



2023 ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT

DECEMBER 2023



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FROM OUR CEO

I'm excited to share our second annual Environmental, Social and Governance ("ESG") Report. Throughout the past year, we've built upon our ESG initiatives by advancing our existing efforts and launching new programs. This Report reflects the universal support of all units within the Global Industrial organization and our continued commitment to responsible stewardship.

Our business model and go-to-market strategy focuses on empowering customers to succeed in their business. Global Industrial makes "We Can Supply That[®]" much more than just a tagline. Indeed, "We Can Supply That[®]" is part of a broader philosophy which infuses our approach to all we do as a company – offering a wide range of products for our customers at affordable prices, accommodating the evolving work-life balance needs of our associates, enabling underserved communities in our charitable outreach, and bringing sustainable solutions to our operating ecosystem.



At Global Industrial, the customer is at the center of everything we do, and enabling them to achieve their business goals would not be possible without the talented and dedicated associates that deliver their best for Global Industrial every day. We pride ourselves on empowering our associates. We provide the tools and support to foster associate growth and well-being, and have introduced new employee wellness initiatives in each of the past several years, including enhanced employee benefits, leadership training, and paid parental leave. We believe the continued enhancement of our benefits package and broader associate engagement has created a conducive framework for our inclusive and diverse mindset to thrive.

The ideology of enablement applies equally to our mission of corporate stewardship. Through our community outreach programs, we seek to empower underserved, local populations. This year, we piloted a corporate day of service where we committed products and associates to an initiative of enhancing outdoor spaces and furnishing a courtyard for a local nonprofit.

At Global Industrial, we also strongly believe in reducing our carbon footprint and providing an environmentally sustainable workplace. In November 2022, we opened a state-of-the-art distribution center in Toronto, Canada that incorporated important standards of best practice in sustainability and safety standards. The facility incorporates the latest environmentally-conscious technologies and design practices. Also, the recent addition of Indoff, LLC brings appliance manufacturing and distribution capabilities as well as its own line of best-in-class energy efficient products to our already abundant product offerings. Several of Indoff's refrigerators have been awarded the ENERGY STAR[®] Most Efficient Mark in 2023.

Finally, we are proud of the recognition we have received for our achievements in creating a diverse and inclusive work environment. We received corporate culture awards from Comparably in each of the last four years, which mirror the outstanding results we consistently obtain in our yearly associate engagement surveys. Most recently, in 2023, we were honored to receive the Comparably Best Leadership Teams and Best CEOs for Diversity awards. We recognize the contribution of each and every one of our associates toward creating the best-in-class corporate culture we have built. We look forward to continuing on this ESG journey with our associates, our stakeholders and our partners in stewardship.

Sincerely,

Barry Litwin

AWARD-WINNING EXCELLENCE. WE CAN SUPPLY THAT.[®]

Global Industrial has earned several awards from *Comparably*, a leading corporate awards platform for employers.



WHO WE ARE

At Global Industrial, with our mission of “We Can Supply That®”, and over seven decades of expertise, our Company is well-regarded in the industry as having a roll-up-our-sleeves approach, offering customers more than a million products — spanning from material handling equipment to packaging and supplies — including our own Global Industrial Exclusive Brands™.



COMPANY OVERVIEW

Our Business

Global Industrial Company (NYSE: GIC), through its operating subsidiaries, is a value-added industrial distributor of industrial and maintenance, repair, and operations (“MRO”) products in North America, going to market through a system of branded e-commerce websites and relationship marketers.

We started in 1949 as a small material handling company, and we have grown to be an industry leader with over one million products in 21 industrial and commercial categories. We market our products primarily to private and public sector customers, which include for-profit businesses, state, local, and private educational institutions and government entities, including federal, state, and local municipalities. For more information on Global Industrial, visit www.globalindustrial.com.

In May 2023, Global Industrial acquired [Indoff, LLC](#), a business solutions distributor specializing in material handling/warehouse solutions, commercial interiors, and business and promotional products. We are proud that Indoff shares our commitment to principles of responsible corporate stewardship. Indoff’s corporate headquarters is located in St. Louis, Missouri, and it has additional facilities in Missouri and Indiana.

Our Business Model

Our mission of Accelerating the Customer Experience (“ACE”) guides our actions across the business, and specifically in our customer end-to-end purchase, service, and delivery experience. Our ACE strategy at its core focuses on the building of customer loyalty and trust by addressing unique customer needs through a responsive and tailored sales, product, and service experience. We build customer loyalty and trust through personalized and high-touch customer interactions that often feature strong one-to-one relationships.

The Company’s omni-channel model drives customer acquisition and, with rigorous vetting, we are able to identify opportunities for product category expansion, particularly with Global Industrial Exclusive Brands™ products. Category expansion with our customers is designed to drive repeat orders and increases in customers’ annual spend. We aim to maximize customer satisfaction and loyalty by combining close customer relationships with product expertise, efficient and competitive fulfillment, delivery, and exceptional customer service.



CORPORATE RESPONSIBILITY AT GLOBAL INDUSTRIAL

As our name suggests, we at Global Industrial think of our corporate responsibility in global terms. As citizens of a global community, we embrace responsible ESG stewardship as an essential part of our mission to build a successful business, and to affirm and align with the expectations of our stakeholders, which include our associates, customers, suppliers, and stockholders. As stakeholder expectations change and evolve, including those around ESG matters, we are committed to changing and evolving with them. We have a strong foundation upon which to do so, which includes investing in infrastructure and innovation, trusting and empowering our associates, supporting local communities in which our associates work and live, embracing a conservative approach to our own resource use, and providing products and services to our customers designed specifically to reduce resource consumption throughout their supply chains.



ENVIRONMENTAL, SOCIAL & GOVERNANCE INITIATIVES

In 2021, Global Industrial established a cross-disciplinary ESG Task Force to lead our ESG efforts. The ESG Task Force includes members from the Legal, Merchandising, Operations, and Human Resources departments. The ESG Task Force not only gathered data about previous and ongoing ESG initiatives throughout our various business units, but also continues its work by charting ESG objectives for the Company moving forward. The progress of the ESG Task Force is tracked on an ongoing basis and is subject to oversight by management, our Nominating/Corporate Governance Committee, and our Board.

ENVIRONMENTAL SUSTAINABILITY



At Global Industrial, environmental responsibility is an important aspect of our business mission.

In addition to doing our fair share for the global environment, it is our hope that our demonstrated commitment to sustainability initiatives will serve as a positive model of corporate civic responsibility in the communities we serve.

Associates at all levels are required to follow Company procedures designed to comply with local, state, and federal environmental laws and regulations. We strive to minimize the environmental impact of our operations in the communities in which we operate, and to be mindful of conservation of natural resources. In addition, we continually work toward reducing our environmental footprint through various sustainability initiatives.

AT GLOBAL INDUSTRIAL, G.R.E.E.N. IS IN OUR DNA





GEOGRAPHICAL IMPACT ON OUR COMMUNITIES



Water Bottle Filling Stations

One of Global Industrial's product lines includes both indoor and outdoor water bottle filling stations with multiple options for dispensing refrigerated, filtered water. Three of the models in this product line include built-in sensors that measure the number of equivalent, single-use plastic bottles saved for every 20-ounces of water dispensed into a reusable bottle. Using water bottle filling stations such as those offered by Global Industrial enhances sustainability by minimizing dependency on disposable single-use plastic bottles.



Reduction of Fuel Emissions

In 2019, Global Industrial completed the installation of electric vehicle charging stations at our corporate headquarters. Our new distribution center in Toronto, Canada, also offers charging stations for electric vehicles. By installing the electric vehicle charging stations, we are encouraging the use of renewable energy while decreasing dependence on fossil fuels.



RECYCLING & WASTE REDUCTION



Cardboard Recycling

All of our distribution centers have a cardboard recycling process in place. Recycling cardboard significantly reduces the volume of waste Global Industrial sends to landfills.



Reduction in Single-Use Plastic Bags Initiative

Global Industrial is currently exploring an initiative aimed at reducing consumption of single-use plastic bags by instead utilizing certified recycled paper bags that are biodegradable for packaging our hardware included with certain Global Industrial Exclusive Brands™ products. This initiative, once fully implemented, could result in the elimination of up to 150,000 single-use plastic bags annually based on the current scale of our business. Global Industrial Exclusive Brands™ include products from the Global Industrial®, Nexel®, and Interior® lines.



Foam Reduction Initiative Targeted for 2025: Update

Global Industrial has made great strides in its foam reduction initiative. As of June 30, 2023, the packaging of approximately 1,136 Global Industrial Exclusive Brands™ products has been successfully re-engineered to exclude foam. Over the course of a year, the impact of our foam reduction initiative represents a decrease in the amount of foam waste deposited in landfills by over 135,000 pounds, or the equivalent of 97,707 cubic feet.



ENERGY USE & MINDFULNESS



Package Size Optimization

In our distribution centers, we use a software platform that optimizes and reduces the size of cardboard boxes when packaging our products. The platform endeavors to match product size to box size as closely as possible in an effort to improve space efficiency while reducing consumption of packaging materials. This not only translates into lower freight costs, but also lower and more efficient utilization of transportation-related energy consumption.



Efficient Shipping Practices

In addition to using software designed to optimize box selection when packaging our products, Global Industrial also strives to ensure, where possible, that in-stock Global Industrial Exclusive Brands™ products are shipped to our customers, from the distribution center closest to the delivery address. Shipping from the nearest distribution center increases efficiency while decreasing shipping time and fuel emissions.



Use of Programmable Thermostats

Most of our facilities, including our newest distribution center in Toronto, Canada, use programmable thermostats with temperature setbacks to control energy consumption. These thermostats are designed to be eco-friendly in that they help to decrease the greenhouse gas emissions associated with energy consumption at our facilities.



ENVIRONMENTALLY-FRIENDLY SOLUTIONS



Sustainable Products from Recycled Materials

One of Global Industrial's product lines includes an outdoor bench and matching picnic tables and trash containers in multiple colors, all of which use post-consumer waste. These products are long-lasting and made primarily from recycled plastic, saving trees and reducing waste in landfills at the same time.



Sustainable Packaging Options

Global Industrial offers sustainable packaging options, such as its line of Global Industrial® corrugated boxes, which come in varying sizes and strengths. Further, Global Industrial is continuing its innovative efforts with plans to introduce additional sustainable options for our customers' packaging needs all while keeping the environment at the forefront.



Environmental Certifications

Global Industrial offers thousands of products with third-party environmental certifications, including: UL GREENGUARD®, UL ECOLOGO®, Green Seal®, EPA WaterSense®, Energy Star®, Safer Choice, and USDA BioPreferred®. By selling these products to our customers, Global Industrial not only helps our customers meet their sustainability goals, but also helps protect the environment as well.



NATURAL RESOURCE CONSERVATION



Conversion to LED Lighting

Continuing a strategy that began several years ago, currently 66% of our U.S. distribution centers, our new distribution center in Toronto, Canada, and our corporate headquarters have LED lighting. LED lighting significantly reduces the energy required to light our facilities, while also decreasing attendant costs. Furthermore, when we convert a facility from fluorescent lighting to LED lighting, we recycle the fluorescent bulbs. Additionally, most of our lights are equipped with either motion sensors or timers to further control energy consumption in our facilities.



Migration to More Energy Efficient HVAC Sources

In designing our distribution centers and when upgrading our facilities, we look to use energy-efficient HVAC sources, including split-unit HVAC systems, and high-temperature and direct gas-fired air heaters. By preferentially using energy-saving HVAC systems, we have lowered the amount of greenhouse gases and carbon emitted from our facilities.



Energy Efficient Products

Our recent acquisition of Indoff, LLC reinforces our commitment to sustainability stewardship. Indoff offers a robust assortment of energy efficient appliances, and all of Indoff's Absocold® branded refrigerators are ENERGY STAR® certified. In addition, four models of the Absocold® branded refrigerators have been designated as some of the Most Efficient ENERGY STAR® certified products in 2023.

A KNOWLEDGE CENTER FOR ENVIRONMENTAL SUSTAINABILITY



March 16, 2022

GREENLIGHT YOUR GREENSPACE

Give your facility a green makeover, because there's no time like Springtime. Before you read this article, take a second; turn away from your computer screen, sit back, and look out the window. What do you see?...

[\(click to read more\)](#)



November 2, 2022

SHEDDING LIGHT ON THE BENEFITS OF SOLAR ENERGY IN WAREHOUSES

Adding solar panels to one's home to save money isn't a new concept. But in the industrial space? The idea of generating efficiency and savings using the power of the sun is quickly...

[\(click to read more\)](#)

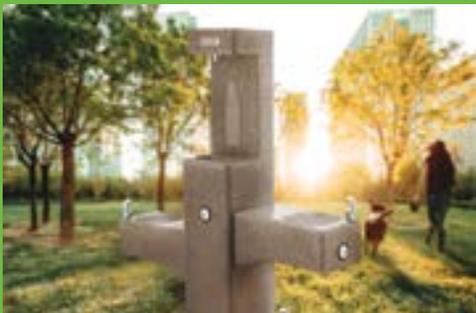


DECEMBER 9, 2022

SUSTAINABILITY NOW. 10 MOVES YOUR BUSINESS CAN MAKE TODAY.

Globally, 67% of companies have started using more sustainable materials and 66% are actively working to increase their energy efficiency. But this drive to become more sustainable and energy...

[\(click to read more\)](#)



March 9, 2023

BOTTLE FILL STATIONS: GO WITH THE FLOW AND MAKE AN IMPACT

Hydration and sustainability. Two words that are a huge part of the zeitgeist right now. Wherever you look, there is a focus on not only getting the right amount of water...

[\(click to read more\)](#)



March 30, 2023

SPRING INTO SUMMER WITH THE LATEST OUTDOOR SPACES TRENDS

Outdoor spaces have never been more important, both at home and at work. A 2022 report by the National Association of Homebuilders states that 58% of surveyed homeowners want a connection with nature...

[\(click to read more\)](#)



March 31, 2023

GET COMFORTABLE WITH PORTABLE CLIMATE CONTROL

Each facility has its own evolving climate control challenges, set up solutions that match yours. No one knows how your facility operates - and feels - quite like you and your team. While HVAC systems inevitably need servicing...

[\(click to read more\)](#)

SOCIAL RESPONSIBILITY



A STRONG TRADITION OF SOCIAL STEWARDSHIP

We started in 1949 as a small family-run material handling company in New York, and over 70 years later we are still aligned with our customers through innovative products, services, and powerful multi-channel operational excellence solutions. Today, more than ever, we are determined to provide “people programs” that unlock and unleash the full potential of every associate.

Our primary social goals as a Company are two-fold: strengthening the Global Industrial culture by developing our associates through our human capital management (“HCM”) initiatives and servicing the communities in which we are situated through community outreach projects. Our HCM objectives are accomplished through listening and creating effective people solutions that foster a workplace where associates can learn, participate, belong, and contribute to their fullest potential.

Global Industrial’s mission of social responsibility extends outward, as well, to include the communities we serve. We have introduced recent initiatives to support charitable organizations in our surrounding communities whose aims align with our corporate responsibility goals, and also promote our associates’ engagement in charitable initiatives.





OUR MISSION, VISION & CORE VALUES

Mission

Our mission is to keep businesses going and growing with the right products, services, solutions, and industrial-strength know-how to keep businesses safe and productive.

Vision

Our vision is to deliver an unrivaled business experience for our business partners by knowing our customers better than anyone else, anticipating and meeting their needs, and cultivating customer loyalty.

Core Values

Can-Do Attitude. We roll-up our sleeves and get things done. We are not spectators; we are doers and movers.

Unafraid. We are unafraid to chart a new course, challenge the status quo, or try something new. We innovate, seeking to find a better way every day.

Extra Chip in the Cookie. We deliver unexpected quality and value, adding a “wow” factor to all we do.

Customer End-to End Happiness. Every associate, whether directly or indirectly, touches the customer and is a brand ambassador.

Turn on a Dime. We are nimble, responsive, and quickly pivot to meet emerging needs and solve “what’s next.”

One Team. We collaborate and break down silos and we pitch in where, and as, needed. We do not stand by and let others fail; we work together as one team.

Do What’s Right. We strive for integrity, honesty, and transparency in all that we do.

Our Associates Matter. Every voice counts. Our people are our greatest advantage. No matter how big a project gets or whatever one’s contribution is, each associate matters.

Free to Succeed. We believe in eliminating roadblocks on the way to personal achievement. Associates are free to “go” as far as they are willing to “grow,” and, in so doing, enhance the greater good.

COMMUNITY OUTREACH & ENGAGEMENT



Leadership And Development of Young Women

In 2022, we had the privilege to support a charitable organization that provides leadership and life skills education to girls in underserved communities.



Neurodiversity

In 2022, in recognition of Autism Awareness Month, the Company hosted a toy and school supply drive. We further endorsed neurodiversity by supporting a local organization that employs young adults on the autism spectrum.



Food Security

We periodically sponsor food drives at each of our facilities.



Holiday Donation Drives

During the end of the year holidays, each of our facilities sponsors a local holiday donation drive to enable associates to donate items to those in need in their local area



Charitable Donations

Over the past year, Global Industrial has contributed over \$50,000 in cash and product donations to various organizations throughout the world.



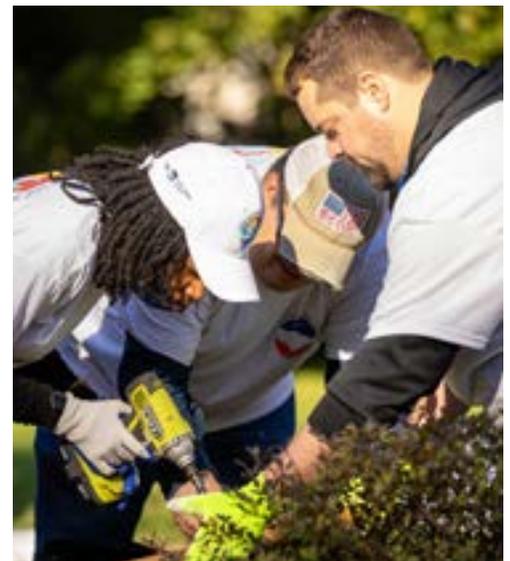
CORPORATE DAY OF SERVICE

We Can Supply That.®

This year, Global Industrial ushered in a new era in its commitment to social stewardship. In 2023, we began the process of taking our community engagement to the next level by inaugurating a Global Corporate Day of Service at our headquarters. In keeping with our theme of enablement — We Can Supply That® — we partnered with the Helen Keller National Center for Deaf-Blind Youth and Adults (“HKNC”) to reimagine their outdoor campus with a view of better fostering communal gatherings among their resident population. HKNC is a non-profit organization providing comprehensive vocational rehabilitation services to the Deaf-Blind community located near our headquarters in Port Washington, New York.

Specialists from our product and creative teams collaborated with management from HKNC to better understand their needs for the front entrance, main courtyard, walking paths, and a guide dog run. Global Industrial was able to provide solutions to HKNC on a philanthropic basis by selecting products from our product assortment to best meet their needs. These included wheelchair accessible and ADA-compliant picnic tables, park benches, umbrella stands, and trash and pet waste receptacles. Additionally, Global Industrial’s first prototype of its newly developed Braille water bottle-filling station was unveiled and installed at the facility, the first of a line of Braille-engraved products that the Company is developing. In line with our “can-do attitude,” we further invested in realizing this vision for HKNC as our associates participated in the assembly and installation of these products alongside the resident community, with the assistance of HKNC’s on-staff interpreters and faculty to facilitate communications. Our associates rolled-up their sleeves and spent a rewarding day volunteering. The event included a ribbon-cutting by Global Industrial and HKNC leaders to dedicate the new “Collaboration Courtyard.”

To further reinforce our commitment to local outreach, we commissioned apparel and other campaign-branded items celebrating the day from a local non-profit organization that employs young adults on the autism spectrum.





HUMAN CAPITAL MANAGEMENT

We view responsible human capital management through both a quantitative and qualitative lens. At Global Industrial, we believe that the first principle in responsible stewardship of human capital is ensuring that it is composition-based: developing a workforce that represents diversity of gender, race, and ethnicity as well as diversity of skills and experience. Pursuit of these diversity goals fulfills a dual purpose of fostering employee wellness and inclusion, thereby enhancing a positive work culture, while also leading to higher quality decision making that results from considering diverse perspectives and viewpoints.



OUR COMMITMENT TO DIVERSITY, EQUITY & INCLUSION

Consistent with the Company's philosophy of inclusion, we continually strive to improve our inclusivity initiatives, and look forward to improving metrics with respect to other historically underrepresented populations within our workforce, as we continue to pursue our ESG initiatives.

In 2022 and 2023 thus far, the Company has hosted a Women's Leadership Forum and special programming in recognition of Black History Month and, in 2023, sponsored an Autism Awareness Month toy drive, all of which have been well-received by our associates.

We value not only the diversity of experience our senior leadership brings to our executive management, but also the diversity of perspective they bring to our collective approach to problem solving. This commitment to diversity and inclusion is mirrored in the composition of Global Industrial's workforce. Our worldwide workforce is made up of a diverse group of associates. In our most recent U.S. EEO-1 data as of December 2022, the demographic breakdown for self-reporting associates was 44% female and 56% male, and minorities constituted 55% of our workforce. The diversity of our associates is a top priority at the Company and we have taken every opportunity to embrace the evolving pool of diverse talent in deeper tiers within our organization.

DIVERSE SENIOR MANAGEMENT TEAM

The Company has made significant progress toward diversity in its senior leadership team:



Since Mr. Litwin's appointment as CEO in January 2019, gender diversity on the Company's senior leadership team has increased to currently 42.9% self-identified female (as compared to 17% in January 2019) and 28.6% racially and ethnically diverse.



HOW WE ATTAIN INDUSTRIAL STRENGTH KNOW-HOW

At Global Industrial, we are all “associates,” a term which reinforces the affiliation of all of our employees in a common mission. We rely on each other to be as dedicated to Global Industrial as Global Industrial is dedicated to us.

Global Industrial is committed to acting as a responsible and ethical corporate world citizen. Our associates are expected to conduct Company business with the highest regard for our Company’s duties to its stakeholders.

We expect that our associates value safety, provide quality service, and keep our customers in mind every day.

ASSOCIATE ENGAGEMENT

At Global Industrial we view our relationship with our employees as a two-way conversation. We frequently solicit employee feedback on ways to improve the quality of their work experience, both through formal surveys and informal commentary. Feedback received from these surveys has led to the Company’s implementation of various wellness- and productivity-enhancing initiatives. Additionally, associates receive regular feedback and coaching to improve their performance.





RECOGNITION THAT SHOWS

Global Industrial maintains a milestone service awards program that recognizes associates for their long-term service and commitment to the Company. Associates receive a recognition gift starting on their fifth anniversary and continue to receive a gift for every five years of service completed thereafter.

In November 2021, the Distribution Center Golden Broom Award was created. The winning teams are chosen based on a monthly aisle walk by the respective distribution center managers and an independent reviewer from another department, both of whom rate the designated zones based on established criteria. The award-winning associates are selected for having demonstrated the core values of Global Industrial as they take pride in their work area, promote teamwork, focus on safety, and improve order accuracy, all of which are factors that contribute to increased customer satisfaction.

In each of the past two summers, we unveiled a custom car hood on our Global Industrial sponsored race car with the names of all of our associates to honor them for the extraordinary work they do every day and to emphasize our collective journey to ever-increasing standards of excellence. The victories of Austin Hill, the driver of the No. 21 Global Industrial Chevrolet, are a symbol to our associates who, in our view, are every day winners.

Additionally, throughout each year, we like to remind our associates just how much we appreciate them by hosting lunches that are served by our executive team leaders.





WELLNESS PROGRAMS: FOR THE BODY, MIND & WALLET

Healthy Bodies & Minds

We believe in a holistic approach to wellness, which includes both the mind and body. We embrace multiple avenues to get and stay healthy and take wellness seriously. In furtherance of this approach, we have on-site gyms in most of our facilities in the United States. Through our many wellness initiatives, we promote proper nutrition, weight-loss strategies, meditation, yoga, smoking cessation, and much more.

We offer comprehensive medical, dental, life, pet, and disability insurance benefits, which include telehealth medicine that gives associates the opportunity to consult with a board-certified doctor or a licensed therapist from a phone or secure video platform.

Additionally, this year we enriched our employee benefits offering by lowering healthcare premiums to eligible associates and their families, providing short-term disability coverage at no cost to eligible associates, and offering paid parental leave for all associates after one year of employment.

Yearly, Global Industrial hosts an Employee Health Fair across all of its U.S. locations. Attendees of the fair enjoy free screenings, preventative tips, and educational opportunities. Activities include a five minute massage or chiropractic relief session (depending on location), aura readers, a raffle for fun, healthy activities, and more.

We also offer a confidential Employee Assistance Program to all U.S. and Canadian associates which provides, among other things, assistance with personal and professional management and, where appropriate, referrals to professionals in various fields.

Financial Well-Being

The Company has implemented a number of financial wellness initiatives to support our associates' financial well-being. For starters, associates are able to purchase products from our inventory or catalogs at a reduced cost every day. Also, Global Industrial offers a 401(k) matching plan and an Employee Stock Purchase Program, which offers associates the ability to purchase shares of our common stock at a discount to market prices on a predefined biannual basis.

In 2023 we also introduced a number of financial wellness resources, services, seminars, and tools. This type of comprehensive education supports our associates' financial wellness and stability.





PROFESSIONAL DEVELOPMENT FOR OUR ASSOCIATES. WE CAN SUPPLY THAT.®

We empower our human capital by supporting the personal and professional development of associates through a variety of formal and informal learning opportunities.

Online Learning

Associates are able to enhance their skill sets by taking courses in a learning management system. Courses are available in business skills, computer software, finance, and safety compliance.

Additionally, Global Industrial has partnered with an Ivy League university to offer an online program with graduate-level courses that are available to Global Industrial associates in select business units. Upon successful completion of the two- to three-week courses, associates receive a certificate.

College Tuition & Certification Reimbursement Program

We also encourage associates to expand their personal and professional growth through formal education of their own choosing. Global Industrial offers tuition support in associate-selected areas of study.

Full-time associates who have worked for the Company at least three months may submit for partial reimbursement of academic tuition in their chosen areas of study. We invest in our associates to provide them with an opportunity to further develop their skills and knowledge, with an aim to creating a positive impact on their personal and professional growth.

TRAINING & DEVELOPMENT PROGRAMS



Business Leadership Workshop:

"The workshop really encouraged cross-departmental communication. By [smoothing out] the edges of our internal operations, it not only gave participants a better understanding of the internal flow of the company, but also promoted networking..."

-Business Leadership Workshop Participant

This cross-departmental program runs quarterly and is available to all associates in managerial roles. This three-day intensive workshop covers situational leadership training, inter-departmental communication and overviews, and operational best practices.

Foundations of Leadership:

"The situational leadership part of the program was extremely eye opening. I learned that one-dimensional leadership doesn't work for everyone and that, in order to be an effective leader to different types of people, you need to lead in a way that [others] will be receptive to."

-Foundations of Leadership Participant

This three-month program ensures our distribution center supervisors have the necessary interpersonal skills to be successful in their positions. Topics covered include: expectation setting, goal tracking, and effective communication of 360-degree feedback.

L.E.A.D. Academy:

"So many companies don't realize their own internal talent, but Global is not like that. I have never been with a company that has offered something like this."

-L.E.A.D. Academy Graduate

The Leadership, Education, and Advanced Development Academy is offered to our warehouse associates who are seeking the leadership and professional growth necessary for supervisory roles. This time-intensive six-month program is capped off with a three-day leadership workshop, followed by a formal graduation ceremony and certificate of completion.

Women's Leadership Development Series Program:

"Having a company like this -- one immersed in a male-dominated industry -- acknowledge the challenges of being a woman in the field, felt very empowering. The program made me feel seen and excited to...systematically build out the company in a manner that furthers equality and empowerment for women throughout our organization."

-Women's Leadership Development Series Program Participant

In 2022, Global Industrial launched the Women's Leadership Development Series, which is a robust twelve-month program that promotes female leadership talent through workshops and small group coaching sessions.



INTERNSHIP PROGRAM

Global Industrial offers a 10-week paid summer internship program, with opportunities in Category Management, Finance, IT, HR, E-Commerce, Supply Chain, Product Development, Sales, Legal, and more. Interns immediately begin working on meaningful research projects, and get the opportunity to learn more about the Company through a tour of one of our distribution centers and weekly presentations. Interns meet with leaders throughout the organization to improve their professional skills.

Additionally, we give our interns the opportunity to have some fun while connecting with their peers through social events such as catered food-truck lunches and a trip to cheer on Global Industrial's sponsored race car.

At the end of the program, interns present their research projects with recommendations to leadership.



GOVERNANCE & RISK MITIGATION



A SOLID GOVERNANCE STRUCTURE. WE CAN SUPPLY THAT.®

At Global Industrial, we believe that effective corporate governance is of critical importance to our stakeholders. Good governance is one of our core principles which guides our formulation of corporate policies, internal management, and relationships with our stakeholders.

Responsible governance starts with a talented and diverse executive management team, which we have significantly expanded and enhanced over the past few years.



SAFETY CULTURE

Global Industrial values safety across all levels of the organization. We believe that every associate has the right and responsibility to continually seek to prevent injuries and build a safe environment for everyone. The prevention of occupationally-induced injuries and illnesses is of paramount importance to our organization, so associates are trained to remind each other of our safety principles and to proactively identify and mitigate risks.

Our focus on safety education in our distribution centers this past year has produced results. We have witnessed significant declines in both number and severity of injuries Company-wide, in some locations as much as 33% year over year.

Training

Our distribution center management trains our distribution center associates to abide by federal, state, and local laws and regulations, but also to go above and beyond to protect each team member. Associates are trained to remind each other of our safety principles and to identify and mitigate risks proactively.

Education

Global Industrial distributes weekly safety presentations to each member of distribution center management. These presentations contain a weekly safety theme, with specific daily pointers to achieve that safety objective. The daily topic is covered with distribution center associates before each shift starts in an effort to improve team communication and demonstrate the Company's commitment to safety.

In 2022, we introduced a behavior-based safety educational approach to each of our distribution centers. Under this initiative, warehouse supervisors observe and notate how each of their associates is performing on safety metrics. After observation, the supervisor and associate have a safety conversation, discussing the associate's strengths and opportunities to excel in safety behavior. We also developed a safety checklist for supervisors to guide their assessments of safety compliance.

Local Safety Committees

We have implemented local safety committees at each distribution center to provide oversight, training, education, guidance, and support to enhance the Company's positive safety culture.

Each committee works to:

- Identify risks
- Proactively promote health and safety
- Regularly review safety and health initiatives for the facility
- Promote compliance with federal, state, and local regulations
- Promote a positive safety culture through education, recognition, and a positive lessons-learned approach

A KNOWLEDGE CENTER FOR SAFETY



September 26, 2022

GETTING A BETTER HANDLE ON HAND PROTECTION

While wearing gloves on the jobsite might seem like a no brainer, you'd be surprised to learn that many workers in warehouse, manufacturing and production facilities may be not be properly using them...

[\(click to read more\)](#)



October 3, 2022

SILENT AIR COMPRESSORS: WHY NOT HEARING IS BELIEVING

A lot of noise is being made about silent air compressors these days, and for good reason. After all, a silent air compressor is every bit as powerful as a standard air compressor but designed to provide a higher level of safety...

[\(click to read more\)](#)



NOVEMBER 4, 2022

STAY UP ON WAYS TO KEEP SENIOR LIVING FACILITY RESIDENTS FROM FALLING DOWN

It goes without saying that senior citizens are at greater risk for falling and being injured. And even the most cautious residents in a senior living community can lose their...

[\(click to read more\)](#)



March 8, 2023

PROTECT EVERY BODY PART, PROTECT YOUR BOTTOM LINE.

When you provide workers with the appropriate protective equipment, you give them confidence that translates into higher performance and a happier workforce. What makes your operation run the most...

[\(click to read more\)](#)



May 10, 2023

SAFETY FIRST: SECURING THE RIGHT FALL PROTECTION GEAR

Regardless of your industry, worker safety is a top priority. This is especially true if your business puts workers at high altitudes. Whether your team is climbing trees, ascending scaffolding, or really doing anything...

[\(click to read more\)](#)



June 28, 2023

STEEL TOE BOOTS VS. COMPOSITE BOOTS. WHICH IS RIGHT FOR YOU?

To lace up with steel toe boots or composite boots? That is the question. When you're busy on the job, you want a safety boot that you can count on to focus on getting...

[\(click to read more\)](#)



INCLUSIVE MANAGEMENT PHILOSOPHY

VOTE Meetings

Our CEO regularly hosts VOTE (Voice of the Employee) meetings with small groups across all departments to hear from our associates in an effort to align associate goals and objectives with the Company's larger mission. We continuously search for new methods to improve our business, both through individual achievements and through advancement of our goals as an enterprise. We believe that inviting our associates to join us in self-reflective conversation will stimulate our success in both domains.

CEO Livestreams

Our CEO hosts quarterly "CEO Livestreams" to update all associates on the accomplishments of the prior quarter, and key priorities for the next quarter. The CEO Livestreams also include a segment dedicated to the recognition of certain associates who have gone above and beyond during the prior quarter and set the tone for others to follow their leadership example.

Online Social Connection

In addition, our CEO and other members of the senior management team regularly post on our intranet news about exciting business initiatives, personal achievements, work anniversaries, birthdays, benefit reminders, HR announcements, and everyone's favorite: Global Industrial in the Wild (#giinthewild), a platform which identifies Global Industrial products spotted in the world at large. Associates post photos of Global Industrial products that they see all over the world while commuting, exploring, and working.

Quarterly Town Hall Meetings with Our Distribution Center Associates

At each distribution center throughout the U.S. and Canada, Global Industrial management hosts quarterly town hall meetings. These meetings showcase individualized topics that are pertinent to the associates' roles and to each geographical location.



BOARD GOVERNANCE HIGHLIGHTS

Active Board and/or Committee Oversight of Risk Management, Cybersecurity, and ESG

The Board is responsible for the oversight of the Company's risk management process. Risk management is a recurring Board quarterly agenda item and is considered an essential part of business and operations planning. The Audit and Nominating/Corporate Governance Committees, respectively, exercise oversight of cybersecurity and ESG progress and initiatives.

Annual Say-on-Pay Frequency

In keeping with the Company's commitment to good governance and based on the results of the stockholders' vote at the 2023 annual meeting of stockholders, the Board unanimously voted to adopt an annual Say-on-Pay advisory vote. This adoption is in line with guidance from stockholder advisory firms that supports annual frequency Say-on-Pay voting in order to ensure accountability to stockholders by inviting constructive feedback on executive pay programs in a timely fashion.

Regular Executive Sessions of Independent Directors

Our Lead Independent Director and the other independent directors of our Board are actively involved in corporate governance matters and, as with each of the Board's principal committees, routinely meet in executive session without management several times during the year.

Annual Board and Committee Self-Evaluations

The Board and each of its principal committees conduct annual evaluations to determine whether it and its committees are functioning effectively. As part of this annual self-evaluation, the Board evaluates whether the current leadership structure continues to be optimal for Global Industrial and our stockholders.

Lead Independent Director, Elected Annually by and from the Independent Directors

We have an independent Lead Director, who presides over the executive sessions of the independent directors and, as needed, acts as principal interlocutor between the independent and non-independent directors.

Diversity-Promoting Initiatives from the Board

In February 2022, the Nominating/Corporate Governance Committee, with unanimous Board support, committed to endeavoring to include, and requiring any search firm that it engages to endeavor to include, diverse candidates in initial pools of director nominees if, and to the extent, Board vacancies should arise. The process undertaken to fill our recently vacated Board seat created by the retirement of one of our directors complied with the governance procedures described above.



COMPLIANCE & ETHICS

Our Company is ever vigilant to stay abreast of current best practices in corporate compliance and changes in the law. This year we performed comprehensive reviews of multiple aspects of our compliance infrastructure, and either amended or passed new policies to stay in line with best practice trends.

Our enfranchisement of all ranks of our employee population is part of the reason we enjoy associate collaboration on compliance matters, and consistently enjoy outstanding results year-over-year in our associate engagement and satisfaction surveys.

Compliance Policies

The Company's Corporate Ethics Policy articulates the standards of business and professional ethics that we expect all of our directors, officers, associates, and other representatives of the Company to follow on a worldwide basis. It is the foundation upon which our related policies, trainings, and ethical decisions are established.

Our Company's Corporate Ethics Policy is regularly reviewed by our Board of Directors and our current Corporate Ethics Policy can be viewed on our website at www.investors.globalindustrial.com. All new associates are provided an overview of each of our compliance policies, including our Corporate Ethics Policy and our Anti-Harassment Policy.

Compliance Training

The Company is committed to providing education, training, and awareness to all tiers of our organization around the world with respect to our ethical business practices and related compliance policies. Associates are required to complete initial and annual compliance training to ensure familiarity with the Company's expectations of workplace conduct and compliance with the laws and regulations that govern our business.

Our compliance training program includes, among others, Understanding Fraud, Ethics & Workplace Behavior (including anti-harassment training), and Data Privacy & Information Security.



EQUAL OPPORTUNITY

In order to eliminate and avoid discrimination against any employee or applicant for employment because of race, color, national origin, marital status, age, sex, sexual preference, citizenship, disability, veterans' status, domestic violence victim status, or any other consideration protected by state or local laws, it shall continue to be Global Industrial's policy to provide equal employment opportunities in personnel actions such as hiring, training, compensation, and promotions.

OUR ANTI-HARASSMENT COMMITMENT



Global Industrial has made a commitment to provide a work environment free from all forms of harassment or intimidation, including sexual harassment and bullying behavior.

Global Industrial is committed to creating and maintaining a positive work environment. Management is responsive to the needs and concerns of all associates. Our associates should expect to be treated fairly and with respect.

Global Industrial expects that our associates will conduct themselves according to the Global Industrial values, and the policies and procedures of the Company.



CYBERSECURITY & BUSINESS CONTINUITY

We have a robust cybersecurity training and awareness program that requires all associates to complete mandatory cybersecurity awareness, information handling, and privacy training at the time of onboarding and on an annual basis. In addition, we regularly test our associates' compliance with best practices using various techniques, such as simulated phishing campaigns, to validate the efficacy of our cybersecurity training.

We have implemented solutions, processes, and procedures to help mitigate the risk of cyber attacks, such as conducting annual vulnerability testing, and periodically engaging third-party experts to assist us with tasks such as implementing an incident response plan and conducting periodic tabletop exercises.

All remote associates use VPN/multifactor authentication to mitigate the risk against cyber attacks. We maintain and routinely test backup and disaster recovery systems, along with conducting external network security penetration testing by an independent third-party as part of our business continuity preparedness. We have a business continuity plan supported by active/passive disaster recovery. Our Company has offline backups to store our data in the event a firewall is breached.

Data Security Practices

We implement security practices appropriate to the nature of the information we collect, including technical, administrative, and operational procedures to prevent loss, misuse, or alteration of personal information. We also comply with payment card industry data security standards for the processing of credit and debit cards.

Global Industrial uses firewalls and email filtering solutions to block known malicious attachments and suspicious files. We also use web-filtering solutions that block malicious or suspicious downloads and web pages.

Global Industrial prioritizes the development of marketing and data practices that enhance data privacy and incorporate protections into our business strategy, culture, and ongoing operations.

FORWARD-LOOKING STATEMENTS

This Report contains forward-looking statements within the meaning of that term in the Private Securities Litigation Reform Act of 1995 (Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934). Additional written or oral forward-looking statements may be made by the Company from time to time in filings with the Securities and Exchange Commission or otherwise. Any such statements that are not historical facts are forward-looking statements made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995 and are based on management's estimates, assumptions, and projections and are not guarantees of future performance. When used in this Report, the words "anticipates," "believes," "estimates," "expects," "intends," and "plans" and variations thereof and similar expressions are intended to identify forward-looking statements. Forward-looking statements in this Report are based on the Company's beliefs and expectations as of the date of this Report and are subject to risks and uncertainties which may have a significant impact on the Company's business, operating results or financial condition. Investors are cautioned that these forward-looking statements are inherently uncertain and undue reliance should not be placed on them. Important risk factors that may affect our future results of operations and financial condition are detailed from time to time in our Securities and Exchange Commission filings. We undertake no obligation to publicly release the result of any revisions to these forward-looking statements that may be made to reflect events or circumstances after the date hereof or to reflect the occurrence of unexpected events, except as may be required by applicable law.



 **GLOBAL INDUSTRIAL**
We can supply that.

2023 ESG Report



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