

NGI Corporate Social Responsibility, Ethics & Culture Statement (2026)

Effective Date: May 17, 2026

Entity: Nadalini Global, Inc. ("NGI")

Scope: Public Disclosure for Shippers, Carriers, Agents, and Personnel

1. OUR CORE VALUES (THE NADALINI WAY)

At Nadalini Global, Inc. ("NGI"), we believe modern logistics requires more than moving freight—it requires a consistent commitment to doing the right thing. Our core values—**Transparency, Reliability, and Ethics**—are what we call **The Nadalini Way**. As a licensed property broker (MC-1469182 / USDOT-3949236), we operate at the intersection of global commerce and local communities, and we aim to be a partner our shippers, carriers, and agents can trust.

2. EQUAL OPPORTUNITY & DIVERSITY

NGI is an Equal Opportunity Employer (EOE) and is committed to building and supporting a diverse, high-performing network of professionals—including our internal team, independent agents, and the carriers we partner with.

- **Non-Discrimination:** NGI prohibits discrimination or harassment of any kind based on race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by applicable federal, state, or local laws.
- **Zero-Tolerance:** We maintain a robust **zero-tolerance** policy for discrimination, harassment, bullying, retaliation, or exclusionary conduct. This applies to our workplace and to our business interactions with shippers, motor carriers, and other third parties.
- **Inclusive Partner Network:** We are committed to expanding and maintaining a diverse network of agents and carrier partners and to treating every person we work with professionally and respectfully.

3. SUPPLY CHAIN INTEGRITY AND HUMAN RIGHTS

NGI is committed to the highest standards of ethical sourcing and human rights. We recognize that the transportation industry is uniquely positioned to combat global issues such as forced labor and human trafficking.

- **Anti-Trafficking Commitment:** NGI strictly adheres to the standards set forth in our *Anti-Trafficking & Supply Chain Integrity Declaration* (<LEGAL_DOCUMENT:2ec1f948-c5c1-4c98-b8d0-2ee5f04a0f7d>). We expect all carrier partners to maintain similar standards and to comply with the California Transparency in Supply Chains Act and similar regulations where applicable.

- **Ethical Vetting:** We prioritize partnerships with carriers who demonstrate a commitment to fair labor practices and driver safety.

4. SUSTAINABILITY AND ENVIRONMENTAL STEWARDSHIP

As a 2026-standard logistics provider, NGI recognizes the environmental impact of freight transportation. We are committed to "Green Logistics" through operational efficiency.

- **Route Optimization:** NGI uses route optimization and thoughtful load planning to reduce "empty miles" and improve efficiency—helping lower the carbon footprint associated with the shipments we broker.
- **Paperless Initiatives:** We prioritize digital documentation and automated workflows to reduce physical waste throughout the lifecycle of a load.
- **Carrier Selection:** We encourage and support carriers who invest in fuel-efficient technologies and alternative energy vehicles.

5. OPERATIONAL INTEGRITY AND SAFE REPORTING

Transparency is the hallmark of the "Nadalini Way." We maintain rigorous internal controls to prevent fraud and ensure financial security for our partners.

- **Anti-Fraud Protocols:** We implement strict multi-factor verification for all financial transactions and maintain a public *Mandatory Wire Fraud Statement* to protect our clients.
- **Integrity Hotline:** NGI maintains a confidential reporting channel for any ethics violations, safety concerns, or suspected fraudulent activity. Reports can be submitted (and may be submitted anonymously) to integrity@nadaliniglobal.com.

6. INDEPENDENT AGENT PARTNERSHIP PHILOSOPHY

Nadalini Global, Inc. values the entrepreneurial spirit of our 1099 Independent Freight Agents.

- **Professional Autonomy:** NGI respects the independent contractor status of our agents, providing them with the tools and support to grow their own businesses while adhering to the NGI Gold Standard of compliance.
- **Growth and Support:** We are committed to providing our agents with continuous education, ethical guidance, and the technical infrastructure needed to succeed in a competitive global market.

7. DIGITAL ACCESSIBILITY

NGI is committed to ensuring our digital presence is accessible to everyone, including individuals with disabilities. We strive to maintain our website and digital tools in accordance with the Web Content Accessibility Guidelines (**WCAG**) **2.1 Level AA** standards and to continuously improve usability for all visitors.

8. GOVERNANCE AND ACCOUNTABILITY

The leadership of Nadalini Global, Inc. is responsible for the oversight of this statement. We review our CSR and Ethics policies annually to ensure they align with evolving industry standards and the needs of our global community.

Nadalini Global, Inc.

Logistics with Integrity. Growth with Responsibility.

For inquiries regarding our corporate responsibility programs, please contact: compliance@nadaliniglobal.com.