



THE LOGISTICS OF CARING

THE UPS FOUNDATION
2020 SOCIAL IMPACT REPORT



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The year 2020 was a year like no other. From the global outbreak of the COVID-19 pandemic and devastating natural disasters, to a powerful call for racial equity and justice, all of our lives were significantly impacted. Through these unprecedented challenges, The UPS Foundation quickly assessed community needs, leveraged resources and established global partnerships to advance our mission.

Time and again, The UPS Foundation, UPS employees, and our valued partners stepped up to build resilient communities, strengthen public health systems in the battle against the COVID-19 pandemic, address the global refugee crisis, and mobilize on-the-ground preparedness, response, and recovery solutions to natural disasters around the world.

Building upon our unwavering commitment to equity and justice, we pledged one million employee volunteer service hours to support underserved Black communities. We also boosted funding to nonprofit organizations that work for structural change to increase the opportunity of those who are most harmed in society.

While vigorously addressing these challenges, The UPS Foundation also provided financial and employee volunteer support to environmental programs with a focus on reforestation, conservation, carbon reduction, and environmental research & education. To that end, we boldly pledged to plant 50 million trees by the end of 2030.

As the new President, it is my honor to lead The UPS Foundation into the future. I extend my gratitude and thanks to my predecessor, Eduardo Martinez, for his tremendous contributions to this organization. I also acknowledge The UPS Foundation's incredible, passionate staff, and all the UPSers who bring a determination, work ethic and inspired partnership that gives us reason to hope for better, brighter days ahead.

We embrace the promises of the years to come, celebrate The UPS Foundation's upcoming 70th anniversary, and continue a legacy of service dedicated to moving our world forward by delivering what matters.



Nikki Clifton
President, Social Impact
& The UPS Foundation

DRIVING PROGRESS TOWARD ACHIEVING THE SUSTAINABLE DEVELOPMENT GOALS BY INVESTING IN OUR FOUR FOCUS AREAS

The United Nations established the Sustainable Development Goals (SDGs) as a framework to guide governments, businesses, and civil society as they work together to address the world's most pressing needs.

The relevance and strategic importance of the SDGs are being reinforced every day as the world battles the widespread and devastating impacts of the COVID-19 pandemic. There's been a heightened global awareness of the need for strengthening fragile systems that lead to fast and impressive innovations in health, supply chains, education, and e-commerce. It's become increasingly clear that the SDGs provide the framework to build and maintain the momentum needed to position the world for a brighter future.

The UPS Foundation's focused approach aligns closely with five of the SDGs.

Throughout 2020 our programming has:

-  Supported the health and well-being of people around the world (SDG 3)
-  Helped to eliminate racial and economic inequality (SDG 10)
-  Created more resilient and sustainable communities (SDG 11)
-  Promoted clean air and a healthy environment (SDG 15)
-  Aligned with partners throughout all sectors to deliver the greatest impact (SDG 17)

The SDGs are a worldwide collective promise to create positive and lasting change. For more than 100 years, UPS has connected people, businesses, and communities around the world. These connections are needed now, more than ever, and are a powerful platform for global social impact.



The 17 Sustainable Development Goals are the heart of a shared blueprint for peace and prosperity for people and the planet. They are an urgent call for action based on global partnerships.



Through its focus areas, The UPS Foundation's work is targeted at successfully advancing these five SDGs.



\$122.3 MILLION INVESTED GLOBALLY

Our focused approach combines our philanthropy with UPS's global network and the expertise of our people to deliver HELP where it's needed around the world.

MOVING OUR WORLD
FORWARD
BY DELIVERING
WHAT MATTERS



H HEALTH &
HUMANITARIAN RELIEF



E EQUITY &
ECONOMIC EMPOWERMENT



L LOCAL COMMUNITY
ENGAGEMENT



P PLANET PROTECTION

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HEALTH & HUMANITARIAN RELIEF

COVID-19 dominated the world's attention, but other pressing healthcare and humanitarian relief concerns persisted around the globe. The UPS Foundation answered the call by activating its worldwide partnerships to strengthen public health systems, address the global refugee crisis, and mobilize on-the-ground mitigation, preparedness, response, and recovery solutions to natural disasters around the world.



COVID-19 RESPONSE



Since the pandemic began, UPS has helped keep the world moving by delivering everyday necessities, critical medical supplies, including vaccines and ultimately hope to communities around the globe. Thanks to the incredible determination of UPSers, many UPS-led relief efforts remain ongoing. The UPS Foundation uses its expertise in natural disaster and humanitarian crisis planning and response to support local communities. [Learn more](#)

Provided COVID-19 assistance to 115 countries and all 50 states



The UPS Foundation aligned its Health & Humanitarian Relief strategy to focus on:

- Healthcare
- Food Insecurity
- Financial Sustainability
- Education

\$22 million in COVID-19 funding, in-kind, and technical support



COVID-19 Response

HEALTHCARE

Delivering life-sustaining PPE

12 million

pieces of PPE delivered

11 million

pounds of relief transported

250 flights

in coordination with FEMA



COVID-19 Response

FOOD SECURITY

Feeding kids when schools are closed

27 million meals

delivered through the McLane-USDA
Emergency Meals-To-You partnership

2.1 million people

supported through partnership with
Feeding America

2 million people

in 27 states received food packs delivered on
behalf of The Salvation Army



Source: SOS Children's Villages



COVID-19 Response

FINANCIAL SUSTAINABILITY

Addressing the devastating impacts on the world economy

\$2 million to assist **16,000** local United Way chapters

191,248 families and **54,809 small businesses** received financial recovery counseling through Operation Hope

5,227 women-owned businesses educated through the Women Exporters Program



COVID-19 Response

EDUCATION

Supporting equitable access to help students continue learning

1 million books distributed in partnership with United Way, Scholastic Books, and Good360

5,500 laptops and tablets delivered to students for remote learning

167 grants totaling **\$1.7 million** related to education



Source: Morehouse College



11 million kilos of materials

moved with the help of UPS experts
deployed to assist Project Airbridge



PROVIDING A PIVOTAL ROLE IN THE ARRIVAL OF CRITICAL SUPPLIES FOR U.S. HOSPITALS

The COVID-19 pandemic caused a severe strain on the United States' health care system as hospitals struggled to obtain personal protective equipment (PPE). In March, the U.S. Federal Emergency Management Agency (FEMA) and the White House Coronavirus Taskforce launched [Project Airbridge](#) to expedite the movement of PPE from other countries to U.S. hospitals. UPS

was selected to be a part of Project Airbridge. UPS provided air freight brokerage services, opened a 450,000 square-foot healthcare distribution center, and provided UPS Supply Chain Solutions' capabilities to FEMA. These efforts were in addition to The UPS Foundation's ongoing engagement in pandemic preparedness efforts since 2015.

We're incredibly proud of the work we're doing to help return our global community to a state of normalcy. We know there is more work ahead, and our UPS Healthcare team is here to deliver what matters, when it matters most."

- Wes Wheeler
President, UPS Healthcare

BRINGING LIFE-SUSTAINING SUPPLIES TO FEED GUATEMALAN CHILDREN

In Guatemala, school meals are often prepared on an open fire. Students must provide the firewood each day, and in many cases their own cups and plates. This leads to low-quality meals and inequities in the amount of food the children receive, especially in the poorest and most remote communities. In January, in collaboration with the World Food Programme and Amazon, The UPS Foundation

funded a charter flight to [deliver critical kitchen products](#) to school programs in Guatemala. These supplies help ensure that the meals are safely prepared and provide greater food security and nutrition for the children.



500 Guatemala schools
received critical supplies to feed
100,000 children



Source: World Food Programme

“UPS’s logistics expertise is helping to address daunting global health and humanitarian challenges among vulnerable populations. In Guatemala, our collaboration with the

World Food Programme is bolstering food security for thousands of youth, creating a more resilient future for the next generation.”

- Joe Ruiz, Vice President, Social Impact & The UPS Foundation



Addressing food security:

**27 million meals delivered in
27 states**

DELIVERING SOLUTIONS FOR FOOD INSECURITY GLOBALLY

Even before COVID-19 reduced incomes and disrupted supply chains, chronic and acute hunger were on the rise due to various factors including conflict, socio-economic conditions, natural disasters, climate change and pests. However in 2020, some communities around the world experienced a severe increase in food insecurity, impacting vulnerable households in almost every country.

When the COVID-19 pandemic closed schools across the United States, millions of children lost access to nutritious food. U.S. Department

of Agriculture and the Baylor Collaborative on Hunger and Poverty expanded their [Emergency Meal-to-You](#) program through a collaboration that included UPS and other corporate partners. UPS brought logistics expertise and operational capabilities to the program, which provided shelf-stable, nutritious meals to students in rural areas of the country. The UPS Foundation expanded its hunger relief efforts by sponsoring the transportation of refrigerated trailers to Feeding America, financially supporting local food banks such as [Feeding America's West Michigan](#) food bank, and providing COVID relief around the world through [The Salvation Army's Red Shield](#) feeding program.

"UPS is one of the most engaged and invested corporate partners we have. We are grateful for all their work and advocacy to help us serve the most vulnerable in this crisis."

- Dale Bannon
National Community Relations & Development Director
for The Salvation Army

"UPS has been an exceptional partner and vital to the overall success of this program ...watching a UPS truck pull up to one of our facilities is like watching the baton pass from our team to theirs."

- Denton McLane
Chairman of McLane Global

COLLABORATION AND EXPERTISE BRINGS RAPID SUPPORT TO IMPACTED COMMUNITIES

Five hurricanes made landfall in Louisiana in 2020, the most active hurricane season in recorded history. Through its longstanding collaboration with The UPS Foundation, Good360 received financial and in-kind support to distribute critically needed goods to Louisiana for immediate response and long-term recovery from Hurricanes Delta, Laura, and Zeta. Working together, this partnership pre-positioned emergency relief supplies along the Gulf Coast well in advance of the storms making landfall. This enabled [Good360](#) to get critically needed supplies directly where they were needed most to thousands of evacuees as expeditiously as possible—providing beverages, PPE, personal hygiene products, and new clothing.

“Our proven track record as a humanitarian supply chain, delivering goods to those in critical need, enables us to be part of this creative cross-sector solution. By leveraging each of our organization’s individual strengths, we are more effective together in supporting those on the frontlines doing great work. The final mile shipping could not happen without the support from The UPS Foundation”

- Matt Connelly
CEO of Good360



100 truckloads of relief supplies transported to shelters across America in partnership with American Red Cross



\$1.5 million in critically needed goods for immediate response and long-term recovery distributed through Good360



Source: SBP

Over 500 homes rebuilt by SBP with support from The UPS Foundation

UPS responded to **43 global disasters** and crises

PROTECTING VULNERABLE REFUGEE CHILDREN IN ETHIOPIA

Of the 30,000 refugees residing in Addis Ababa a third of them are children, including more than 1,600 youth who have no parents or other responsible adults looking after them. Unaccompanied and separated children face multifaceted risks, including abuse, neglect, exploitation and violence. Since 2017, The UPS Foundation has collaborated with [UNHCR](#) to support a [Child Protection Center at Jesuit Refugee Service \(JRS\)](#). The UPS Foundation's funding supports the center's maintenance and operating costs, which allows other resources to be spent on emergency assistance, art therapy, language and computer classes, counseling, and other protection activities for these most vulnerable refugees.



1,076 children accessed services at the Child Protection Center

126 children have been placed in alternative family-based care arrangements

108 children in foster families received cash assistance



Source: UNHCR

PUTTING THE BRAKES ON HUMAN TRAFFICKING

Since 2016, UPS has partnered with [Truckers Against Trafficking \(TAT\)](#), whose mission is to educate transportation industry employees how to recognize and report the signs of human trafficking. As part of TAT's mobile army of transportation professionals, UPSers are engaged in the fight against human trafficking across the U.S. and Canada. In 2020, The UPS Foundation provided funding to support [TAT's Freedom Drivers Project](#) and its new podcast, Driving Freedom. The podcast features short episodes on critical issues related to human trafficking and provides life-saving information for the UPSers and other truckers

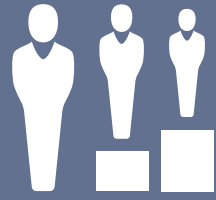
who are trained to recognize and report suspicious activity they encounter while on the job. In the fall, a group of UPSers, [spearheaded by Wayne Ponschke and Paul Barnes](#), created a video and other measures to bring awareness of human trafficking to their co-workers. [Learn more](#)

130,000+ UPSers trained

\$5 million+ donated by UPSers toward the United Against Human Trafficking Fund



Source: Truckers Against Trafficking



EQUITY & ECONOMIC EMPOWERMENT

UPS has a long history of championing equity and inclusion efforts as part of its core company values. 2020 ignited a national reckoning on racial injustice across the U.S. that spread to the business communities and around the world. The UPS Foundation understands that people with different backgrounds, experiences, and perspectives propel growth and innovation, not only at UPS but in communities everywhere. Our equitable access initiatives support the underserved and underrepresented members of society throughout their lives, from youth to executive leadership development.



Source: 2019 Josh Estey/CARE

UPS AND THE UPS FOUNDATION CALL FOR JUSTICE AND REFORM TO ADVANCE EQUITY

In 2020, UPS and The UPS Foundation stepped up support of [justice, reform and equity](#) for African Americans in response to the killings of Ahmaud Arbery, George Floyd, Breonna Taylor and too many others. The UPS Foundation committed new funding to its longstanding partners for programming that supports employment, education, small businesses, advocacy and reform. UPS pledged 1 million hours of employee volunteer service around the world in support of mentoring and educational programs in disadvantaged Black communities. UPS's [Equity, Justice & Action \(EJA\) Task Force](#), a cross-functional leadership team of UPSers was formed to explore, evaluate and expedite solutions that combat racism by promoting equity and justice in key areas where systemic racism persists and where UPS is best-positioned to help advance positive change.

\$3.2 million allocated for programming to advance racial equality

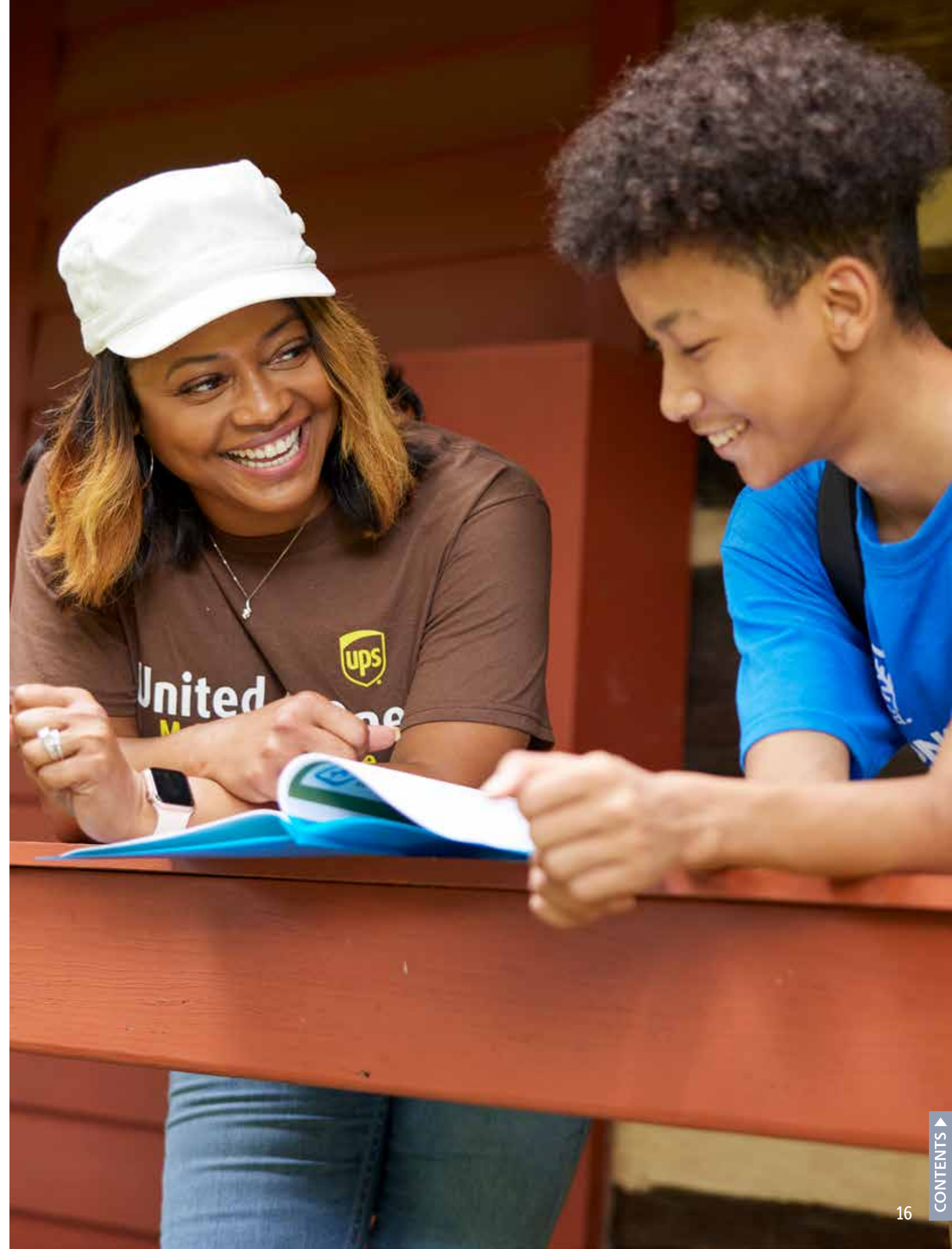
\$1 million committed to the National Museum of African American History and Culture to help educate and tell the stories of African Americans

1 million UPS employee volunteer service hours pledged in underserved Black communities

“Today, we are reaffirming what we know is right and doing our part to accelerate progress. We will be champions for justice and equality, not just in our words but in our actions here in the U.S. and everywhere we operate around the world.”

- [Carol B. Tomé](#)

UPS Chief Executive Officer



DELIVERING HOPE AND FINANCIAL STABILITY

191,248 total clients served

3,817 virtual financial workshops

54,809 consumers and business owners received assistance



Source: Operation Hope

SUPPORTING FINANCIAL ADVOCACY

Beverly is a Black business owner of a childcare center who was unable to secure guidance from her bank as she tried to navigate the U.S. government's Paycheck Protection Program (PPP). She turned to Operation HOPE, which helped her secure PPP funding for her small business. Since 2013, The UPS Foundation has supported [Operation HOPE's mission](#) to provide

financial counseling for individuals and small businesses. In 2020, [additional funding from UPS](#) helped provide much-needed assistance to families affected by COVID-19. UPS continued its support of post-crisis recovery and FEMA application assistance to businesses and communities hit by natural disasters in 2020.

"Deborah at Operation HOPE helped me with my mortgage and helped me obtain a payment deferment. She then helped me with my PPP application. She helped me get approved. I was able to get the loan. I'm grateful for Deborah. I know I could not have done it without Deborah and Operation HOPE."

- Beverly Holland
Owner of God's Creative Enrichment Center,
a daycare center for children

CLOSING THE DIGITAL DIVIDE

Data from the Pew Research Center reveals that 25% of teens in households earning less than \$30,000 lack access to a computer at home. In 2020, The UPS Foundation collaborated with Microsoft to help bridge this digital divide for Morehouse College's newly enrolled students. By providing supply chain expertise to [ship Microsoft Surface tablets](#) to these students, The UPS Foundation helped them be better prepared to succeed when classes and programming moved online as a result of the COVID-19 pandemic. The UPS Foundation also expanded its equity efforts by coordinating the distribution of Lenovo computers to Indianapolis public schools and books to the Oakland school system.

500+ Surface Go 2 Tablets delivered to Morehouse College students



"The digital divide is another battlefield in the fight for social justice because it is directly linked to income disparities between racial groups. Black and brown families are at the lowest rungs of the household income scale."

- David A. Thomas, President of Morehouse

NATIVE PATHWAYS TO COLLEGE AND SCHOLARSHIP PROGRAMS

Waycen is a scholarship recipient of [The American Indian College Fund](#) and a candidate to receive a bachelor's degree in Business Administration from Montana State University. Waycen wants to become a successful business owner in his community, providing jobs for Native people while improving their access to and use of technology. He knows what his community needs to become stronger and healthier and technology's role in building a brighter future. Since 1990, The UPS Foundation has invested in higher education in Native communities. As a result, more American Indian and Alaskan native students like Waycen are overcoming barriers to higher education, and striving to lead in their communities to improve social and economic conditions.

770 American Indian and Alaska Native students received assistance through The UPS Foundation Tribal College Scholarship Program

320 UPS Foundation Scholars earned post-secondary credentials from tribal and U.S. colleges and universities from 2011 to 2019

"I really believe that we can excel in technology and also provide a different outlook or perspective to what technology can do. I love the idea that technology moves us into the future. This scholarship helps me to get one step closer to my goal—that ultimate dream where I can help and improve not only my life, but the lives of others.

That is what I love."

- Waycen

Scholarship Recipient

The UPS Foundation Tribal College Scholarship Program



Source:
American Indian
College Fund

ENHANCING GLOBAL ROAD SAFETY THROUGH A VIRTUAL FLEET MANAGER TRAINING PROGRAM

Since 2014, UPS has worked with [Fleet Forum](#) to create effective solutions that fleet managers around the world can use to enhance their operations and promote road safety. In 2020, much of the planned programming came to a halt due to COVID-19, but most organizations continued to operate their fleets during the pandemic. Fleet Forum received hundreds of questions about managing a fleet during the COVID-19 outbreak. With support from The UPS Foundation, Fleet Forum developed new training modules and webinars, and in just a few weeks, an updated fleet management training program was delivered virtually.



Source: Fleet Forum

160 drivers participated in virtual driving school

616 seminars for daily operations related COVID-19 issues

500 drivers from **14 countries** and **10 organizations** involved in driver training program

“Every year, more than 1.3 million people die in road traffic accidents and that’s one reason UPS is invested in teaching safe driving practices for both novice and experienced drivers. Our interactive trainings combined with innovative technology is helping to reduce road casualties.”

- Trish Spangler

Expert on Mission, The UPS Foundation

40 Club members from Boys & Girls Club of Morristown graduated from the UPS Road Code® Teen Safe Driving Program



Source: Boys & Girls Club



Source: Boys & Girls Club

KEEPING TEENS SAFE BEHIND THE WHEEL

Since 2009, The UPS Foundation has partnered with Boys & Girls Clubs of America to deliver UPS Road Code, a program based in large part on the same safety training used with UPS's own drivers. The core beliefs of Boys & Girls Clubs aligns with UPS's commitment to promoting safe, positive and inclusive environments for all. Boys & Girls Clubs of America supports all youth and teens – of every race, ethnicity, gender, gender expression, sexual orientation, ability, socio-economic status, and religion – in reaching their full potential.

Hamblen County, Tennessee, consistently records a significant number of crashes

resulting in serious injuries or fatalities among drivers ages 15 to 24. In 2019, the [Boys & Girls Club](#) of Morristown took action and launched [UPS Road Code® Teen Safe Driving Program](#) for its members. The program is already having an impact as all eligible program graduates passed their driver's test and received a license. One of the graduates, Hugo Morales, was named a National UPS Road Code Ambassador. Hugo received a \$2,500 college scholarship and serves as an advocate for safe driving and speeding awareness using the lessons he learned in the program.

86,000 UPS Road Code® Teen Safe Driving Program graduates since 2009



Source: ITC SheTrades

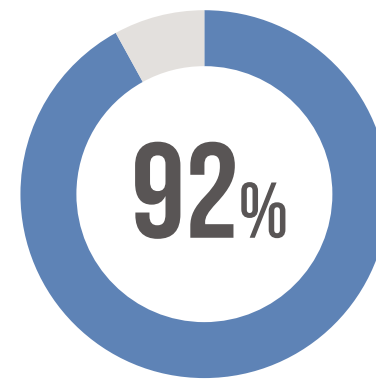
DRIVING DIGITAL TRANSFORMATION FOR WOMEN ENTREPRENEURS

Madhumita is the founder and owner of Luxe Living, a manufacturer of home furnishings and fashion accessories. As a result of her participation in the International Trade Center SheTrades and [UPS Women Exporters Program](#), she strengthened the digital marketing and branding of her business, and expanded to key online marketplaces in India. Today, Luxe Living is scaling up and doubling revenues through its enhanced digital presence and improved export readiness. Since 2018, [SheTrades](#) and UPS have worked together to help women in business succeed in international markets by making exporting easier and more efficient. [Learn more](#)

“Our signature program for the Equity & Economic Empowerment focus area is the UPS Women Exporters Program. It’s a proven pathway to breaking down economic barriers and creating access for women-owned businesses to thrive in and beyond their communities.”

- La’Kerri Jackson
Director, Social Impact & The UPS Foundation

15,618 UPS Women Exporters Program participants
700+ women entrepreneurs received personal coaching
200+ jobs created by women-owned businesses



of SheTrades participants reported the training helped them identify strategies to scale up and improve digital business operations



Source: ITC SheTrades



LOCAL COMMUNITY ENGAGEMENT

Communities around the world have urgent needs that UPS addresses by partnering with and supporting local nonprofits. This year, The UPS Foundation allocated nearly \$15 million in local community investments to provide COVID-19-specific support for relief and recovery efforts.

The UPS Foundation prioritizes direct investment at the local level and mobilizes UPSers around the globe through volunteer efforts that directly benefit the community.



SIMPLY THE BEST. CELEBRATING UPS VOLUNTEERS.

The Jim Casey Community Service Award is one way UPS recognizes UPSers who demonstrate an exceptional commitment to give back to their community. Established in 1995, the award celebrates

the UPS spirit and legacy of volunteerism and the outstanding community service provided by our people. Employees are nominated by their peers and final selection of winners are determined by a panel of non-profit professionals.

THE 2020 JIM CASEY COMMUNITY SERVICE AWARD

MEET OUR WINNER



She calls it “heart work,” and since she was a child [Toy Ann McCray](#) has made time to help others. Over the years she’s volunteered with community centers, homeless shelters, food pantries, youth mentorship programs and Special Olympics. She launched Sleepover for Success, an all-girl mentorship program that allows girls to stay at school overnight, play games, share experiences and build relationships with female mentors. As the Jim Casey

Community Service Award winner, Toy Ann and IMPACT Family Center received a \$10,000 grant from The UPS Foundation to support essential programming. Toy Ann’s volunteer efforts are extraordinary, and she provides a powerful example of what’s possible through volunteerism.



MEET OUR FINALISTS

William Fox
Europe Region

Bill Turner
The UPS Store

Jeffery Steilen
APAC Region

Shawn Summerville
Air Region

Renee Godin
Americas Region

Mark Lasof
SCS Global Freight
Forwarding

Felipe Ramirez
UPS IT

Christine Rowan
UPS Freight

Kevin Kenney
U.S. West Region

B. Vijay Anandh
Indian Subcontinent,
Middle East and Africa

Tori Reynolds
SCS Global Logistics
& Distribution

Terahn Sutton
Atlanta Regional
Super Hub

Dustin Caldwell
Corporate
Transformation Office

Dee Gougler
GBS, Social Media System

Patricia Hanna
U.S. East Region

STRENGTHENING ROAD SAFETY IN ARGENTINA

The use of motorcycles is growing across Latin America, but a lack of adequate training leaves motorcyclists at a higher risk of being injured or killed in an accident. Providing enhanced training is essential to ensuring that future motorcycle riders have the right skills required to ride safely. With funding from The UPS Foundation, [Foundation Gonzalo Rodriguez](#) developed the [Trainers' Training Program in the Safe Driving of Motorcycles](#) for instructors working at driver's license issuing centers in Argentina. This curriculum deepens the capacity and technical skills of the professionals who teach the mandatory training courses. In 2020, the Foundation Gonzalo Rodriguez migrated the training's classroom components to an online curriculum, allowing aspiring motorcyclists to continue to access the training program.

284 trainers from
188 cities and
17 provinces certified in Argentina



Source: Foundation Gonzalo Rodriguez

50% of road traffic casualties in Argentina were due to accidents that occurred while operating two-wheeled vehicles

107 Road Safety Equipment Kits delivered to motorcyclists with helmets, reflective vests, knee pads, elbow pads and protective gloves

EMPOWERING YOUTH FOR A GLOBAL ECONOMY

Since 1981, The UPS Foundation has partnered with Junior Achievement (JA) to prepare teens from under resourced communities to succeed in today's economy. In 2020, The UPS Foundation provided funding for JA programming in 20 localities. Given the unique challenges presented by the COVID-19 pandemic, UPS supported the transformation of in-person classroom programming to online webinars. Volunteers are the backbone of JA's success — serving as role models and mentors in financial literacy, work readiness, and entrepreneurship. UPS employees extend the impact of this financial support through their volunteerism, with 15 UPSers serving on local JA Boards across the United States.

339 community
volunteers

43 UPS volunteers
delivered programming

217 classrooms

5,374 JA students

"I really had fun in my JA Our City class! I learned a lot about taxes, money, and all the hard work that goes into businesses."

- Ally

Student at Clay Hills Elementary School, Lexington

"I want to be a plumber and now I realize I can own my own company. I can go to training and get a two-year degree."

- Greyson

Student at Bullitt County High School, Shepherdsville, KY





A BAR OF SOAP SAVES LIVES – UPS GLOBAL VOLUNTEER MONTH

Hand washing with soap can prevent the spread of COVID-19, but for many, maintaining personal hygiene is difficult due to the lack of clean water and soap. During Global Volunteer Month, Atlanta-based UPS employees joined The UPS Foundation and our partner [Clean the World](#) to write inspirational notes and pack soap and hygiene supplies

for distribution to The Salvation Army Red Shield Shelter, Medshare, and Georgia Justice Project Atlanta. This volunteer activity supports UPS's commitment to provide one million employee volunteer hours to promote social justice and equity in Black communities.

7,000 hygiene kits packed by UPSers

In addition to serving all year long, UPSers also celebrate the spirit of volunteerism every October during UPS Global Volunteer Month. Together with their families, they deliver impact where it matters most – in our local communities.

“The year 2020 was like no other. UPSers around the world were motivated to make an impact in their local communities through volunteer efforts guided by the values of justice, equality, and resiliency. In spite of the pandemic, UPSers found ways to safely contribute to the well-being of their neighborhoods and continue to make a difference.”

- Cathy Scott
Vice President, Social Impact & The UPS Foundation

COMMUNITY INVESTMENT GRANTS

The UPS Foundation supports its employees' commitment to communities and provides monetary donations to organizations at which UPS employees volunteer. These grants delivered impact in more than 170 countries across the four focus areas and means UPSers have a direct economic impact on their communities, adding to the invaluable volunteer service they provide.



HELPING TO FEED STUDENTS AND SENIOR CITIZENS

WASHINGTON, D.C. AND MARYLAND

UPSers in the East Region used their local COVID-19 funding to provide a \$10,000 grant to support public school meal sites in Washington, DC, and Montgomery County, Maryland. This ambitious effort distributed bags of food weekly to students via UPS and school bus drivers to meet the basic needs of D.C. children and families during the pandemic. For three weeks, approximately 20 UPS volunteers helped transfer food trailers from [Manna Food Center](#) to designated bus stops where school bus drivers could pick up and deliver the food to parents and students.

2,400 bags of food distributed weekly to students and senior citizens





BRINGING LOVE AND RESTORING HOPE TO CHANGE LIVES IN LOUISVILLE

Dana is a UPS volunteer for Scarlet Hope, a faith-based organization dedicated to helping women in the adult entertainment industry change their lives. The volunteers bring hope to these women by working to build relationships that will put them on a different path. Dana helped Scarlet Hope receive \$43,000 in grants from The UPS Foundation for its Career Development Program. While the COVID-19 pandemic limited personal interaction, Dana and the other volunteers were able to support these women with bags of food and toiletry items weekly.

1,984 UPS volunteer hours at Scarlet Hope



UPS VOLUNTEERS ELEVATE LOCAL COMMUNITIES ACROSS SOUTH FLORIDA

UPSers in Miami took part in volunteer activities to inspire local residents and elevate communities during the pandemic. They volunteered in Miami's Walk to Defeat ALS, which led to \$6,000 in charitable funding from The UPS Foundation, and collected donations for the Miami Rescue Mission's holiday canned food and toy drives. UPS volunteers took part in the Feeding South Florida (FSF) Miami event that collected over 550 pounds of food and provided 420 meals to area residents. These Miami-based UPSers also were instrumental in helping FSF receive \$20,000 in grants from The UPS Foundation for its COVID-19 Emergency Food Distribution Program.

100,000 pounds of food received
83,000 meals distributed



SERVING THE COMMUNITY IN INDIA DURING A TURBULENT TIME

When the COVID-19 pandemic broke out in Delhi, UPSer Rajdeep Nakul joined other community volunteers in enhancing the safety and hygiene of their neighboring communities. The volunteers went door to door, using proper safety and personal protective equipment, and helped sanitize more than a thousand neighboring homes using cleaning solutions according to government guidelines. Rajdeep also

aided government officials in helping the poor or illiterate to obtain free rations with a Temporary Ration e-Coupon. In Mumbai and Pune, The UPS Foundation provided funding to Concern India to support their efforts to distribute personal protective equipment to police officers in those communities.

800 people served by volunteers received healthy food packets

60 people gained access to a free rations app on their phones

DELIVERING HOPE IN THE PHILIPPINES

For many years, UPS volunteers in the Philippines have provided tireless support to SOS Children's Villages, a non-governmental organization that mobilizes volunteers to visit with orphaned children. The UPS volunteers have become "Uncles" and "Aunties" for the children who are supported by SOS Children's Villages. The volunteers are a vital link in promoting the social and emotional development of these abandoned and neglected children. In 2020, the COVID-19 pandemic forced people across the Philippines to stay indoors. Undaunted, the UPS volunteers took their activities virtual and organized games and storytelling to provide much-needed interactions with the children during the lockdown.

"For us, it's a mindset on how to make a measurable difference in society by volunteering. It's combining UPS employees' skills, passion, and time to give back to the communities."

- Che Almodiel

Co-chair of the UPS Community Involvement Committee



PROMOTING HEALTH AND SAFETY STANDARDS IN JAPAN DURING THE PANDEMIC

Since 2011, UPS has supported the Family House, a nonprofit organization in Tokyo that provides accommodations for families of children with life-threatening illnesses who have come to the city from rural areas for medical treatment. In 2020, 40 UPSers from Global Freight Forwarding in Japan volunteered at Family House. Due to the pandemic, there were strict cleaning protocols at these facilities, so the volunteers helped to create cleaning cloths by cutting T-shirts into the appropriate size. The T-shirts were collected by UPSers from across Japan as part of Global Volunteer Month.



WUHAN-BASED UPSER JOINS THE FIGHT AGAINST THE CORONAVIRUS

During the lockdown in Wuhan city, UPSer Shawn Gao distributed urgently needed PPE to his fellow employees. He joined two colleagues in completing a thorough disinfection of the UPS Wuhan center when vendor services were no longer available. Shawn coordinated with his friends to import thousands of PPE items to donate to the Wuhan Red Cross, and in the spirit of transpacific collaboration, he arranged with his friends to source and donate thousands of masks to hospitals in Seattle and Vancouver in the fight against the virus. He also helped deliver vegetables to neighbors and purchased health care products for a senior citizen who was in quarantine. For his efforts, Shawn received the “Top 50 Service Provider in China” award from the China State Postal Bureau.

30,000 piece shipment of PPE imported by a UPSer to donate to the Wuhan Red Cross
150,000 masks donated to hospitals in Seattle and Vancouver



RESTORING HOPE FOR REFUGEES AND THE HOMELESS IN BELGIUM

Solidarité Grands Froids (SGF) operates a large center in Brussels that provides clothing, toiletries, housewares, toys, shoes and much more to the area's homeless population. SGF relies heavily on volunteer support to help sort donated clothing and other materials. UPSers in Belgium stepped up to volunteer, sorting clothing donations, and working at Port d'Ulysse, a homeless shelter in Brussels for refugees. The facility is home to hundreds of people, and UPS volunteers helped to refurbish the building and prepare new rooms for residents.



BRINGING BREAD OF LOVE TO THE NEEDY IN SINGAPORE

As the founder of U Cares Volunteers, UPSer Johnson Ong leads a dedicated group of volunteers in Singapore. While this group is active year-round, they were especially busy during December 2020 helping those in need get something to eat or enjoy some much-needed entertainment. Johnson collaborated with the owner of local bakery to provide fresh bread for the hungry. U Cares brought volunteers together to pack the donated bread and distribute it to local charities. U Cares also organized an entertaining virtual performance with a local comedian and singer-songwriter to perform for the elderly staying at the Kheng Chiu Happy Lodge.

UPSERS RALLIED IN MINNESOTA TO DISTRIBUTE FOOD, HYGIENE PACKS, WATER, AND CLOTHING FOR THEIR COMMUNITY

The death of George Floyd led to civil unrest in Minneapolis that was fueled by an outpouring of grief, disbelief, and anger. The protests and riots displaced many people living in the neighborhoods impacted by this tragedy. Quick to act, UPS volunteers helped displaced families by donating essential items and then working alongside other volunteers at the YWCA. These volunteers arrived at the distribution location early and stayed until the last item had been distributed. YWCA Minnesota received a \$7,500 grant from The UPS Foundation to provide food, hygiene items, household items, paper products and baby supplies to low-income families.

5,400 families served by UPS volunteers



REINVENTING VOLUNTEERISM TO PROVIDE RELIEF TO THE COMMUNITY

Due to the COVID-19 pandemic, UPSers across Brazil reinvented their volunteer initiatives. They helped organize online musical events that showcased UPSers' talents and raised funds for local charities. During the "Your Drive" Band Show, UPSers raised R\$1196 to purchase food for families in quarantine. Through the Jessica Ides Show, UPSers collected R\$2085 that purchased cleaning and hygiene products for a nursing home. In another volunteer campaign, Brazil UPS managers and supervisors organized a "Managers Committed to More" campaign that raised funds to purchase 15 food boxes for those in need throughout the community.

\$53.5 million donated to United Way by UPSers and The UPS Foundation

UNITED WAY

UPS and United Way used a powerful, long-standing partnership to continue making strides to improve lives and strengthen communities where we live and work. For 38 years, UPS and United Way have come together to address the most pressing issues in our communities in the areas of education, family stability, and combating human trafficking. [Learn More](#)

RISE TO THE MOMENT

The 2020 United Way campaign theme, *Rise to the Moment*, recognizes the unique times that we are living in and our collective ability to make an impact as UPSers. With the generous funding from UPSers and The UPS Foundation, [United Way](#) is helping communities to respond, recover, reimagine, and rebuild.



UPS donated \$2 million to United Way Worldwide COVID-19 Community Response & Recovery Fund

UPSers in the U.S. directed contributions to special funds set up by United Way for COVID-19 relief, Combating Human Trafficking, Equity and Justice, Grade-level Reading, and Young Men United program.



PLANET PROTECTION

The UPS Foundation provides financial and employee volunteer support to environmental programs with a focus on carbon reduction, conservation, and environmental research & education. The growing urgency of supporting environmental and social justice efforts around the world has inspired a new commitment by UPS to expand its Global Forestry Initiative to further align with the United Nations Sustainable Development Goals by planting 50 million trees by 2030.



Source: Earth Day Network



SUPERCHARGING THE GLOBAL FORESTRY INITIATIVE

50 MILLION TREES BY 2030



In 2019, UPS celebrated the planting of more than 15.4 million trees – achieving a significant milestone in our Global Forestry Initiative, which launched in 2011. In 2020, despite a year when few volunteer tree planting activities took place, UPS planted an additional 2 million trees. Inspired by the passion of UPS volunteers, The UPS Foundation has collaborated with leading environmental partners to plant trees in 66 countries across six continents. Given the initiative’s impact on local communities, UPS expanded its environmental commitment to plant [50 million Trees by 2030](#) with a focus on promoting global equity and well-being for low-income and underserved communities in cities and developing areas. The Global Forestry Initiative supports the UN Sustainable Development Goals in climate action, life on land, and reduced inequalities, among others.



457,133

fruit trees planted

in Uganda's Mount Elgon region



Source: Earth Day Network

REFORESTATION IN UGANDA

Uganda's Mount Elgon region is prone to landslides and floods due to deforestation, leaving the area in urgent need of land restoration to support its communities and habitats. Since 2011, UPS and EARTHDAY.ORG have planted fruit trees in the region through the Trees for Communities program.

[EARTH DAY.ORG](https://www.earthday.org) and its partners provide agricultural extension services, including seeds and planting materials, as well as training and mentoring, to increase crop yields, improve farmer incomes, and ultimately enhance their overall well-being. The trees also slow erosion, and deliver added flood protection.

REFORESTATION BOOSTS THE FOOD ECOSYSTEM IN UGANDA

Ugandan farmer Nangira grew tomatoes, maize, and cassava, which she sold at the local market. But these crops were not providing enough food to feed her family of 12. The technicians at EARTHDAY.ORG's

partner [Trees for the Future](https://www.treesforthefuture.org) taught Nangira its Forest Garden Approach, which encourages farmers to plant trees that protect and bring nutrients back to the soil. Nangira has planted trees to improve the health of her land and now she is growing more vegetables like collard greens, amaranth, and calliandra. Today, she produces enough food to feed the entire household and earn a living from the crops.



Source: EARTHDAY.ORG

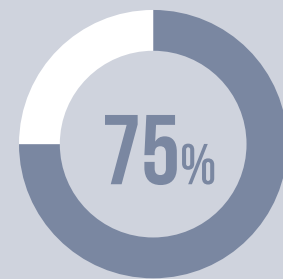
"The vegetables in my garden have really helped my family, they are feeding us and I am selling some of them at the market. I have managed to make Ush 150,000 from selling sukuma wiki (collard greens), which I used to buy a piglet and a hen that has already hatched 10 chicks."

- Nangira
Uganda Farmer

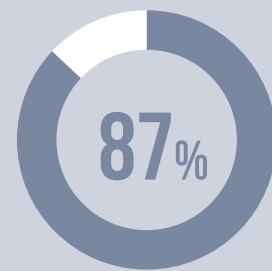
FOSTERING A GREEN-MINDED CONSERVATION WORKFORCE

The Student Conservation Association (SCA) mobilizes youth to conserve urban parks, public green spaces, and wildlife habitat. In 2020, The UPS Foundation funded SCA Community Crews in Atlanta, the Bay Area, Chicago, Houston, Newark, New York, Pittsburgh, Seattle, and Washington, DC. This support provided jobs and mentoring for young adults in low-income neighborhoods who were engaged in planting trees and

maintaining parks and urban gardens. The UPS Foundation works to promote equality and environmental justice in large American cities. Community Crews strengthen neighborhoods by improving air quality, and promoting social engagement, better health, and rewarding work.



75% underrepresented youth



87% of youth members feel a greater connection to nature

Source: Student Conservation Association



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The UPS Foundation staff manages strategic partnerships with global nonprofits/NGOs and engages with UPS employees around the world to advance community programs that connect to our people and global logistics business.

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The UPS Foundation's Expert on Mission program deploys UPS skilled volunteers with supply chain and road safety expertise to increase the capacity of our partner agencies to serve more of those in need.

James Coughlan

Dan Keim

Hans-Peter Teufers

Trish Spangler

“Our purpose fuels our social impact. ‘Moving our world forward by delivering what matters’ isn’t just a tagline or a slogan. We live out these words every day in service to our communities around the globe.”

- Laura Lane,
Chief Corporate Affairs Officer

 Follow us [@UPS_Foundation](https://twitter.com/UPS_Foundation)

To learn more about The UPS Foundation visit ups.com/foundation

The UPS Foundation seeks to support organizations that are in alignment with our focus areas, guidelines, and non-discrimination policy. UPS and The UPS Foundation do not discriminate against any person or organization with regard to categories protected by applicable law, as well as other categories protected by UPS and The UPS Foundation in our own policies. These include, but are not limited to race,

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