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December 2021

## **ATL Partners ESG Spotlight: Pilot Freight Services**

It's our pleasure to highlight ESG developments at Pilot Freight Services ("Pilot," or the "Company") under ATL's ownership. Pilot is a full-service provider of freight forwarding, e-commerce home delivery, and logistics services with 90+ locations globally and 185+ international partners. Over half of the Company's business is B2C e-commerce, focused on home delivery of heavy, hard-to-handle goods such as exercise equipment, indoor and outdoor furniture and large appliances and electronics. ATL incorporates ESG in all stages of the investment cycle, from due diligence through management and sale of a business.

### **Pilot Freight Services: Establishing ESG**

When ATL acquired Pilot in 2016, the Company was a closely-held, family-run business with a strong reputation for customer service. During diligence, ATL identified the opportunity to drive value through institutionalizing Pilot's management, infrastructure and processes, including developing policies regarding ESG, implementing those policies, and tracking implementation at the management and board level. While ATL mandates that its portfolio companies implement specific ESG practices, Pilot has embraced being an ESG thought-leader within freight forwarding.

Today, ESG is formally overseen by Lisa Coyle, Pilot's Chief Administrative Officer, who reports on the progress of ESG strategic initiatives to Pilot's Board of Directors quarterly. Additionally, Ms. Coyle and her team publish an Annual ESG Report to update Pilot's customers and suppliers on ESG progress at the Company.



*Lisa Coyle, Pilot's Chief Administrative Officer, oversees ESG at Pilot*



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Pilot is a proud SmartWay Transport Partner, a certification from the EPA verifying the Company’s compliance with EPA regulations, including fuel efficiency ranges and emissions standards. Furthermore, Pilot procures transportation through other SmartWay Partners when possible. Pilot

offsets its corporate travel through multiple global projects with Sustainable Travel International (“STI”) and was recognized as a Climate Ranger by STI in 2021 for its efforts in offsetting global carbon emissions. Pilot actively looks for opportunities to reduce its environmental footprint whether internally through initiatives such as replacing fossil-fuel powered equipment with electric equipment or in partnership with customers through initiatives such as enabling recycling programs for mattress and bedding customers.



Pilot’s Social Responsibility Initiatives include a corporate match program, as well as a fulsome employee training program which includes 223 courses across a number of skill certifications and regulatory compliance. Pilot has also established a number of employee workplace initiatives including safety training and harassment prevention, available in both English and Spanish. Human Resources tracks Company-wide employee diversity metrics across race and gender for both corporate and field employees. As of Q3 2021 over half of field employees and a quarter of corporate employees are diverse. From a gender perspective, approximately a third of Pilot employees are female, both at the manager and non-manager level.



*Pilot measures the composition of its workforce, at both the field and management levels, to ensure that Pilot is inclusive and is recruiting broadly.*



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Pilot has established cybersecurity and data protection best practices through a partnership with Drawbridge Partners, an industry-specific data security platform, to establish preventative programs and conduct penetration testing. As of Q3 2021 no incidents have been reported of breach or intrusions.

### **ATL ESG Spotlight: Pilot Electric Vehicle Trial Program**

In 2021, Pilot partnered with a leading global transportation services provider and a top commercial vehicle manufacturer to launch a pilot program for an EV box truck. While vehicle is pre-production and many details are confidential, we are pleased to share a one-pager overviewing the initiative. (See one pager below)



*Rendering of Pilot EV Truck*

ATL and Pilot are very proud to announce this program and look forward to sharing additional progress.

Should you have any questions on Pilot's ESG initiatives or wish to discuss ATL's ESG principles and policies more broadly, please don't hesitate to reach out to our team.

Sincerely,

Ruth Lane, ATL Partners ESG Officer