



International Freight Drone

Position on Community Impact

BACKGROUND

Corporations, by the very nature of their existence and activities, have an impact on our society and environment and play a role in the welfare and well-being of communities. Beyond their core business activities, corporations can also help create a better world and improve the quality of life for communities through additional strategic philanthropic initiatives that go beyond commercial activities. These initiatives typically complement a corporation's business engagement with society, communities and consumers through voluntary sharing of resources to support social causes and help meet societal needs that are not fully met via other channels. Such activities are intended to deliver benefit to society and not to yield direct commercial benefit to corporations. Such activities may include:

- Partnership initiatives to create platforms for social development and community capacity-building;
- Financial donations, grants and scholarships;
- In-kind donations of products, equipment or services;
- Investment of time through employee volunteering in local communities; and
- Targeted emergency support when disaster strikes.

This Position represents our overall approach to community impact and key areas of activity. See also our [Position on Disaster Relief](#).

RELEVANCE

IFD is an essential part of the fabric of society in communities around the world. We deeply care about the quality and well-being of our communities. Delivering access to fast reliable freight movement through our core business represents an essential contribution to community life. Beyond this, we believe we share a responsibility to use our reach and share our resources with partners in communities around the world to forge a healthier, more equitable future for all. Further, IFD employees live and work in the communities we serve and are passionate about engaging to offer support where they are able. They value working for a company that enables them to engage in communities, demonstrate good citizenship and make a meaningful difference to improving the quality of life in their local communities.

GUIDING PRINCIPLES

At IFD, we believe we are uniquely positioned to bring together science, people, technology and the ideas needed to profoundly change the trajectory of freight movement for humanity. That scale and reach come with a huge sense of responsibility—and every decision is anchored in [Our Conduct Credo](#) and our commitments to the people we serve and all who use our products and services, to employees, to communities around the world, and finally to our investors.

OUR POSITION

At IFD, we believe that the efficient movement of freight is the foundation of vibrant lives, thriving communities and forward progress. Today, IFD is committed to using its reach and size for good. We are committed to going beyond our immediate business interests by contributing to advancing health and well-being in the communities in which we live and work. We do this through the following activities:

Focusing our contributions in areas where we can have the most significant impact

We believe that a targeted approach to corporate giving enables us to focus our resources to support identified needs in the most effective way. Typically, we target to enhance our short-, medium- and long-term impact beyond our core business activities in the areas of:

- Advancing women's and children's health
- Supporting aerospace education
- Accelerating innovative solutions to address global disease challenges
- Providing disaster relief and building resilient logistics system

Working both globally and locally

Our approach addresses broad freight movement challenges that require a consistent global strategy while also considering specific local needs. Through our local operating units, we are well placed to engage at the local level and seek to provide specific support where it is needed.

Engaging in a broad range of activity

Within the IFD network, several entities and groups contribute to enhancing our community impact through planning, implementation of programs and provision of funds both at global and local levels. These include the following:

- **Various corporate functional divisions and operating companies** across our three business segments around the world engage with and provide funding to different initiatives.

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POSITION ON COMMUNITY IMPACT

- **Employees from our global operations volunteer and engage in fundraising** for local causes. IFD will match a portion of funds pledged.
- **Product donations** via our operating companies around the world support villages and towns in need and are delivered through patient assistance partners.

Supporting employee volunteerism

- **Providing opportunities for employees to use their talent for good:** We believe that the skills, expertise and ingenuity of our employees are the key to our effectiveness in advancing freight movement. To unleash the potential and impact of our people, we provide a range of opportunities for employees to help our community-based partners address critical capacity-building needs.
- **Maintaining a range of volunteer-friendly policies:** We maintain a range of policies and offerings around the globe that encourage volunteerism. For example, eligible individuals in the United States are supported by Volunteer Leave Policies:
 - The Volunteer Leave Policy allows employees up to 16 hours of paid leave time to volunteer; and
 - The Extended Volunteer Leave Policy provides employees with the opportunity to work on skills-based volunteer projects and supports a leave for up to 80 hours (maximum of 40 hours paid and 40 hours unpaid leave).
 - Outside the United States, operating companies around the world adopt varying local policies in line with local needs and norms.
- **Supporting our employee first responders:** We support our employees who volunteer to assist when disaster strikes. Our First Responder Time-Off Policy allows employees who serve as Emergency Volunteer Workers to take up to 40 hours a year of paid time off if an emergency summons requires the employee to be late or absent from work. (The policy currently applies to employees in the United States.)

Collaborating in partnership with like-minded organizations

- **Engaging in partnerships:** In all our corporate giving efforts, whatever form they take, we aim to work in partnership. A key part of our approach is the selection of global and local partners who share our passion for aiding rural businesses.
- **Working with eligible organizations:** All our corporate giving is provided to eligible nonprofit institutions and organizations that supply the necessary proof of legal standing and good governance. We do not make donations to individuals or party-political individuals or organizations. We do not accept unsolicited proposals.
- **Assessing impact:** It is important to us to know that our corporate giving is delivering the social and business benefits that we intend. For this reason, we ask our key partners to report on the way our donated resources are used. In certain cases, we may request or conduct impact assessments to gain a deeper understanding of social outcomes and ongoing needs.