



GLOBAL BRAND AND EXPORT DEVELOPMENT, LLC

CSR ANNUAL REPORT

2021/2022

FY22

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President's Address

Dear Global Family,

There is no easy way to describe what my heart feels when I think of Global. Nevertheless, I will do my absolute best.

On some days, this year only feels like a few months but on other days it feels as if years have passed. The War in Ukraine has impacted millions of innocent people and present among those millions is my family. As you all know, I decided a few months ago to set up a home for displaced Ukrainians and my time in Turkey has been a privilege. I witness the superhuman strength of my family and friends who actively decide to continue thriving and loving regardless of the circumstance. There are times when I question the humanity in the world but then I am reminded that we each have the opportunity to truly treat others with profound love and that choice is one that can literally save lives.

This deep sense of love, courage, and respect that I have seen while living in Turkey are the same values that define Global. The people that make up our wonderful company renew my hope and passion to help others and be a better example. Our world desperately needs us to be better.

With that, I want to express my immense gratitude to you all for bringing your best every day. Our success at Global is the accumulation of individuals who not only love their work but are inspired by the understanding that our success strengthens our ability to give back.

Let us celebrate one another and take this collective positive energy to invest in our next year together. With all the love I have, thank you.

Sincerely,



Felix Villa

President & CFO





Welcome to Our CSR Report

The world has changed abundantly since last year. In Fiscal Year 22, we adapted to changing CDC guidelines in the workplace, managed supply chain disruptions, and saw the effects of inflation in our industry.

Global's main priority throughout this year was to continue our excellent service as well as strengthen and support our team through a period of growth. The 'Great Resignation' taught us all that company culture and a strong employee value proposition are the cornerstones of a successful business. Last year's launch of the Department of Corporate Social Responsibility was vital in building the foundation of our employee development and wellness programs. We are excited to say that Global has been able to expand our team in both the Domestic and Export departments and will continue this trend of growth into FY 23.

Our initiative to become a Certified Minority-Owned Business through the National Supplier Development Council came to fruition in August of 2021. This distinction is an honor to our business and a signal to future employees or clients of the importance we place on diversity, equity, and inclusion.

As a company, Global values transparency with an understanding of the responsibility that corporations hold to the environment and their community. We are proud to present what we have accomplished this past year in our CSR Report. We know that this is just the start of a continuous journey in our CSR endeavors. We look forward to developing our practices each year and expanding our impact as the company grows. We want to thank all of our employees, clients, and partners for being a part of our journey and we are excited to see what the future holds for this department.

Vision & Values



Vision

Our vision is to empower our people, our clients, and our customers to achieve their fullest potential. We aim to provide the most progressive, effective, and focused Global solution for our business partners. In our work, we prioritize and seek to understand the impact our business has on the community, our employees well being, and the environment.

Values

01 People

Global's number one asset is our people. Our company aims to empower our employees to their fullest potential and provide an environment dedicated to professional development. The Global family we have created is committed to fair and equal treatment to all. We strive to provide the resources needed to manage the well-being of our employees and encourage feedback to improve our efforts.

02 Innovation

This year Global put a focus on understanding our impact so we can set goals for improvement. In order to meet these goals, we must continue to innovate the way we do business to benefit our customers, community, and environment.

03 Responsibility

Looking towards the future we want to leave this planet as we found it, if not better. Being part of a community means we have a responsibility to do right by the world and support those that need our help. Global embraces opening a dialogue around environmental and social issues so that we can begin to make a difference however we can.



Company Updates



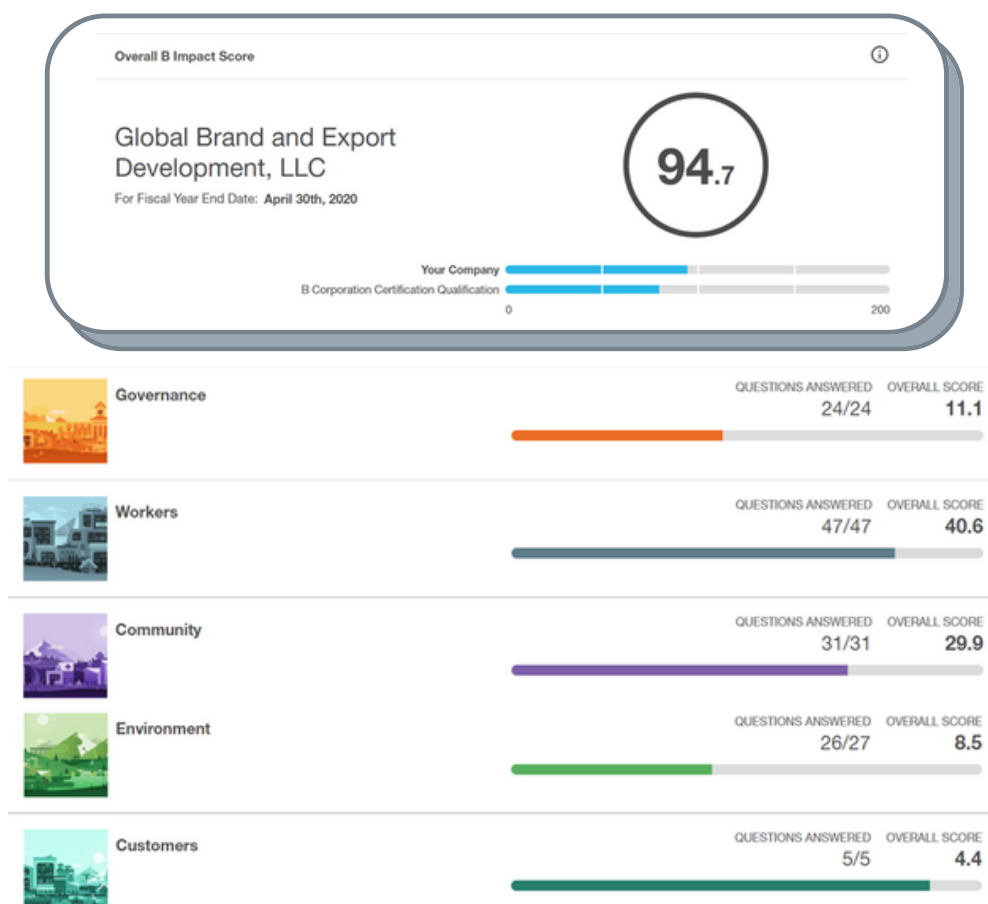
Certified Minority Business Enterprise

Global attained certification in August of 2021 as a Certified Minority Business Enterprise (MBE) by the National Minority Supplier Development Council ([NMSDC](#)). To become an MBE at least 51% of the company must be owned, managed, and controlled by an individual who is at least 25% Asian-Indian, Asian-Pacific, Black, Hispanic, or Native American. The process to become a certified minority-owned business includes a 90-day application process with thorough vetting of the business owners and documentation. The Chicago affiliate of this organization, [CMSDC](#), hosts a variety of programs that connect local MBEs. CMSDC provides regular workshops on business development, best DEI practices, and events for networking. Partnering with NMSDC has many benefits since they have one of the most widely accepted certifications in the corporate world. The opportunities they provide to MBEs for connections with corporate and government buying organizations help give minority-owned businesses an equitable chance for success. We are proud to be a Certified MBE and look forward to our continued connection with CMSDC.

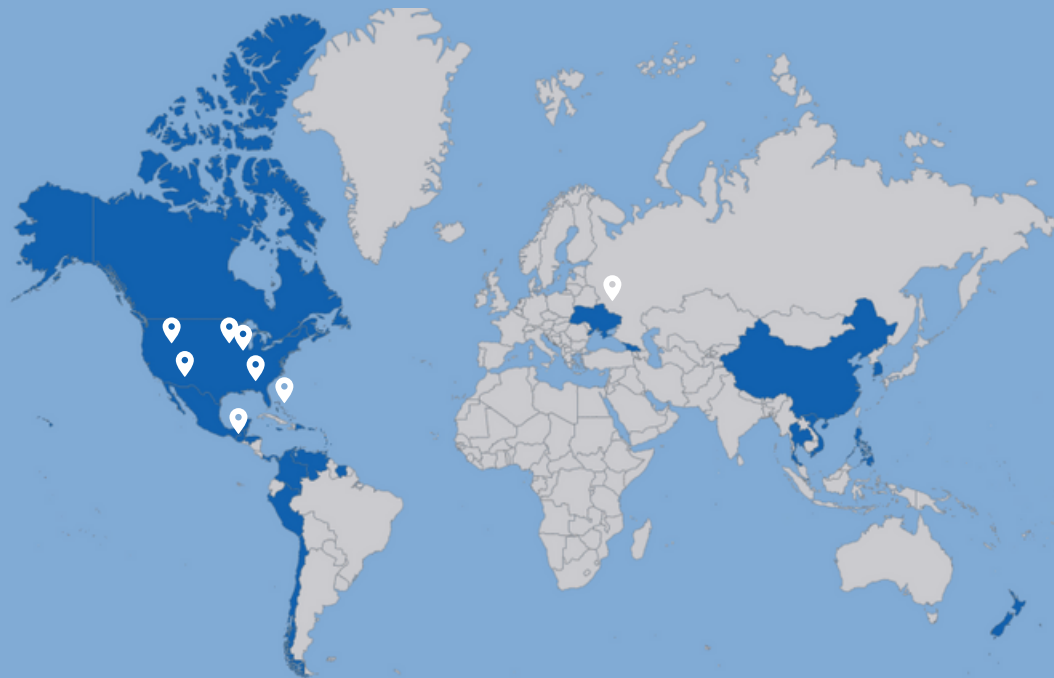


B Corporation Certification

In February of 2021, Global submitted the B Impact Assessment as the start of an application to become a Certified B Corporation. The B Corporation certification is a designation for companies that meet high standards of social and environmental performance, accountability, and transparency. The certification is run by [B Lab](#) which creates standards, policies, tools, and programs that shift the behavior, culture, and structural underpinnings of capitalism. Currently, there are less than 5,000 B Corps in the world but that number is growing as businesses move to put purpose over profit. During the past year, the demand for B Corp certification has risen at a rate that has delayed the certification time. After a year of this process, Global is currently in the final waiting stage for the last step of the verification process. In order to achieve certification, a company must reach a B Impact Score of 80, at this time our score is rated 94.7. Below you will find a breakdown of how Global is scored in each category accounted for in the assessment. Looking forward to 2022, Global aims to secure certification by the end of the year.



Global's Network



Global Employees



Global's Distribution (49 countries)

Global works closely with KeHE Distributors, a specialty food supplier to over 20,000+ retailers. The Domestic department of Global is able to utilize their 16-distribution center network while our Export department handles all of KeHE's exports representing over 8,000 of their brands. At the heart of Global's operation are the international connections and diversity that make our business unique. Global's business reaches internationally with over 40 countries and more to come soon!



A People-First Work Environment

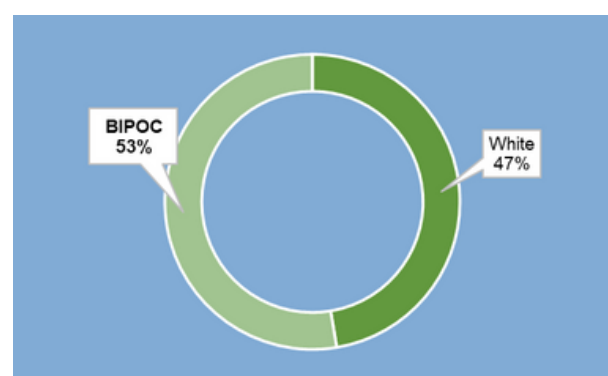
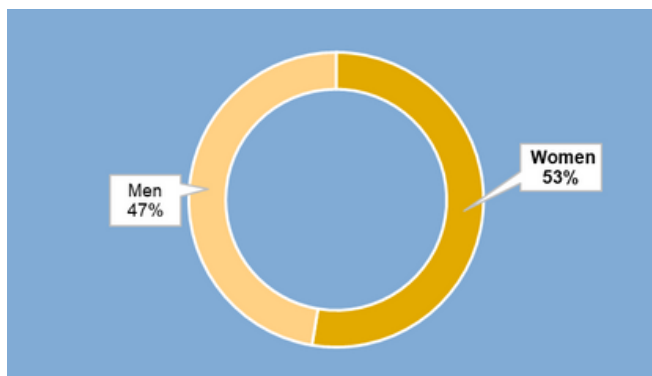


With such a broad network to manage, Global has been growing our team to fit the need of the business. In FY22 we welcomed 8 new employees to our team. During this period we reflected on our current hiring process and were able to utilize this opportunity to make application selection as fair as possible. A blind applicant system was put into place in order to reduce bias in our hiring practices. Below is a snapshot of our current employee demographics:



53% of employees identify as Women

53% of employees identify as BIPOC*

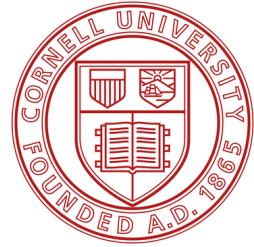


*'BIPOC' is defined as Black, Indigenous, People of Color

Employee Benefits

Professional Development

- Global sponsored 5 employees to complete Cornell Certificate Programs including the Professional Food Buyer Certificate, Product Marketing Certificate, and Leadership Essentials Certificate.
- Additionally, we provide each employee with a \$500 stipend for professional development. Employees are free to choose a course that will help them develop any skills they wish to learn and will benefit them professionally.



Health Care

- Global provides the following benefit programs to all full-time employees:
 - Health Insurance
 - 401K Retirement Plan
 - Dental Plan
 - Vision Plan
 - Life Insurance (\$50,000 policy as of the date of hire)
 - Short-Term and Long-Term Disability
 - Flexible Spending Accounts



Holiday BONUS

During the holiday season Global takes time to reflect on what we are grateful for. In appreciation of our employees Global provided all employees with a bonus of \$250 during the 2021 holiday season.

Employee Wellness

Ways to Wellness



- Each month a licensed social worker provides a mental health workshop on an employee-voted topic.
- These sessions are optional for employees to attend and offer a safe space for productive dialogue around various mental health topics.
- The pandemic taught us that our mental health is similar to our physical health. We must monitor and put work into various exercises to keep ourselves healthy both physically and mentally.

Daily TLC



- The Daily TLC program is a monetary incentive program used to promote both mental and physical wellness for employees.
- Monetary prizes are awarded in a tiered system each month to employees who track their health and wellness activities.
- Global implemented this program to put a focus on both physical and emotional wellness outside of the workday. An average of 2.5 employees utilized this program. In FY 23 we aim to increase employee participation to 4-5 employees.

Environment

Environmental Policy

Global Brand and Export Development, LLC is committed to managing the environmental impact of all company operations. It is our priority to assure the environmental integrity of our business practices and in adhering to this promise, we will employ a management system to achieve these results and foster a work culture in which all employees are invested in and working towards the same outcome. The goals set forth to uphold our Environmental Policy will be evaluated yearly and all progress will be monitored by the CSR Coordinator.

2021/22 Goals:



In Progress

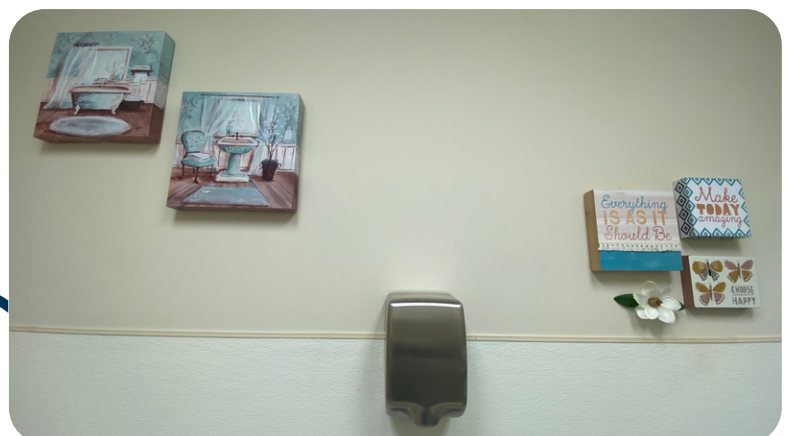
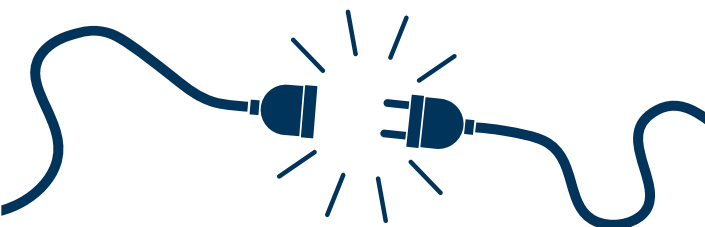


Completed

Decrease commuting carbon footprint by 50% by implementing a remote flex schedule	Global implemented a remote flex schedule in March 2021. For FY 22 employee commuting emissions reduced by:	38%	
Implement carbon offset protocol by encouraging employees to practice environmental stewardship in the office and virtually	Global introduced an in-office seasonal composting program, installed energy-efficient lights and hand dryers, and increased the availability of recycling bins in the office.		
Establish an environmental output system to monitor scope 1,2, and 3 emissions.	Global utilizes <u>Sustain.Life</u> as a centralized tracker. The CSR Coordinator works to manage and update this tracker.		
Provide monthly resources to staff on environmental best practices.	Global created an environmental online resource hub for employees and hosted 4 environmental workshops with staff in FY 22.		
Set company objectives to reduce carbon footprint for all company operations by 30%	The factors to Global's carbon footprint that have been tracked and reduced by 30% include employee commuting, flight emissions, and business miles.		

2021/22 Subgoals:

Invest in a carbon offset protocol, which all employees will be encouraged to participate in.	<ul style="list-style-type: none"> ✓ Introduce centralized recycling bins ✓ Conduct a waste audit, ✓ Promote litter-less lunches ✓ Install motion detected light switches and energy-saving light bulbs ✓ Install electric energy saving hand dryers ✓ Encourage the use of filtered water station
Establish an environmental performance system to achieve a lower carbon footprint by:	<ul style="list-style-type: none"> ✓ Undergoing company assessment to identify three largest areas of environmental impact ✓ Setting forth quantifiable targets for the end of 2022 ✓ Creating a reporting structure to document ongoing use of business activities
Encourage all employees, both in the office and virtual, to practice environmental stewardship by:	<ul style="list-style-type: none"> ✓ Utilizing a list of environmentally preferred vendors when purchasing office supplies ✓ Safely disposing all e-waste and other hazardous materials ✓ Attending trainings and researching best practices on environmental stewardship



Environmental Impact Tracking

Total Waste Tracking (Aug 21' - April 22')

Total Waste	Trash	Recycling
418.73 lbs.	170.5 lbs.	248.23 lbs.

Global began tracking the trash and recycling produced from the Naperville office in August of 2021. This data only includes 8 months of the year and does not include the total pounds of waste composted from May to October.

% of Waste Recycled

59.28%

Employee Commuting Carbon Footprint

	With Remote Flex Schedule	Without Remote Flex Schedule	Change in CO2 Emissions
FY 22 CO2 emissions	43,294 lbs.	70,240 lbs.	-38%

Global implemented a hybrid remote flex schedule during the pandemic and is sticking with it for a flexible work environment and reduced greenhouse gas emissions from employee commuting.

Business Flight Emissions

FY 20 CO2 Emissions	FY 21 CO2 Emissions	FY 22 CO2 Emissions	Change in CO2 emissions (FY20 to FY22)
87,029 lbs.	58,716.73 lbs.	59,074 lbs.	-32%

Due to the increased travel restrictions during the pandemic, the amount of business travel has been reduced by a significant amount since FY20. This is the largest part of our environmental footprint as a company and is a necessary part of our business. Although we cannot eliminate this effect on the environment, Global has protocols in place for employees to reduce their impact and be more mindful when planning business trips.

Business Miles Driven

2019 Business Miles	2021 Business Miles	Change in Miles Traveled
18,305	2,803	-85%

Natural Gas Usage

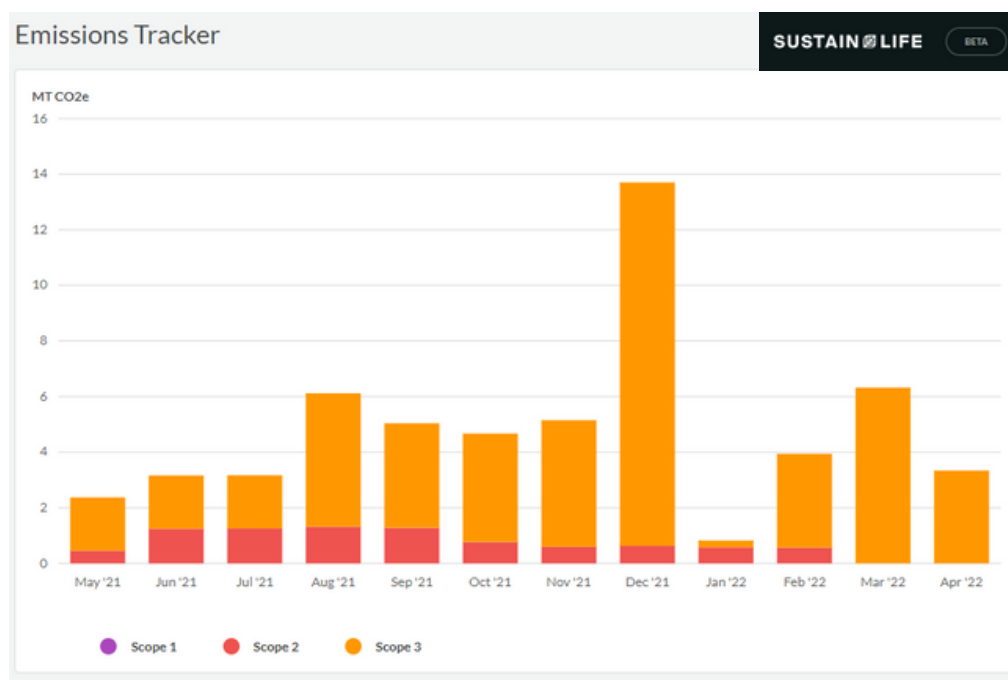
2019 Natural Gas Used	2021 Natural Gas Used	Change in Therms Used
1,425 Therms	1,154 Therms	-19%

Electric Usage

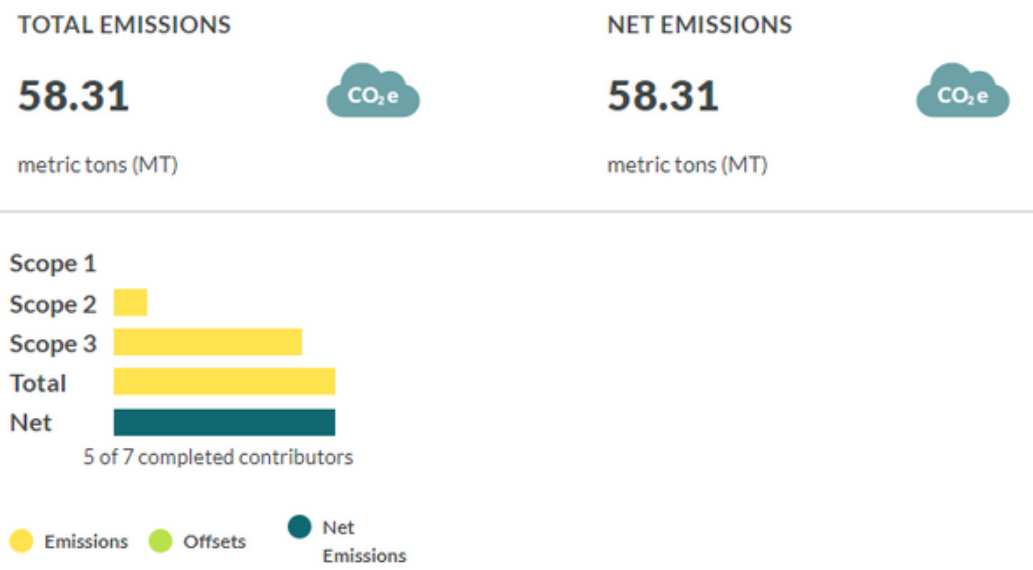
2019 Electricity Used	2021 Electricity Used	Change in KWH Used
16,263 KWH	17,182 KWH	6%

Starting in 2021 Global began the journey of understanding our environmental footprint. As a company that provides a service and not products, we put our focus on tracking scope 2 and 3 emissions through [Sustain.Life](#). Using our base period as 2019 we are comparing how our impact has changed since before the pandemic.

Like many businesses, we are still adjusting to our "new normal" and taking the steps to track and understand our carbon footprint so that we can set sustainable, measurable, and realistic goals.



Total Carbon Footprint



Using Sustain.Life as a net emissions calculator, Global has produced 58.31 Metric Tons of CO2. Our goal for FY 22 was to calculate a baseline of emissions to provide insight into the company's impact. In FY 23 Global will continue tracking emissions and setting manageable reduction targets.

2022/2023 Goals:

Monitor the environmental output system of scope 1,2, and 3 emissions.	Continue to utilize Sustain.Life as a centralized tracker. The CSR Coordinator will manage and update this tracker regularly.
Create a sustainable composting program using the local waste disposal company.	Creating a partnership with Groot, the local waste management system, to divert organic waste.
Provide resources to staff on environmental best practices.	Regularly update the environmental resource page for employees and host 5+ workshops on best environmental practices.
Set company objectives to reduce carbon footprint for all company operations by 30%	Continue reducing Global's carbon emissions by 30% in categories that have not yet met this goal. Overall, reduce all emissions by 20% in FY 23.
Invest in Carbon Offsets	Reduce Global's carbon footprint by investing in ethical carbon offsets to match Global's environmental impact.

Community

\$40K+ DONATED

17 NON-PROFITS

Community support and philanthropy have been a priority to Global from the start. Each year Global has donated 10% of net profits to causes close to employees' hearts. In FY 22 Global donated a total of \$40,250 to 17 different non-profits supporting a variety of causes. With the creation and development of the CSR Department over the past two years, Global has created more structure in giving and is able to increase the support we provide to the community and the world.



42nd Annual ChicagoMSDC
Scholarship Classic August 16, 2021



PHILANTHROPY

Global Scholarship

Global created this scholarship to help students with financial needs achieve their dreams through higher education. The scholarship award recipients are students who honor Global's values of people, innovation, and responsibility in the advancement of their education.

Historically this scholarship was available to students related to Global in some way. This year our CSR Coordinator promoted the scholarship to local schools in the Naperville area and the alma maters of Global employees and received over 500+ applications. In order to handle the increased amount of applications, a committee of 5 employees reviewed over 70 highly qualified applications before choosing the final two winners.

We are pleased and proud to announce this year's recipients

LIAM SHEEHAN

A current sophomore at Northern Michigan University in Computer Science and Mathematics. After graduation, Liam wants to work in AI to solve real-world problems from self-driving cars to helping create the next vaccine or cure diseases.

CATHERINE BELL

Starting this Fall as a freshman in Forensic Science at Binghamton University, NY. She plans to join the police or FBI lab to help solve crimes and murders. Catherine has received the Girl Scout Gold Award for creating a media room in her local recreational center to keep kids off the street and away from gang violence.

The winners of this scholarship are each awarded \$2,500 directly to their school of choice.

Global Gazette

Every month Global distributes our newsletter to employees and industry partners with current CSR initiatives and company updates. This includes the Vendor Spotlight, a section used to highlight some of the amazing brands we work with, and the Global Spotlight which showcases the talented people working at Global. You can find all of our Global Gazette issues on our [website](#).



Looking to the future: Community Involvement

With another year of uncertainty thanks to the pandemic, Global has had to adapt to the CDC guidelines. Unfortunately, this meant that employee volunteering at Global was postponed throughout FY 22. As we move to the new normal and opportunities for community engagement open up, Global is looking forward to the ability to volunteer again. Volunteer events help to give back but they also help strengthen the bonds between employees. Having shared values is part of what makes our team work so well together. When given the chance, our Global team can come together and make a real difference for our community. Our goal for FY 23 is to resume volunteering and provide at least 2 volunteer opportunities for our team.



Non-Profit Partners

Monthly Donations



Global introduced a new giving model for FY 22 which helps to keep employees involved in company giving.

Each month employees vote on a variety of social and environmental justice issues relevant to that month. The CSR Coordinator hosts an educational workshop on the topic with the most votes. These workshops are meant to raise awareness and create a safe space for open dialogue on this topic. Employees are provided with another opportunity to be involved by selecting from a list of vetted non-profits to receive Global's \$1,000 monthly donation.

This giving structure has allowed global to support a variety of non-profits and educate our team on the pressing social justice issues the world faces today. These are the 12 non-profits Global supported throughout FY 22.



Corporate Sponsorships

Chicago Minority Supplier Development Council: Scholarship Classic

\$5,000 supporting the Annual Dolores Saxton Walker Scholarship providing 18 scholarships to high-performing minority Chicago Public School high school students.

KeHe Cares: 2021 Shaw Cup Golf Outing

\$5,250 supporting non-profits focused on community outreach along with restoring and healing victims of human trafficking. Beneficiaries include INK 180, Male Mogul Initiative, Young Life, and Three Grains of Rice Missions through the KeHE Cares Foundation.

Rouse's Disaster Relief, Inc.

\$2,500 supporting victims of Hurricane Ida by providing, meals, fuel, and monetary support to local employees, their families, and the community.

St. Jude Children's Research Hospital

\$5,000 supporting children with pediatric catastrophic diseases and their families in treatments, research initiatives, and evacuation programs for patients from Ukraine.

Northern Illinois Food Bank: Fight Hunger 5K/10K Run/Walk

\$5,500 supporting the Northern Illinois Food Bank in its mission to provide \$1.8 Million worth of groceries to neighbors in more than 900 food pantries, soup kitchens, shelters, and youth & senior feeding programs.

