



## **SUSTAINABILITY REPORT 2024**

# **Ready to go the extra (green) mile**

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# innovation beyond transport

**At Forza Transportation Services, Inc., we recognize the critical role that the transportation industry plays in shaping the future of our planet and society. As stewards of this vital sector, we are committed to innovating in Environmental, Social, and Governance (ESG) practices to drive positive change and create sustainable value for all stakeholders.**

**By embracing environmental ownership, social responsibility, and sound governance practices, we can not only mitigate risks and seize opportunities but also drive sustainable growth and create shared value for generations to come. Together, we can build a brighter, more sustainable future for our planet and society.**



# 10 years of Excellence in Service

Founded in 2014, Forza Transportation Services have maintained straightforward principles: The driver and the customer share the same level of care and importance.

This philosophy has given Forza the advantage needed to become the biggest asset-based carrier in Laredo, Texas. And, let's face it, everything is bigger in Texas.

By the end of 2023, Port Laredo became the No. 1 port of entry for goods to the US, with 320 Billion USD in trade. This only meant one thing for us: Meet the demand by growing in size and quality.

And while Forza is not a stranger to carbon footprint reduction, being a SmartWay Partner since 2017, we are constantly testing the limits of technology and truck performance in order to evolve into a better, bigger, greener transporter.







# EMPLOYEES DISTRIBUTION

Forza is recognized as one of the main employers in Webb County, Texas, and continues to grow each year in office staff and operation specialists.

SITE	MEN	WOMEN
LAREDO	119	26
NUEVO LAREDO	120	12
SALINAS VICTORIA	155	4
SAN PEDRO	148	49
QUERETARO	32	2

We are committed to offer fair living wages and equal opportunity employment both in the US and Mexico.

# TRAINING FOR SUSTAINABILITY

We conduct a regular program of training that ranges from overall work policy to ethical and human rights advocacy.

- HUMAN RIGHTS AND WORKING CONDITIONS
- HEALTH AND SAFETY
- BUSSINESS ETHICS
- ENVIRONMENT POLICY
- I.T. SECURITY

## 592 HOURS

Training registered at the end  
of year 2023.

Around 37% of total reach.





# DRIVER SAFETY TRAINING

Drivers at Forza are trained to drive safely and following the rules and regulations of Hours of Service. We pride ourselves in having a low down-time, thanks in part of our driver safety-first culture, and the availability of our 24-hour shop.

## 6,430 HOURS

Logged for training in 2023 for drivers.

Topics include: Hours of Service, Safe driving, health and wellness, general information on operations and employment.



# DRIVER WELLNESS

Forza Medical Unit continues to provide medical check-ups, diet plans and other forms of medical support to fight high blood pressure, signs of diabetes, overweight and other risk factors for our drivers.



**402 DRIVERS** Received their initial check-up in 2023, followed by a wellness program that includes training on how to manage high-blood pressure and diet planning.





# TRUCK AND TRAILER HIGH PERFORMANCE STRATEGY

Understanding the need to bring out the best performance possible from our trucks, we have added SmartWay and CARB certified aerodynamic equipment.

In 2023, we were named in the SmartWay Top Performer. Less than 10% of carriers can achieve this listing in the US.

## 6th PLACE

Nationwide truckload category 2023



73" Sky-rise

Trailer Blade

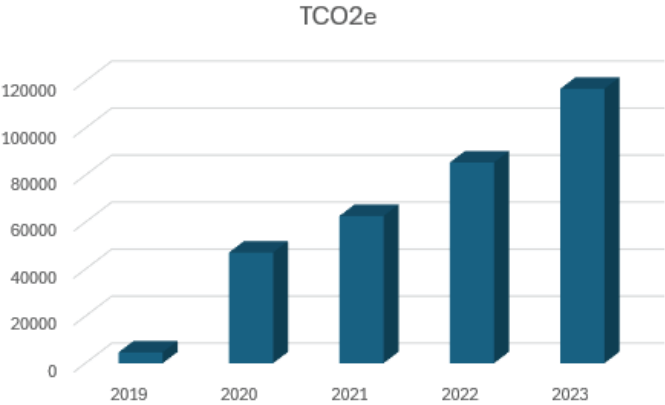
Flowbelow caps

Factory Aerokit

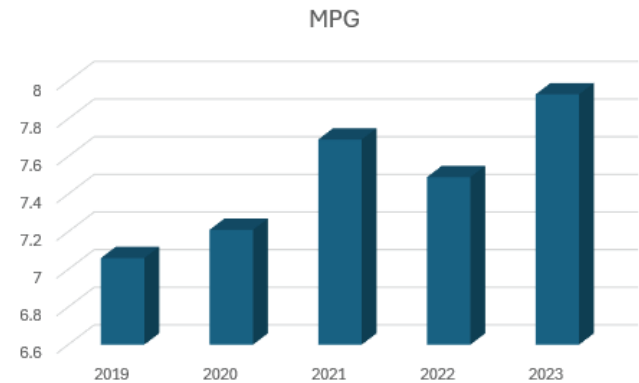


# GHG EMISSIONS

Curbing greenhouse gas emissions is our global imperative, forging a sustainable path for generations to thrive.



**26.82%**  
Growth  
Year over Year



**5.55%**  
Improvement  
Year over Year





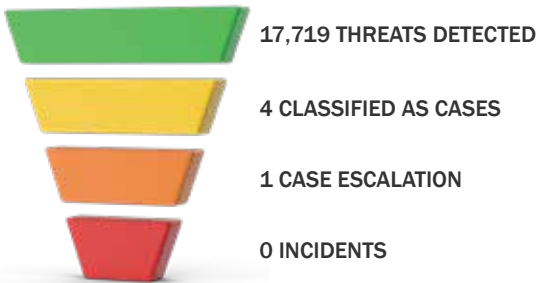
# CYBER SECURITY

During 2023, Forza implemented new safety protocols and actions, in order to better safeguard client security and information integrity.

Although we had little to report on high-risk incidents, we look forward to create grow our tool set as new cyber-threats are discovered every day.



## SOPHOS REPORT FOR 2023



# ETHICAL BEST PRACTICES

Newly hired employees receive an introductory training on ethical business practices with a focus on the logistics industry. This allows us to elevate our employees' profile and track closely unethical behavior and resolve issues in a prompt manner.

## DISCRIMINATION

We are against discrimination or harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, or any other protected characteristic.

## THREATS

Threats, acts of violence, or any behavior that jeopardizes the safety or well-being of others. This will include implied threats, coercion, intimidation, verbal, written or physical threats.

## FRAUD

Fraudulent activities, including theft, embezzlement, falsification of records, or any other form of dishonesty. This also entails insider trading, credit card fraud, Ponzi schemes, and insurance fraud.

## CHILD LABOR

We firmly reject the exploitation of children in any form within our workforce or supply chain.

## HUMAN TRAFFICKING

We unequivocally condemn all forms of human trafficking and exploitation, including forced labor and sexual exploitation.

## REPORT THEM

We can receive your anonymous report at:  
Email: [report@forzatrans.com](mailto:report@forzatrans.com)  
Phone or WhatsApp messages: +1 956 267-3726  
Web: <https://www.forzatrans.com/report>





# A NEW VISION OF PROCUREMENT

Starting 2024, we will reach out to different associations and chambers of commerce to increment equal opportunities among businesses with a diversity background.

Along with this, all our suppliers are now required to follow our ethic guideline for a fair and transparent procurement process in the supply chain. We believe this will futher the global commerce into a betterment of the job market and the working conditions of our supplier's employees.



Among the companies we look to parner with are organizations that were founded by women and minorities such as latino, african-american, native-american, veterans, or small businesses.



# ENVIRONMENTAL CULTURE IN THE WORKPLACE

In an effort to understand the impact of small actions in the workplace, Forza has stopped the purchase of single-use plastic utensils and paper cups, in favor of reusable kitchenware and cups.



In 2023 we planted 1,000 trees in Laredo, Texas, as part of our reforestation effort in the area.

Starting in 2023 and throughout 2024, all our Yards will integrate solar panels and high efficiency energy storage to reduce or substitute the use of electricity sourced from non-renewables sources.





# COMMUNITY OUTREACH

In times of need we do our best to help out our community both by pledging our financial support or by providing transport of goods, such as disaster-relief for hard to reach areas.

## 2023 DONATIONS

**500,000 USD**

Churches and other charitable organizations

**100,000 USD**

Assistance to dogs and vets in Laredo, Texas

## DISASTER RELIEF

Transport of food and first-need aid to Acapulco Area damaged by Hurricane Otis in October 2023.



# ROADMAP TO THE FUTURE

As we continue forward to expand our reporting capabilities and incorporate new technology for fuel efficiency, we can only look forward to a more challenging road ahead. One that can only be driven by vision, purpose and hope for humanity.

Planned to be incorporated in 2024, two new technologies will be implemented to our trucks: Rooftop solar panels and new APU's that will reduce idle time, and auto-tire inflator, giving us the correct pressure on our tires at all times.

