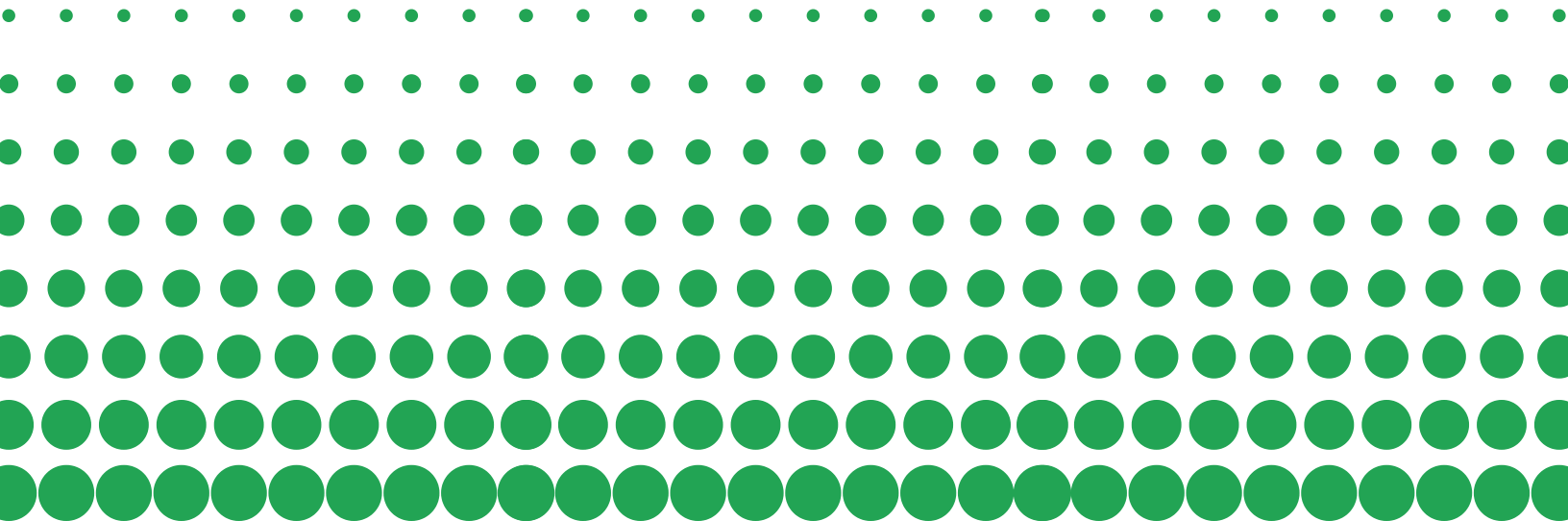




Sustainability Report - 2024



Welcome

About Our Sustainability Report

This report marks McNay Truck Line's first Sustainability Report. While we have long prioritized efficiency in our operations and the well-being of our team, this report serves as a reflection of the deeper commitment we've made to track and transparently communicate our impact on people and the planet. It outlines the key areas where we've made progress and our ambitions for a more sustainable future.



2023 BASELINES: MCNAY'S ENVIRONMENTAL & SOCIAL IMPACT



ENVIRONMENTAL IMPACT

- **Energy Use (2023 Baseline):** 596,219.14 kWh across our two locations.
- **Greenhouse Gas (GHG) Emissions:** Scope 1 is 21006.48 Co2e and Scope 2: is 373.19 Co2e for 2023 (location-based).
- **Air Pollution Assessment:** One air pollution assessment completed via SmartWay in 2023.
- **Waste Review:** 648 Metric Tonnes (MTs) for 2023 for landfill, and we had 194.23 Tonnes for sludge in 2023.



SOCIAL IMPACT

- **Living Wage Commitment:** In 2024, 100% of our employees earned a living wage, and we aim to maintain this moving forward.
- **Employee Benefits:** 100% of our full-time employees are eligible for health insurance, benefits, and a 401K.
- **Training & Development:** Employees received an average of 4 hours of training in 2023, covering safety, operational efficiency, and sustainability.
- **Ethics & Social Integrity:** Zero incidents of child labor, modern slavery, or corruption were reported.



ETHICAL PRACTICES & IT SECURITY

- **Corruption and Bribery:** No corruption incidents were reported in 2023.
- **IT Security:** We completed one IT security risk assessment and onboarded a new IT vendor to enhance our information technology risk management systems.



SUPPLIER SUSTAINABILITY

- **Supplier Assessments:** In 2023, we assessed our top 10 suppliers by spend:
 - 20% have implemented environmental strategies.
 - 50% have developed human rights/safety strategies.

Our Priority SDGs

McNay Truck Line is dedicated to aligning our business practices with global sustainability standards. In our journey to become a more responsible and forward-thinking company, we have identified three key United Nations Sustainable Development Goals (UN SDGs) that resonate with our mission and operations.



SDG 3: Good Health and Well-being

McNay Truck Line promotes safety by conducting regular vehicle maintenance and investing in driver safety training programs. These efforts help reduce road traffic accidents and support the well-being of both employees and the community.



SDG 9: Industry, Innovation and Infrastructure

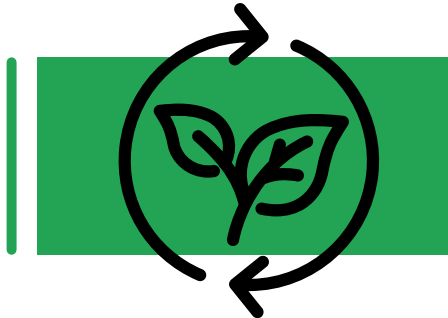
We invest in fuel-efficient trucks and innovative logistics systems to boost operational efficiency. This supports the development of sustainable infrastructure, driving long-term growth and resilience in the transportation industry.



SDG 13: Climate Action

McNay Truck Line is reducing its environmental impact by using fuel-efficient technologies, optimizing routes, and providing sustainability training. These actions help lower emissions and contribute to global climate action efforts.

Environmental Stewardship



Reducing Our Footprint

Initiatives

- **Fleet Maintenance:** We prioritize keeping our fleet well-maintained, with routine maintenance every 7000 miles. This prevents unnecessary replacements and supports a more efficient, cleaner operation.
- **Route Optimization:** Through PC Miler and CoPilot GPS, we optimize routes to reduce idling and minimize traffic delays, enhancing fuel efficiency.
- **Air Pollution & Emissions:** We conduct annual SmartWay assessments to track and improve air quality and emissions from our fleet.
- **Employee Training on Sustainability:** Our staff undergoes 'Sustainability 101' training to build awareness of sustainable practices.

Key Issues	Baseline	Targets
Energy consumption & GHGs	<ul style="list-style-type: none"> • During our baseline year of 2023, we consumed 596,219.14 kWh of energy across our two locations. • Our GHG emissions for Scope 1 were 21006.48 CO2e and for Scope 2 (location-based) were 373.19 CO2e for baseline year 2023. We have 180 employees in 2023. 	<ul style="list-style-type: none"> • Our goal is to reduce energy consumption by 5% by 2026, based on our 2023 baseline. • We aim to reduce our Scope 1 and Scope 2 GHG emissions intensity by 5% (by employee count which is an intensity-based target) by 2026 and start calculating Scope 3 emissions by 2026.
Air Pollution	In our baseline year of 2023, we completed 1 air pollution assessment for our trucks using the SmartWay program.	Our target is to maintain 1 air pollution assessment for our trucks each year.
Waste Management Measures	<ul style="list-style-type: none"> • In 2023, we had 648 MTs of landfill waste from our 2 facilities. • In 2023, we had 194.23 Tonnes of sludge picked up. 	<ul style="list-style-type: none"> • Our goal is to reduce waste to landfill by 5% by 2026, from our 2023 baseline. • Our goal is to reduce sludge by 5% by 2026, from our 2023 baseline.

Social Responsibility



Empowering Our Workforce

Initiatives

- **Harassment Prevention:** All employees receive mandatory harassment prevention training.
- **Diversity & Inclusion:** We encourage diversity in our hiring process, with all job applications including a statement welcoming diverse applicants.
- **Employee Development:** Every employee has access to training and opportunities for internal mobility, with annual performance reviews.
- **Work-Life Balance:** We emphasize work-life balance by providing our employees with free weekends, and ensuring 'no-touch loads.' We strive to give a good amount of home time to our employees who spend their days on the road.

Key Issues	Baseline	Targets
Employee Health & Safety	For our baseline year of 2023, we recorded 7 DOT (Department of Transportation) recordable accidents and 5 Lost Time WC (Workers' Compensation) cases.	Our goal is to strive for 0 DOT (Department of Transportation) recordable accidents and 0 WC (Workers' Compensation) cases in 2025.
Living Wage	In our baseline year of 2023, 100% of our employees received a living wage.	Our goal is to maintain 100% living wage for all employees in 2024, indefinitely.
Working Conditions	In our baseline year of 2023, 100% of our full-time employees were eligible for health insurance and benefits, including a 401K plan.	Our target is to maintain 100% eligibility for health insurance and benefits for all employees by 2025.
Career Management & Training	For our baseline year of 2023, employees received an average of 4 hours of training.	Our target is to increase the average training hours to 5 hours per employee in 2024.
Migrant Worker Declaration & Child Labor, Forced Labor & Human Trafficking	We had 0% incidents related to child labor, forced labor, or human trafficking for our baseline year 2023.	Our goal is to maintain 0% incidents for child labor, forced labor, and human trafficking each year.
Diversity, Equity and Inclusion	0% employees were trained on Diversity, Equity, and Inclusion (DEI) for baseline year 2023.	Our target is to ensure that 100% of employees are trained on DEI by 2025.

Ethical Practices & Supplier Engagement



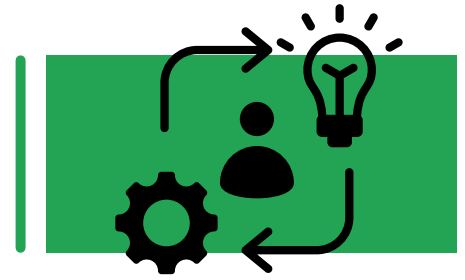
Initiatives

- **Corruption Awareness:** We offer annual training on corruption and bribery awareness.
- **Data Security:** We take a responsible approach to information management and regularly assess risks to maintain the highest standards of data security.
- **Supplier Risk Review:** In 2023, we reviewed our top 10 suppliers by spend, focusing on their environmental certifications, social commitments, and human rights strategies.

Key Issues	Baseline	Targets
Corruption	In our baseline year of 2023, 0% of employees received training on ethics and corruption.	Our target is to have 100% of employees trained on ethics and corruption by the end of 2024.
Responsible Information Management	Zero (0) IT security assessments conducted in 2023.	Conduct one (1) IT security risk assessment in 2024 to identify potential vulnerabilities.
Supplier Environmental Practices	In our baseline year of 2023, 20% of our top 10 suppliers had environmental practice standards.	Our target is to increase the percentage of suppliers that have environmental standards practices to 25% by 2026 from the baseline of 2023.
Supplier Social Practices	In our baseline year of 2023, 50% of our top 10 suppliers had social and human rights practice standards.	Our target is to increase the percentage of suppliers that have social and human rights standards practices to 60% by 2026 from the baseline of 2023.

Looking Down The Road

Our Future Goals



As we continue our sustainability journey, McNay Truck Line is committed to advancing our environmental and social efforts. In the coming years, we will deepen our focus on reducing emissions, improving operational efficiency, and enhancing the well-being of our employees.

Key areas of progress will include focusing on our employees and their well-being, implementing sustainable materials in our operations, and introducing self-assessments for our suppliers. By setting ambitious goals and regularly assessing our impact, we aim to build a more resilient and responsible company that continues to deliver value to both our business and the environment.

01

Materials & Resources

Committed to sustainable sourcing, we will keep focus on reducing waste, using recyclable resources, and optimizing our supply chain to minimize environmental impact. Every step of our material usage—from sourcing to disposal—reflects our commitment to long-term sustainability.

02

Employee Well-being and Training

Our employees are essential to our sustainability journey, and we prioritize their health, safety, and professional growth. We're enhancing our wellness programs, expanding training in sustainable practices, and supporting initiatives that promote a healthy work-life balance. By investing in our people, we ensure they are empowered and equipped to drive our sustainability goals forward.

03

Supplier Self-Assessments

Implementing self-assessments and a Supplier Code of Conduct will help ensure that our partners align with our environmental and ethical standards. This approach encourages transparency, accountability, and a shared commitment to sustainable practices within our supply chain.

Acknowledgements



We would like to extend our gratitude to all those involved in the creation, review, and implementation of McNay Truck Line's first Sustainability Report. This report marks a milestone in our journey toward becoming a more sustainable business.

We thank you for your continued support in our efforts to build a lasting sustainability roadmap.

Contact

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Appendix

Appendix 1: SASB Alignment & Metrics

Table : Sustainability Disclosure Topics & Metrics for Road Transportation

Topic	Metric	Category	Unit of Measure	Code	McNay Truck Line
Greenhouse Gas Emissions	Gross global Scope 1 emissions	Quantitative	Metric tonnes (t) CO ₂ -e	TR-RO-110a.1	21006.48 Co2e
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	n/a	TR-RO-110a.2	McNay Trucking's Scope 1 emissions strategy focuses on minimizing fuel use in company-owned vehicles and equipment. In the short term, McNay will optimize routes and encourage efficient driving practices to reduce fuel consumption. Long-term plans include exploring low-emission vehicles and potentially transitioning to alternative fuels. Target is 5% Scope 1 reduction by 2026 (intensity target based on 2023 baseline employees 180). Emissions reduction targets are set annually, with ongoing tracking to ensure progress toward these goals.
	(1) Total fuel consumed, (2) percentage natural gas and (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	TR-RO-110a.3	1) 2253780 gallons of fuel plus 7925.13 natural gas GJs which is 318,946.77 GJ, 2) percentage natural gas 2.48%, 3) 0% renewables
Air Quality	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, and (3) particulate matter (PM10)	Quantitative	Metric tonnes (t)	TR-RO-120a.1	1) NOx 84.7539 2) SOx, not tracked 3) PM 10 at 1.6011 MTs
Workforce Conditions, Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	Rate	TR-RO-320a.1	1) not tracking TRIR, 2: 0, 0
	(1) Voluntary and (2) involuntary turnover rate for all employees	Quantitative	Percentage (%)	TR-RO-320a.2	1) not tracking, 2) not tracking
	Description of approach to managing short-term and long-term driver health risks	Discussion and Analysis	n/a	TR-RO-320a.3	McNay ensures driver health and safety through regular training, comprehensive truck assessments, adherence to an updated operations manual, and specialized hazmat training, equipping drivers to manage both immediate and long-term health risks effectively.
Accident & Safety Management	Number of road accidents and incidents	Quantitative	Number	TR-RO-540a.1	7 DOT (Department of Transportation) recordable accidents
	(1) Number and (2) aggregate volume of spills and releases to the environment	Quantitative	Number, Cubic metres (m ³)	TR-RO-540a.3	1) 0, 2) 0
Activity Metrics	Revenue tonne-kilometres (RTK)	Quantitative	RTK	TR-RO-000.A	Not tracking
	Load factor ²	Quantitative	Number	TR-RO-000.B	Not tracking
	Number of employees, number of truck drivers	Quantitative	Number	TR-RO-000.C	180, 130

Appendix2 : United Nations Sustainable Development Goals (UN SDGs)

McNay Truck Line is committed to contributing to the UN Sustainable Development Goals through actions that enhance safety, improve efficiency, and reduce environmental impact. By aligning with SDG 3: Good Health and Well-being, SDG 9: Industry, Innovation, and Infrastructure, and SDG 13: Climate Action, McNay invests in fuel-efficient trucks, fuel-saving technologies, and resilient practices to reduce emissions and strengthen operational safety.

The table below highlights specific SDG targets, actions taken, and their direct impact on McNay's commitment to a safer, more sustainable future in transportation.

SDG	Target	Action	Impact
SDG 3: Good Health and Well-being	Target 3.6: Halve road traffic deaths by 2020	Implement driver training programs focused on safe driving practices, including fatigue management and defensive driving.	Reduce accidents and improve driver and public safety.
SDG 9: Industry, Innovation, and Infrastructure	Target 9.1: Develop sustainable infrastructure	Invest in advanced fleet management that enhance route efficiency, vehicle maintenance tracking, and overall fleet performance.	Increase efficiency, reduce downtime, and support reliable service.
SDG 13: Climate Action	Target 13.1: Strengthen resilience to climate hazards	Adopt eco-friendly fleet options, such as using alternative fuels (e.g., biodiesel or electric where feasible) and exploring partnerships to offset emissions	Reduce emissions, improve fuel efficiency, and support long-term environmental resilience.