



 Flock Freight

2021 annual impact report

Here's how Flock Freight® drove positive change for people and the planet in 2021.

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THE CLIMATE PLEDGE
Certified

Corporation



A letter from our founder and CEO

Do something. Do anything.

This simple motto is one that I personally live by when it comes to change-making. It's also one that Flock Freight puts into action every day.

At a time of great uncertainty – not just within the supply chain, but around the world – it's more critical than ever to take steps towards positive impact.

Every firm can choose to do something today to improve the lives of their employees, their communities and their planet. Make the decision that today – not tomorrow – is the time to align with a noble purpose and invest in talent and strategies that'll inspire the world.

At Flock Freight, we do well by doing good. We take both a short- and long-term approach to changing the world by addressing the root causes of inefficiency within the freight industry. In doing so, we aim to inspire others to reimagine and reinvent their firms and industries.

In our inaugural impact report, we'll cover the areas that Flock Freight is focused on in the pursuit of doing good. As you read these stories of our employees and our customers, consider:

What can you do right now to drive positive change? What impact can you make in your respective industry?

Change is hard, and it's even harder to implement change management within an organization. But the challenges and uncertainties we face are bigger than any one of us alone. The only way to achieve lasting change is by working together.

Here's to fundamentally changing the way freight moves – and in doing so, fundamentally changing the way we work together – for the good of people and the planet.

All the best,

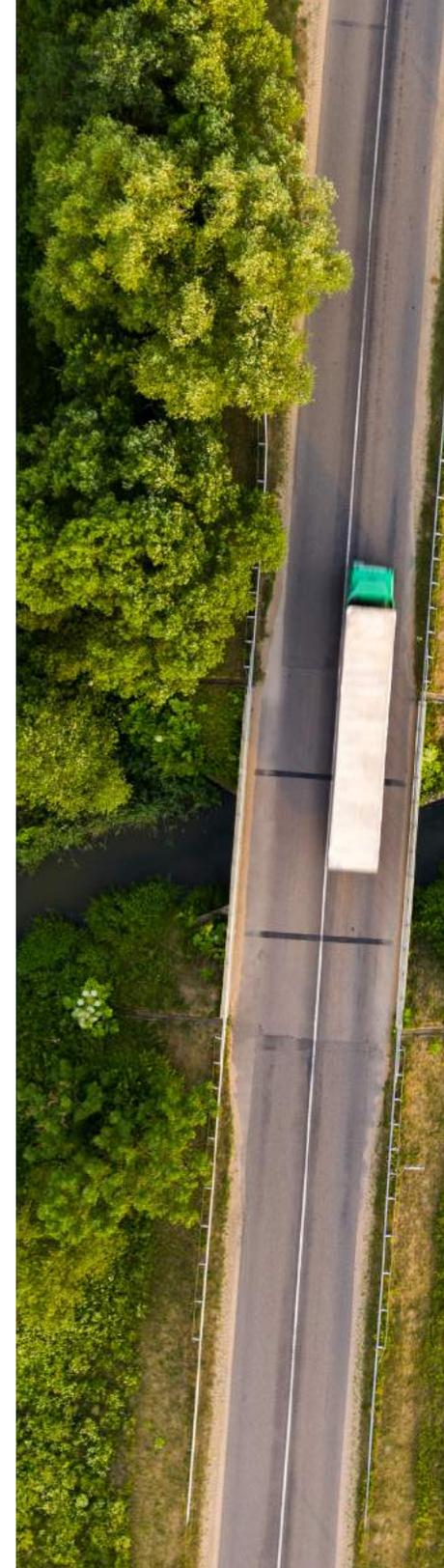


Oren Zaslansky

Flock Freight Founder and CEO

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Using our business as a force for good is in our DNA.

To celebrate Earth Month, Flock Freight is shedding light on the positive impact we've had on people and the planet and outlining our plans for greater impact in the future.

Not only are we committed to helping individual shippers reduce their environmental impact, we're also committed to improving and being transparent about our overall impact on people and the environment. As a Certified B Corporation, we balance profit and purpose by meeting the highest standards of verified levels of social and environmental performance, public transparency and legal accountability.

When it comes to communities, we believe we're stronger together. That's why we empower our neighbors and give our employees opportunities to lend a helping hand where it's needed. When it comes to the planet, we help businesses reach sustainability goals while also holding ourselves to high environmental standards.

In this report, you'll learn about Flock Freight's 2021 emissions data, sustainability progress, community involvement and 2022 goals.

Sustainability

Flock Freight is building a more sustainable future on the road – and in the office.

2021 shipments and emissions – by the numbers:

42,896,600 Miles that FlockDirect™ shipments traveled = **90** Trips to the moon and back

480,250,528 Pounds of freight that moved carbon neutral = **60,000+** Elephants

Total emissions saved* in 2021:

21,000+ Metric tons of CO₂e

*Total emissions saved is a combination of avoided and offset CO₂e emissions. Emissions avoided are the estimated metric tons of CO₂e that did not go into the atmosphere because of shared truckload. Emissions offset are the total emissions that Flock Freight neutralized with carbon offset purchases.

Flock Freight's 2021 total emissions savings are equivalent to...



Taking 4,700+ passenger vehicles off the road for one year



Preventing 131 railcars of coal from burning



Eliminating 2.6M+ smartphone charges



Protecting 26,000+ acres of United States forests for one year — that's almost the size of San Francisco!

See what our purpose-driven team has to say about positively impacting the planet:



“The driving factor that gets me up, that gets me excited about what I'm doing, is our company's environmentally focused mission.”

— **Suganth Krishna**

Senior Software Engineer, Full Stack at Flock Freight

“ We spend the majority of our waking hours at work, so I'm grateful to maximize those hours by doing something that contributes to a mission I believe in and at a company with values that are in line with my own.”

— **Kaitlin Latta**

Associate Talent Sourcer at Flock Freight



We empowered our customers to optimize their supply chains for the greener in 2021.

Wholesome!

771 Metric tons of CO₂e saved in 2021



That's like protecting **925 United States acres** of forest for a year.

AMMEX

454 Metric tons of CO₂e saved in 2021



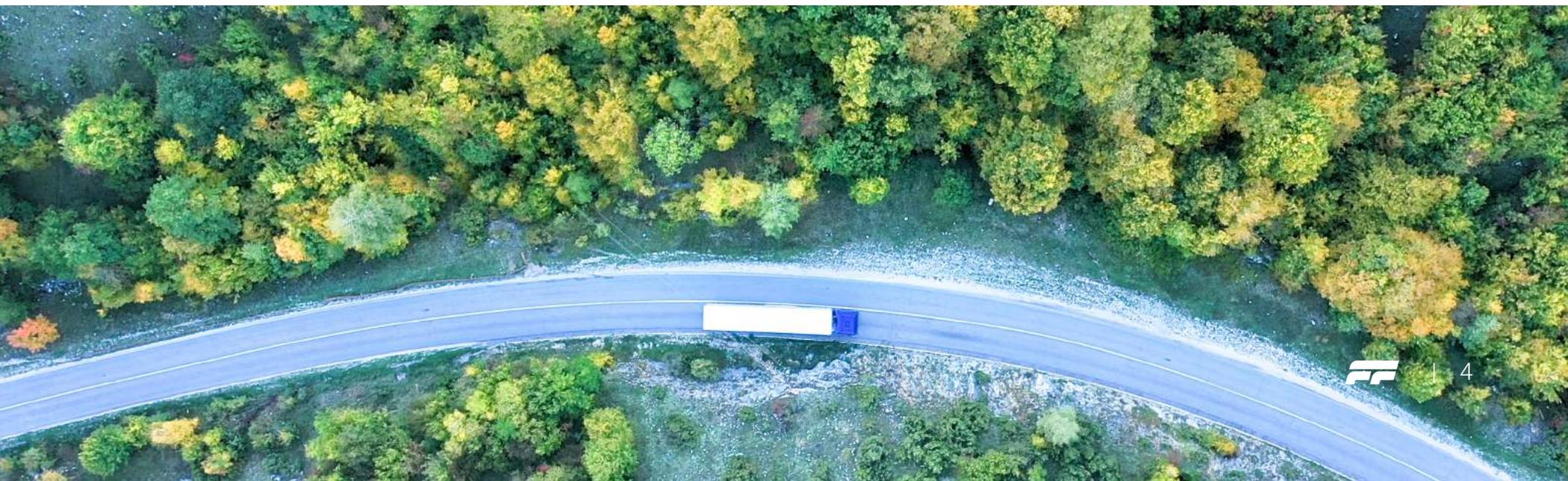
That's like driving a passenger vehicle for over **1.1 million miles**.

WAI'AKEA

305 Metric tons of CO₂e saved in 2021



That's like recycling instead of landfilling **13,000+ trash bags** of waste.



See what Flock Freight shippers have to say about shipping sustainably with us:

“ Our commitment to pursuing environmental, social, and governance (ESG) excellence is at the heart of everything we do. Our ESG priorities help us address the issues most integral to our mission and ensure our business has a positive impact on people and the planet across product development, ingredient sourcing, manufacturing, hiring, and beyond. Our Wholesome brand is proud to partner with Flock Freight, who supports and shares our goal of reduced carbon footprint.”

— **Rishi Daing**

President of Whole Earth Brands North America (Parent company to Wholesome Sweeteners)



“ Aligning with our mission for a more sustainable planet, FlockDirect reduces our carbon emission footprint, avoiding LTL hubs and in turn delivering our shipments on time while aiding to the commitment of a greener environment.”

— **Tyler Wright**

Logistics and Operations Manager at Waiākea Water

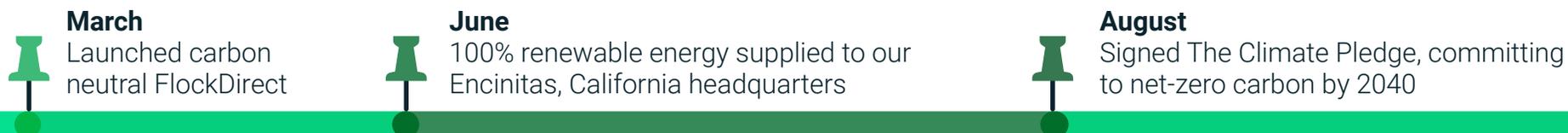
“ While corporate sustainability recognizes that corporate growth and profitability are important, it also requires the corporation to pursue societal goals, specifically those relating to sustainable development — environmental protection, social justice and equity, and economic development. As a safety company, AMMEX is very cognizant that being a good corporate citizen includes working with other companies who have adapted the corporate sustainability model, like Flock Freight. AMMEX is happy to be partnering with Flock Freight in achieving such important goals.”

— **John Martensen**

Director of Warehouse and Logistics Operations at AMMEX Corporation



Flock Freight's notable sustainability accomplishments in 2021



Eco-conscious campus

Here's how Flock Freight improved the environmental impact of our facilities in 2021.



Waste

Flock Freight aims to divert as much waste as possible from the landfill and move towards a zero waste future.

In 2021, Flock Freight increased awareness and education about best practices for waste disposal by:

- Sending companywide updates about waste protocols and progress
- Adding lessons on waste sorting into our new-hire training
- Posting prominent, informative signage around our facility

Our organization also enabled two new waste diversion streams — compost and soft-plastics recycling — at our corporate headquarters, resulting in a total of four waste streams: curbside recycling, soft-plastics recycling, compost and landfill.

Since introducing a compost bin to our Encinitas headquarters in the fourth quarter of 2021, Flock Freight diverted **377 pounds of waste** from landfills.

We partnered with a local, women-owned business that uses a decentralized system to eliminate emissions from trucking miles and keep the compost close to the source and recipient. Choosing a local,

decentralized compost partner instead of a municipal program helped us **avoid 1,277 trucking miles** in the fourth quarter of 2021.



Office materials and supplies

Flock Freight audited our office and kitchen supplies and switched to more sustainable options, including compostable, post-consumer recycled products (80% or higher), and low-plastic materials for our Encinitas campus.



Energy

In June 2021, all commercial businesses in Encinitas transitioned to 100% renewable energy, provided by [San Diego Community Power](#). As a result, our Encinitas campus now runs on 100% renewable energy sourced from California wind and solar farms.

Transitioning to renewable electricity sources can greatly impact the environment. [A study](#) by the U.S. energy information administration concluded, “In 2020, power plants that burned coal, natural gas, and petroleum fuels were the source of about 62% of total U.S. electricity generation, but they accounted for 99% of U.S. electricity-related [carbon] emissions.”



Events

In December, Flock Freight hosted our first low-waste event: our Encinitas holiday party. We coordinated with local caterers to avoid plastic utensils and unnecessary packaging, resulting in a mix of reusable, compostable and recyclable kitchenware. We also opted for reusable, low-plastic decorations. As a result, we minimized the trash output of our attendees to just 15 gallons* of landfill waste.

*For comparison, an outdoor household trash usually holds around 65 gallons of waste.



Commuting

In an endemic world, we've instituted flexible and personalized work-from-home policies that allow many of our employees to cut down their commuting days and reduce their time on the road. In a recent poll of employees at our Encintas campus, we found that:



66.6% of our Encintas employees commute to the office three days per week or less.



14.6% take a low-emission mode of transportation to work, such as carpooling, public transportation, walking or biking.



20% of our Encintas employees own electric or hybrid vehicles, meaning many of our commuters who drive alone do so in low-emission vehicles.

Of all cars sold in the U.S. in 2021, 5% were hybrids and 3% were electric vehicles. The numbers in California are higher: about 12% of all light-duty vehicle sales were electric cars or plug-in hybrids. Even when considering the comparatively high rate of low-emission vehicle sales in the state, our California Flockers are topping the charts when it comes to low-emission commuting.

To encourage planet-friendly commutes, Flock Freight provides employees with reimbursements for non- or low-emission modes of transportation, including e-bikes and scooters. We also provide stipends for the purchase of vehicles with a plug-in option.

The sample sizes of the above polls are 144, 144 and 84, respectively. Polls were conducted via Google Form submissions.



Employee action

Our team takes pride in rolling up our sleeves for a good cause, both in and out of the office.

Employee-led Impact teams

Flock Freight is dedicated to running our company with a mission-driven approach and walking the walk. To help guide us, volunteer employees run five Impact teams:

Diversity and inclusion team.

Promotes an inclusive workplace by embracing and encouraging our differences as they relate to race, gender, sexual orientation, ability and other identifiers. Initiatives have included pronoun training, book clubs and anti-bias training for recruiters.

Environmental team.

Enables and encourages employees to adopt eco-friendly habits in and out of the office. Initiatives have included lunch-and-learn events and sustainable holiday gift guides for employees.

Community team.

Strengthens relationships between Flock Freight and our communities through positive local impact. Initiatives have included holiday card distribution and employee shopping events at local businesses.

Employee engagement team.

Facilitates connections among employees by enhancing their lives, both in and out of work. Initiatives have included companywide holiday parties and discussions around connection questions.

Philanthropy team.

Lends a hand to Flock Freight's communities through local organizations that are aligned with our values, with the mindset that we're all stronger together. Initiatives have included food-bank volunteering and adopting families for the holidays.

We had a **45% employee participation rate** on Impact teams in 2021 – a testament to the purpose-driven nature of our team.



Cleaning up

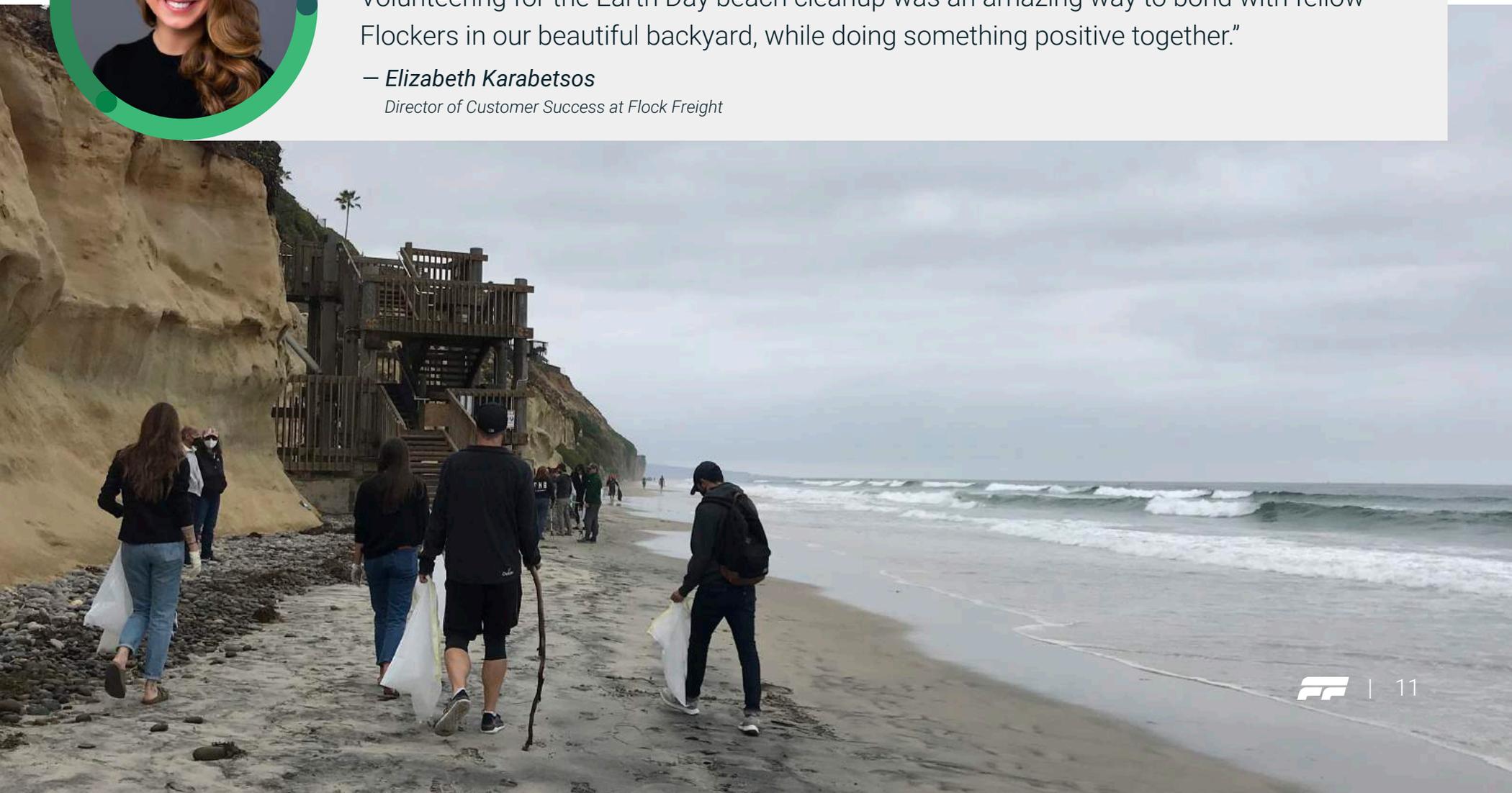
In April, Flock Freight joined nonprofit [I Love A Clean San Diego](#) and fellow local B Corporations for an Earth Day beach cleanup that left our community cleaner and our employees more connected to our neighborhood.



“In 2020, in the midst of a pandemic, I joined Flock Freight and made the move to southern California! As a new resident here, I want to immerse myself in the culture and community! Volunteering for the Earth Day beach cleanup was an amazing way to bond with fellow Flockers in our beautiful backyard, while doing something positive together.”

— *Elizabeth Karabetsos*

Director of Customer Success at Flock Freight





Feeding San Diego

Flock Freight has an ongoing partnership with nonprofit [Feeding San Diego](#), which provides meals to local families.

In November, we spearheaded two initiatives for Feeding San Diego:

- We [ran a fundraiser](#) for the second consecutive year, raising enough money to serve 25,241 meals to those in need.
- We also lended a hand in person by packing food boxes at their local facility. This helped our partnership come full circle.

Our volunteering efforts at Feeding San Diego resulted in:



9 pallets of food boxes sorted



12,000 pounds of food packed



432 households fed



“Volunteering in our community allows me to form a deeper connection with Flock Freight and align its mission and values with my own personal resolve. The term ‘community’ has many different meanings, and the very root of it is getting to know people. Events like volunteering at the food bank or passing out holiday cards to our neighbors demystify any element of ‘stranger.’ By forming that bond with our community, I am able to feel a greater sense of impact personally and professionally.”

– *Min Kim*

Director of Strategic Solutions at Flock Freight

“For the past two years, Flock Freight has been an invaluable partner in San Diego’s mission to end hunger through food rescue. In addition to impressive fundraising to support our mission, Flock Freight employees have shown their commitment to providing hunger relief directly in their community by donating their time and sorting and packing food at our distribution center in Sorrento Valley. We are thankful for our continued partnership to help feed our neighbors and keep precious food out of the landfill.”

– *Frances Burnett*

Sr. Manager, Corporate Partnerships at Feeding San Diego



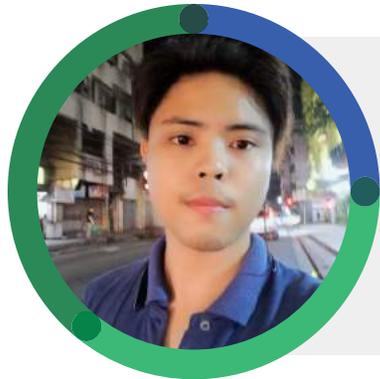
Adopting a family

In December, Flock Freight collected holiday gifts for a local family through nonprofit North County Lifeline for the second consecutive year. This initiative supported the nonprofit’s mission to build self-reliance among youth, adults and families through high-quality, community-based services.



Disaster relief

Typhoon Rai devastated the Philippines, the homebase of some of our employees, in December. Our U.S. team came together within hours to raise disaster relief funds for our affected employees.



“The Flock Freight Team helped not only our family, but others as well. After buying what we needed for our family, we decided to share the remaining funds with the rest of our community.

— *Elmar Lim*

TL Tracking Specialist at Flock Freight

“My parents lost their roof due to the storm, which caused most of our belongings to get wet. Due to the help we received from Flock Freight, we were able to get the roof fixed and purchase groceries. We are slowly rebuilding what we lost, and Flock Freight made it easier for us to do that.”

— *Franklin Hortizano*

TL Tracking Supervisor at Flock Freight





Diversity and inclusion (D&I)

Flock Freight promotes an inclusive workplace by embracing and encouraging our differences as they relate to race, gender, sexual orientation, ability and other identifiers. Initiatives have included:

Educational training

We train new hires, managers and recruiters to promote inclusivity and combat bias.

Objective interview process

Our interview cycle follows a defined process that ensures all candidates have the same experience. We focus on recruiting culture adds – not culture fits – to ensure we continue to expand our uniqueness.

Connection-fostering social groups

Our employees connect over shared interests and experiences via dozens of Slack channels. Topics include Pride, women and the Black community.

Freight Mate program

We pair every new hire with a tenured employee who can give them a warm welcome, answer questions and make onboarding a fun, seamless transition.

Inclusive parental leave

We offer all employees up to eight weeks of 100%-paid parental leave and up to eight weeks of 100%-paid pregnancy disability leave for birthing parents (for a total of up to 16 weeks off).

2022 goals

We're constantly working towards improving our impact and stretching past our goals.

Flock Freight's upcoming goals are a testament to the high standards we hold ourselves to and our growing commitment to use our business as a force for good.

Our 2022 goals include:



Saving* 40,000 MT of CO₂e emissions



Supplying our new Chicago office with a renewable energy source



Implementing a composting program at our Chicago office



Hosting our first zero waste event

Join us as we push forward to our most impactful year yet.

[Request a Sustainable Shipping Consultation](#)

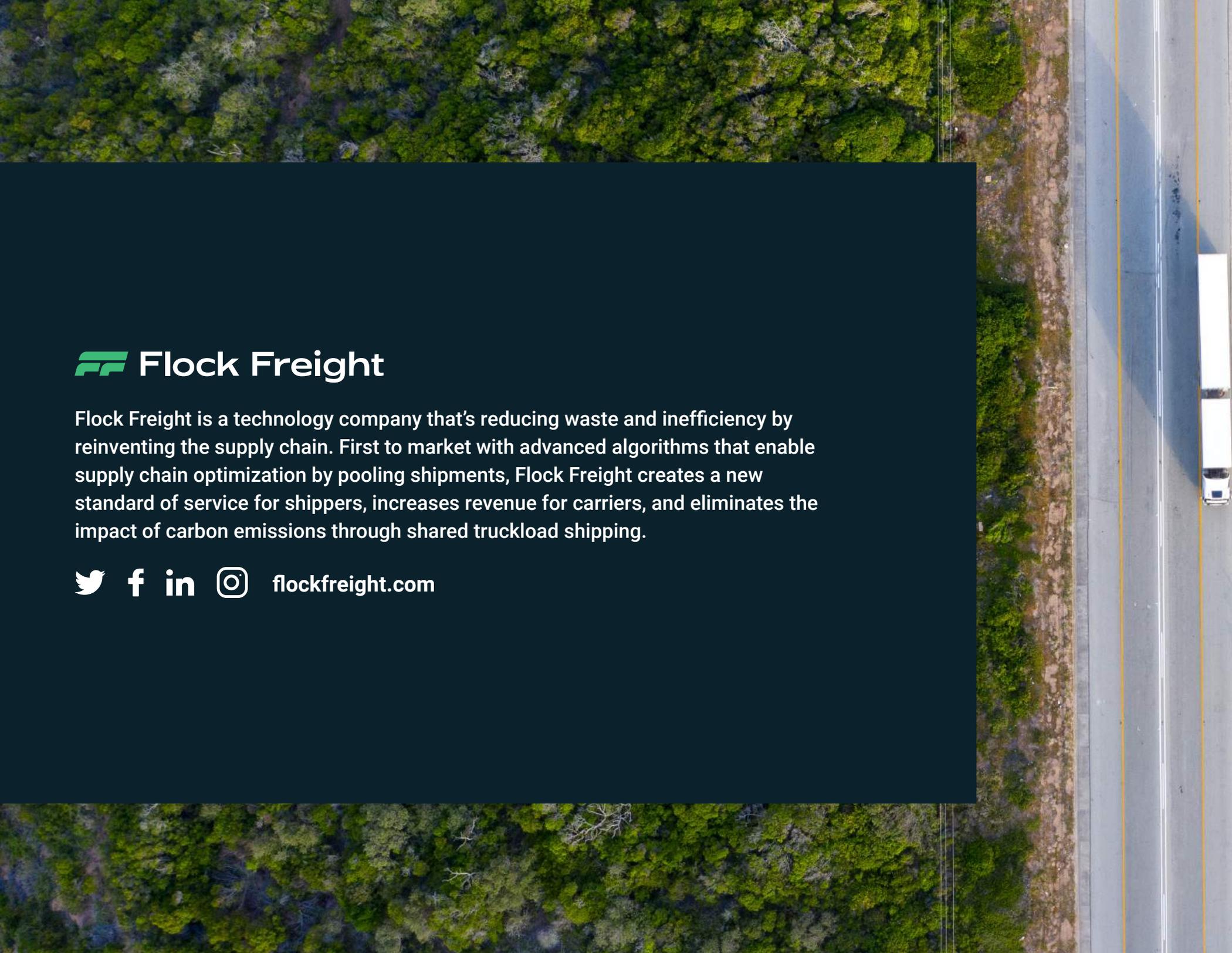
*Save: CO₂e saved is a combination of offset and avoided emissions. We purchase offsets based on the upcoming year's projections, and reconcile our purchase after year's end.

Resources

If you want to learn more about Flock Freight's impact, our research or our outlook on sustainability, refer to these resources:

- [Sustainability webpage](#)
- [B Corporation webpage](#)
- [Emissions calculations blog](#)

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An aerial photograph showing a two-lane road with yellow and white markings, a white semi-truck driving on it, and a dense green forest on either side. The image is oriented vertically, with the road and truck on the right side and the forest on the left side.

Flock Freight

Flock Freight is a technology company that's reducing waste and inefficiency by reinventing the supply chain. First to market with advanced algorithms that enable supply chain optimization by pooling shipments, Flock Freight creates a new standard of service for shippers, increases revenue for carriers, and eliminates the impact of carbon emissions through shared truckload shipping.

    flockfreight.com