTL.COM



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SUPPLY CHAIN SOLUTIONS

SAFE AND SOCIALLY RESPONSIBLE WORKPLACE AND OPERATING ENVIRONMENT BUILT ON SUSTAINABLE REALTIONSHIPS & RESPECT

PERFORMANCE STANDARDS

The following performance standards represent the minimum standards for business partners



Social Responsibility – pertaining to working conditions in supplier and customer facilities



Environmental Standards – pertaining to environmental impacts related to operational practices of suppliers and customers



Business Ethical Standards – pertaining to ethical business practices by the supplier or customer and its directors, officers and employees



Management Standards – pertaining to management of companywide operations by suppliers and customers

FLEET PROGRAM

Key Objectives

- Build & spec most fuel efficient vehicles for given task
- Minimize vehicle fuel consumption & exhaust emissions
- Maximize lifetime value generated from fleet assets
- Improve health, safety, & job satisfaction of employees
- Maximize use of technology

Technology

- Speed Limiters (62 MPH)
- Advanced collision Mitigation
- Advanced No-Idle Battery APU's (International's MaxxPower No idle Solution)
- Low rolling resistance tires in Partnership with Bridgestone
- Engine Idle Shut down at 3 mins
- Smart Coast with Predictive Cruise GPS based Cruise Control
- Automated transmissions
- Advanced Battery Technologies for greater diver comfort without idling
- Aerodynamic cabs and skirts
- Reduced Fifth Wheel gap between tractor & trailer
- Latest emission system available at purchase (2021 GHG or greater)
- SmartWay certification



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CONTACTEZ-NOUS



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CURRENT & MID-TERM GOALS

REMAIN COMMITTED TO INITIATIVES LISTED BELOW WHILE STRIVING FOR CONTINUOUS IMPROVEMENT IN ALL CATEGORIES



EcoVadis Silver Rating

01

EcoVadis Silver Award in 2022 and 2023, assessment based on the company's environmental, social and ethical performance in comparison to peers globally.

SmartWay Partner

02

Voluntary benchmark program that helps businesses move goods efficiently while keeping fuel costs and environmental impact at a minimum.

Driving for a Greener Tomorrow *Fleet Program*

03

Improving air quality, optimizing efficiency and reducing accidents to improve employee well-being through safer work environments.

C-TPAT, PIP and FAST Approved

04

Voluntary participation in national security initiatives to reduce terrorism, crime and human trafficking



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CURRENT & MID-TERM GOALS

CONTINUED



Trucking HR Canada's Top Medium Fleet *Top Fleet Employer Award*

05

Trucking HR Canada's *Top Medium Fleet Award* in 2022 and 2023 for best practices in Human Resources, including but not limited to Engagement, Retention, Training & Skills development, Culture, Diversity, Equity, Total Rewards Compensation and Wellness.



Safety 1st Policies

06

Our commitment to ensuring the safety of our people and the communities in which we operate is integrated into every aspect of XTL life.



Commitment to Employees

07

Committed to paying a living wage and maintaining best-in-class standards and benefits for our employees.



Forced & Child Labour Reporting

08

Developed and implemented due diligence policies and processes with annual risk assessment to identify threats.



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2023 IMPACT

BUILDING RELATIONSHIPS TO SUPPORT OUR LOCAL COMMUNITITES



+33 skids of reported OS&D donations across our terminals in conjunction with our valued partners



+19 large bags, 3 boxes of clothes, 6 smaller bags of shoes and accessories donated through clothing drives



+18 bags of litter removed from our local neighborhoods during 2nd annual spring cleanup



Individual groups of 5 donating their time to sort food at local Food Banks at multiple terminals



+\$4,000 worth of gifts donated to Adopt-A-Family initiatives across our terminals during the holiday season



+\$14,761 in cash donations across our terminals to various charities through local and national fundraisers

Charitable Recipients

- Canadian Cancer Society / CIBC's Run for the Cure event (National)
- Chevaliers de Colomb (QC)
- Daily Bread Food Bank (ON)
- Habitat for Humanity Restore (ON)
- Holiday Helpers (ON)
- Kinette Club of Canada (AB)
- Moisson Sud Ouest (QC)
- New Circles – GLOW Clothing Bank (ON)
- Stimule Arts Foundation (QC)
- Surrey Food Bank (BC)
- Surrey Lookout Housing (BC)
- Trucks 4 Change / Food Banks Canada: After the Bell Program (ON)
- Women In Need Society (WINS) (AB)
- Youth Without Shelter (YWS) (ON)

Our Values: Lead With Grace

- **L**eadership
- **E**mpowerment
- **A**ppreciation
- **D**iversity
- **W**ork Ethic
- **I**ntegrity
- **T**rust
- **H**onesty
- **G**rowth
- **R**espect
- **A**gility
- **C**reativity
- **E**xcellence



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LONG-TERM GOALS

LONG-TERM GOALS IN SYNC WITH THE GOVERNMENT OF CANADA AND THE UNITED NATIONS' SUSTAINABLE DEVELOPMENT GOALS



EMISSIONS

Reduce emissions by 40% from 2005-2030



PAPER-FREE

Move to paper-free digital BOLs by 2028



NET-ZERO

Net-zero emissions by 2050

VISION

Connecting consumers to businesses and international markets by navigating the supply chain to safely and efficiently protect and deliver goods that people rely upon every day.

WHY CHOOSE US?

We are committed to developing outstanding sustainable relationships based on respect for customers and trading partners that delivers positive outcomes while operating in a safe and socially responsible workplace and environment



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