



Creating a
MORE EQUITABLE
and **JUST WORLD**

2022 Social Impact Report

— The —
UPS Foundation



Welcome Message

from Nikki Clifton

I'm often asked what is The UPS Foundation known for? The answer is simple – our mission is to empower resilient, just and safe communities. Our 2022 Social Impact Report highlights our efforts to deliver on that mission around the globe through our strategic focus areas: Health & Humanitarian Relief, Equity & Economic Empowerment, Local Community Engagement and Planet Protection.

I'm proud to say that with every effort undertaken by the Foundation, we're changing lives and delivering what matters by using our best assets: our unmatched transportation and logistics capabilities, the generosity of UPSers, our collaborative partnerships in the public and private sectors, and our thought leadership to educate and inspire the change we want to see.

In times of constant and inevitable change, what remains the same is the unstoppable power of determined people working together to make a difference. Last year, our half a million proud UPSers volunteered nearly 2 million hours in local communities, planted 6 million trees, and together with our partners, delivered hope during the wake of more than 40 global crises and natural disasters.

As I look toward the future, I know there is more work to be done, but I am energized by the humanity and the good which exists all around us. Our collective work is impactful for communities and an integral part of UPS's business strategy to create a more sustainable and inclusive world. Thanks to our collaborative partnerships and incredible employees, we're serving the communities where we live and work, and creating a better tomorrow.

At UPS, we believe a great employer is a great corporate citizen. And we are proud to be known for delivering goods and doing good to empower resilient, just and safe communities everywhere.



Nicole "Nikki" Clifton
President
Social Impact and The UPS Foundation

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Our commitment to:



Healthy communities

Improving the well-being of 1 billion lives by 2040.

We deliver social impact through our charitable giving and four focus areas: Health & Humanitarian Relief, Equity & Economic Empowerment, Local Community Engagement and Planet Protection.

Equity

Giving 25% of charitable donations targeted toward underserved women, youth and marginalized communities annually.

We foster justice and access by investing in organizations that center around equity and economic empowerment.

Volunteerism

Recording 30 million global volunteer hours by 2030, including 1 million hours dedicated to underserved Black communities.

We provide expertise and skills-based volunteering to reinforce our giving strategy and our efforts that advance and enrich communities around the world.

Sustainable planet

Planting 50 million trees by 2030.

We support creating greener communities for our world today and tomorrow.

“UPS’s shareholders, customers, suppliers, communities and employees care about sustainability, and so do we. And that’s why we’re focused on hitting our 2025 goals on our road to carbon neutrality by 2050 and improving 1 billion lives by 2040. We have data-driven action plans to invest in planet-friendly solutions while taking care of our people and serving our customers and communities of today and tomorrow. Energized by our better and bolder strategic framework, I’m confident we will help deliver a greener, healthier and more equitable world for us all.”

Carol B. Tomé
Chief Executive Officer, UPS

Showing up when disasters and crises strike

The UPS Foundation works alongside organizations like the **World Food Programme**, **UNICEF** and **American Red Cross** to address **systemic inequities and injustices** contributing to poverty and preventing communities from thriving. In 2022, UPS leveraged its logistics expertise and global network to provide **disaster response across 76 countries to address 45 disasters and crises** including Hurricane Ian, Hurricane Fiona and floods in Pakistan.

One of the most visible and global crises was the war in Ukraine and UPS was there – delivering hope. UPS **contributed over \$2 million in aid** which included **relief and recovery support for women and children refugees** in surrounding countries and internally displaced Ukrainian families. Our work did not stop with aid, we **dispatched trained UPSers** from around the world to support organizations **delivering needs-based items on the ground**. Through the **Logistics Emergency Team (LET)** – a collaborative effort with the four largest global logistics and transportation companies, including UPS, Agility, Maersk and DP World – we opened a supply chain of food, clothing and healthcare supplies and equipped medical facilities with **generators, medical and surgical supplies**. We came together to make a **global impact**.

UPS is stepping up to **provide relief by supporting the rebuilding** of the communities affected by disasters and global crises. [LEARN MORE ►](#)




45
disasters and
crises supported


2K+
in-kind deliveries for
partner organizations


76
countries
supported

“When people’s lives are turned upside down by natural disasters, UPS is there. We’re not only mobilizing supplies, we’re using our people’s talent and expertise, along with innovative public-private partnerships to deliver what matters most to those in need.”

Joe Ruiz
Vice President
Social Impact and The UPS Foundation



Putting the brakes on human trafficking

According to the U.S. Department of State, there are an estimated **27.6 million human trafficking victims worldwide at any given time** – victims who are often moved through transportation systems. As an industry leader, we’re **uniquely positioned to spot potential human trafficking concerns and help law enforcement take action**. The best way for detection and prevention? Education.

Our drivers are the **eyes and ears of our community**, which is why UPS remains deeply engaged in raising human trafficking awareness. Through strategic partnerships with organizations such as **youthSpark, Wellspring Living** and **City of Refuge**, we’re supporting survivors and educating our communities. Our partnership with **Truckers Against Trafficking** allows us to educate, equip and empower UPSers to **recognize and report potential trafficking situations**. More than **100,000 employees have been trained and UPSers have raised more than \$8 million to combat this crime**. UPS stands with human trafficking survivors everywhere and is **committed to creating a more safe, equitable and just world**.



100K+

people trained on how to identify and report human trafficking



9,600+

survivors supported



Advancing equitable healthcare access

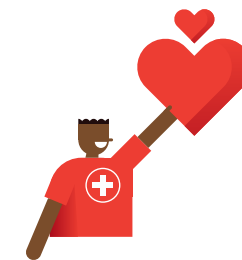
The UPS Foundation is committed to bolstering public health systems and enhancing quality healthcare access globally. We’re using our **scale, relationships and reach** to move goods where they are needed most. From **delivering medicine and health supplies to the most remote communities in Africa to providing tools and training on how to handle complex ultra-cold chain vaccines**, The UPS Foundation is equipping healthcare workers who treat the most vulnerable with **access, skills and infrastructure to expand healthcare coverage**.

Through the use of drone technology deliveries and state-of-the-art trainings, we continued our work **to close accessibility gaps for communities, regardless of geography**. For example, in 2022, we collaborated with **VillageReach** and **Swoop Aero**, to provide **20 health districts in Malawi access to on-demand medical supplies and vaccines**. Together, we’re **delivering healthcare solutions farther and faster than ever before**. Did you know? Drone technology can reduce vaccine transit times in hard-to-reach areas from **six to seven hours** to as little as **15 to 20 minutes!** [LEARN MORE ►](#)



103

ultra-cold freezers donated



50M+

COVID-19 vaccines delivered in-kind to countries in need since 2021



Changing the world one woman-owned business at a time

The Women Exporters Program is a partnership among **The UPS Foundation, The International Trade Center, local governments, and federal and state agencies** that enables UPS's expertise in trade to be shared with women entrepreneurs. Through educational training and mentorship programs, we're helping these women-owned businesses grow. **We know that when women thrive, communities thrive.**

To-date, the program has **supported more than 107,000 women and diverse small business owners around the world.** We equip women business owners with access to **financing, digital tools to compete in a global marketplace,** and help them gain new market access which was previously closed off. In short, **we're ensuring women and diverse entrepreneurs have a seat at the table** and contribute to the global economy. [LEARN MORE ►](#)

“*At The UPS Foundation, we believe in providing women entrepreneurs training, market access and a regulatory framework to fully equip them with knowledge and tools to further expand their businesses. The Women Exporters Program leverages the expertise and knowledge of our employees and harnesses UPS's global network to help women unlock new growth opportunities.*”

La'Kerri Jackson
Director, Social Impact &
The UPS Foundation



107K+

women and diverse small business owners connected to the global economy



Putting equity at the heart of accessible entrepreneurship and education

For students looking to obtain a college education, The UPS Foundation provides **more than 800 college scholarships annually to diverse students from underserved communities**. We support young adults, ages 14 through 24, as they transition into college and their careers through **scholarship and financial support opportunities**. This support extends to our UPS family, too. Over the past five years, The UPS Foundation has invested more than \$10.9 million in scholarship funding for children of UPSers who are pursuing two or four year degrees, including \$1.8 million in 2022. Our goal is to level the playing field to make **higher education and professional growth more inclusive and accessible**.

Starting in our **hometown of Atlanta**, our support for Historically Black Colleges and Universities (HBCUs) includes **The UPS Community Scholars Program**, a scholarship and mentoring program with **Morehouse College, Spelman College** and **Clark Atlanta University**; the **INROADS internship program**; scholarships through **United Negro College Fund**; and mentoring through the **100 Black Men of America**. When companies, communities and organizations come together for good, **the impact grows throughout our city**.

Through our **Global Advanced Technology Group (GATG)** and **STEM programs**, we help young professionals to **pursue careers in logistics**. And for those with an entrepreneurial spirit, The UPS Foundation **invests in training and programs to help them reach their full potential**. In 2022, our partnership with **Russell Innovation Center for Entrepreneurs (RICE)**, is one example of how The UPS Foundation champions **the success of Black entrepreneurs and the communities they serve**. [LEARN MORE ►](#)

“We have amazing corporations that call Atlanta home, and the inspiration they can have on the average person who has a dream is powerful. We want to harness that inspiration through companies like UPS. We’re providing access to the entrepreneur and small business owner who never dreamed they would ever have that level of access.”

Jay Bailey
CEO of RICE



50K+

young adults trained in College & Career Readiness Programs



1,100

diverse colleges and universities supported across the U.S.



2.4M+

worth of grants and scholarships committed to advance programs supporting people with disabilities



\$1.8M

scholarship funding to children of UPS employees in 2022



34%

of funding spent in underserved and marginalized communities



Volunteering around the world

Volunteerism is a shared value across UPS. The legacy began with our founder, **Jim Casey**, who instilled volunteerism into our business foundation. In 2022, UPSers recorded **2 million volunteer hours across six continents**. And through collaborative efforts, The UPS Foundation aims to deliver **30 million hours by 2030 in communities around the world**. UPSers care about our communities, bringing people together and breaking down barriers – **it’s who we are, it’s in our DNA**. [LEARN MORE ▶](#)



529K+

volunteer hours recorded toward underserved Black communities in 2022



2M

volunteer hours recorded in 2022



25.7M

volunteer hours recorded between 2011 to 2022 toward goal of 30 million hours by 2030

“At UPS, service is in our DNA which is why we continue to deliver goodness through our awesome UPSers. We are so thankful to our volunteers who give their time and talent and continue to deliver impact on a global scale.”

Cathy Scott
Vice President Social Impact &
The UPS Foundation

Why we serve

“UPSers give their all every day, so when UPS supports employee volunteerism through hands-on work or grants, what’s really being said is, our people matter.”

Whilna Stewart-Franklin
Community Relations Manager

“The success of any business is linked to the success of the community where it operates. UPS’s commitment to service is the secret ingredient that has allowed us to prosper for more than 115 years.”

Erika Patricia Vargas
Community Relations Manager

“Giving back to society is important for UPS. It’s the right thing to do, and what we do can catalyze efforts from others, creating a cycle of positive impact.”

Angela Wu
Community Relations Manager

Honoring the 2022 Jim Casey Community Service Award winner

The Jim Casey Community Service Award is one way UPS recognizes employees who demonstrate an exceptional commitment to giving back to their community. Each year the UPS Foundation invites UPSers to nominate colleagues for the award and winners as well as finalists receive grants for their nonprofit(s) they serve. The UPS Foundation selects one winner from its more than 500,000 employees. In 2022, the Jim Casey Community Service Award winner – Greg Schneider – received a \$25,000 grant, and the finalists received \$5,000 grants. These UPSers are truly delivering what matters.



Greg Schneider Ramp It Up

Greg Schneider, a UPSer with 33 years of safe driving, wanted to do more for the community. He saw a void and knew he could help people struggling with mobility. Following his wife's cancer diagnosis, he knew it was time to make his vision a reality, not only to give back but to “stay busy” while she underwent treatment. From there, Operation Ramp It Up was born.

Operation Ramp It Up is a nonprofit focused on providing much needed **freedom, independence and accessibility for people with mobility issues.** To date, Greg, his wife and son manage the organization which has **installed 209 ramps for veterans and underserved communities across 47 states.** Greg's passion, time, energy, activism and sacrifice for others makes him a true inspiration and well-deserved **winner of the 2022 UPS Jim Casey Community Service Award.** [LEARN MORE ►](#)



\$25K

grant for Operation
Ramp It Up



Celebrating the 2022 Jim Casey Community Service Award finalists



Foo Zhi Sheng Alvin
Job at UPS: Operations Supervisor
Region/Business Unit: Singapore
Organization: Belanja-A-Meal (Give-A-Meal)



Jerry Mai
Job at UPS: Design and Construction Specialist,
The UPS Store
Region/Business Unit: San Diego, California
Organization: Human Rights Campaign



Sharon Stokes
Job at UPS: Senior Technology Support Analyst
Region/Business Unit: Alpharetta, Georgia
Organization: Stewart Foundation



Megan Arnett
Job at UPS: Finance Specialist, Global
Logistics & Distribution
Region/Business Unit: Overland Park, Kansas
Organizations: Rose Brooks Center, The Family
Conservancy, Kansas Children's Service League,
Happy Bottoms



Laurie Payne
Job at UPS: Chicago Area Consolidated
Hub Supervisor
Region/Business Unit: Chicago, Illinois
Organizations: Soles 4 Souls, Act-So



Roderick "Shawn" Summerville
Job at UPS: Plant Engineering Supervisor
Region/Business Unit: Louisville, Kentucky
Organizations: Louisville Central Community Center,
Black Tourism Advisory Council



Moldir Atamkulova
Job at UPS: Account Executive
Region/Business Unit: Almaty, Kazakhstan
Organization: Public Foundation Shugyla



Griselda Peralta
Job at UPS: Recovery Advocate, Global
Business Services
Region/Business Unit: Pampanga, Philippines
Organization: Send the Light Ministries Foundation
for the Filipino Children



Enrica Uva
Job at UPS: On-Road Supervisor
Region/Business Unit: Lachine, Québec, Canada
Organizations: Association des Familles de San
Mango, Congress National des Italo-Canadiens,
Foundation Generations



Francisco Gonzalez-Gomez
Job at UPS: Finance & Accounting
Administrative Assistant
Region/Business Unit: Medellin, Colombia
Organization: Fundación Compasión



Heather Roberts
Job at UPS: Business Manager
Region/Business Unit: San Francisco, California
Organizations: Local food banks, Youth Spirit
Art Works



Anett Wesoly
Job at UPS: Area Sales Manager
Region/Business Unit: Dusseldorf, Germany
Organization: Child and Youth Aid Rwanda



Anna Ippolito
Job at UPS: Customer Service Representative,
Global Freight Forwarding
Region/Business Unit: Chicago, Illinois
Organization: Unity of Heart



Dave Stapp
Job at UPS: IT Application Architect
Region/Business Unit: Mahwah, New Jersey
Organizations: Pequannock Township First Aid
and SR3NJ Rescue Squad



Building a greener tomorrow

The UPS Foundation has **committed to plant 50 million trees by 2030 to improve air quality and create more green space around the world.** Collaborating with the **Arbor Day Foundation, The Nature Conservancy** and other organizations, The UPS Foundation is putting action behind its commitments and **improving health and quality of life in cities and developing countries.**

Tapping into the next generation of conservation leaders, The UPS Foundation partnered with **Neighborhood Forest** encouraging kids in neighborhoods to plant their own trees and watch them grow. This powerful partnership helps advance our tree planting goals but also **instills good environmental stewardship habits into our youth.** [LEARN MORE ►](#)

“As UPS grows their work and their partnership with the Arbor Day Foundation in new ways, we celebrate their achievements and look forward to working with UPS on their goal of planting 50 million trees by 2030.”

Dan Lambe
Chief Executive Officer,
Arbor Day Foundation



44

tree planting projects around the world supported by UPSers in 2022



28M

trees planted since 2012



69

countries supported with tree planting since 2012



5K

trees to 36 organizations and schools for Earth Month

Supporting UPS's roadmap toward carbon neutrality

Aligned to our goal of **reaching carbon neutrality by 2050**, UPS continues to partner with organizations to explore various **innovative logistics solutions** to best serve our customers while **positively impacting the environment and society**. Climate shocks and disasters ignore political borders – **their impact spans across countries** and require **multilateral and collaborative action**. For nearly a decade, The UPS Foundation has funded the **World Resources Institute's** clean fuel research which informs UPS's decarbonization strategy.

With our **global footprint and customers in more than 220 countries and territories**, we have seen how climate change, air quality and other socioeconomic challenges intersect, and are proud to **continue driving sustainable innovations**. [LEARN MORE ►](#)

UPS is **making strong progress toward our environmental and social impact commitments and being recognized for our work globally**. In 2022, UPS was inducted into the **Climate Leadership Hall of Fame at the Climate Leadership Awards** for our work over the past decade;

- Laura Lane, EVP & Chief Corporate Affairs and Sustainability Officer, **received the EARTHDAY.ORG 2022 Women in the Green Economy Award** for her career-long efforts to help improve the well-being of people around the world and **achieve carbon neutrality by 2050**;
- UPS's Smart Grid Project won **Major Project of the Year at the UK National Sustainability Awards**;
- UPS captured the **gold sustainability award presented by the Alliance for Logistics Innovation through Collaboration in Europe (ALICE)** recognizing UPS's sustainable urban logistics solutions in the UK and across Europe; and
- UPS Vietnam received **the American Chamber of Commerce (AmCham) annual Corporate Social Responsibility Award** for its corporate transparency, good governance sustainable and business practices.



6.9%

decrease in scope 1, 2 and 3 CO₂e emissions globally in 2022



3.3B

miles driven on alternative fuel since 2000



8%

electricity from renewable sources powering our global facilities in 2022

In 2022, The UPS Foundation supported nonprofits in 76 countries around the world. Together, we delivered pathways to create resilient, just and safe communities. Thank you.



“Thanks to our more than 500,000 UPSers around the world, we are delivering what matters for our communities and the environment. Together, with our customers, suppliers, public-private partners and our people, we can create a more sustainable, resilient and inclusive world.”

Laura Lane

EVP & Chief Corporate Affairs and
Sustainability Officer



**Moving our world forward
by delivering what matters.**

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