

## **Corporate Social Responsibility**

Adams Express view corporate responsibility in three distinct areas: **Sustainable Business Practices, Good Citizenship** and **being a Preferred Employer**. Driven by our core values of **PEOPLE, SERVICE, and TECHNOLOGY**, all business activities aim to create a minimal negative impact on the environment, and a maximum positive impact on employees and the communities in which we live and work.

### **Adams Express is committed to «Sustainable Business Practices»**

This commitment is shown through our participation in the FAIR TRANSPORT Program operated by The Norwegian Association of Road Transport Companies in Norway. The program emphasizes different important road traffic safety measures, such as the use of fuel efficient vehicles, timely maintenance of vehicles, extensive truck driver training, and smart use of technology to drive efficiency and fuel economy, as well as good working conditions for our truck drivers.

### **Adams Express is committed to be a «Good Corporate Citizen»**

As an employer Adams Express wants to engage its employees, fuel business growth and drive positive social change by building strong communities, encourage innovation, investing in a sustainable future, fostering inclusion and diversity, as well as enhancing the overall customer experience.

### **Adams Express is committed to be the «Preferred Employer»**

Adams Express must be preferred over other organizations in the market place to win and to keep our valued employees long-term. We have therefore implemented both formal and informal feedback mechanisms called **«the voice of our employees»** that give our workers an opportunity to tell the organization what is actually important to them. What is important for our workers, is also important for our customers, and our bottom line!