



2016 Global
Citizenship Report

Deliver It Forward

**GRI G4
REFERENCE
INDEX**

General Standard Disclosures

Disclosure	Description	Cross reference / Direct answer	Reported
STRATEGY AND ANALYSIS			
G4-1	Statement from most senior decision maker	Chairman and CEO Letter, pg. 4–5	Fully
G4-2	Key impacts, risks and opportunities	Chairman and CEO Letter, pg. 4–5 Economy (full section), pg. 6 Environment (full section), pg. 42 People, pg. 91	Fully
ORGANIZATIONAL PROFILE			
G4-3	Name of the organization	FedEx Corporation	Fully
G4-4	Primary brands, products and services	Economy, pg. 13 FedEx Annual Report 2015 Our Services	Fully
G4-5	Location of the organization's headquarters	942 South Shady Grove Road Memphis, Tennessee 38120	Fully
G4-6	Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report	Economy, pg. 13 FedEx Annual Report 2015	Fully
G4-7	Nature of ownership and legal form	Publicly traded corporation	Fully
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	Economy, pg. 13 Economy, pg. 30 FedEx Annual Report 2015	Fully
G4-9	Scale of organization	Economy, pg. 13 FedEx Annual Report 2015	Fully
G4-10	Total workforce by employment contract and gender	People, pg. 101 FedEx Annual Report 2015 FedEx 2015 Form 10-K	Partial
G4-12	Describe the organization's supply chain	Economy, pg. 17 Environment, pg. 73–75	Fully
G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain	Economy (full section), pg. 6 FedEx Annual Report 2015	Fully
G4-14	Whether and how the precautionary approach or principle is addressed by the organization	Proxy Statement Our standard management practices consider many factors, including potential positive and negative societal impacts, when making strategic business decisions.	Partial

Disclosure	Description	Cross reference / Direct answer	Reported
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	Economy, pg. 36 Environment, pg. 53 People, pg. 102–107 GRI G4 Reference Index, pg. 16 In addition, we utilize the World Resources Institute/World Council for Sustainable Business Development's The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)	Fully
G4-16	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic	GRI G4 Reference Index, pg. 16 Economy (full section), pg. 6 Environment (full section), pg. 42 People (full section), pg. 82 We also hold memberships in the following associations: - Securing America's Future Energy (SAFE) - Electrification Coalition - Global Environmental Management Initiative	Fully
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES			
G4-17	All entities included in the organization's consolidated financial statements or equivalent documents and whether any of these entities is not covered by the report	Economy (full section), pg. 6 FedEx 2015 Form 10-K	Fully
G4-18	Explain the process for defining the report content and the Aspect Boundaries and how the organization has implemented the Reporting Principles for Defining Report Content	About This Report, pg. 3 Economy, pg. 21–22	Fully
G4-19	All the material Aspects identified in the process for defining report content	Economy, pg. 21–22	Fully
G4-20	The Aspect Boundary within the organization for each material Aspect	Economy, pg. 21–22 The information in this report applies to FedEx Corporation and all operating companies and associated companies globally within the reporting period, unless otherwise stated.	Fully
G4-21	The Aspect Boundary outside the organization for each material Aspect	Economy, pg. 21–22	Fully
G4-22	The effect of any restatements of information provided in previous reports, and the reasons for such restatements	In FY15, FedEx did not issue restatements of information provided in previous reports.	Fully
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	No significant changes in FY15	Fully

Disclosure	Description	Cross reference / Direct answer	Reported
STAKEHOLDER ENGAGEMENT			
G4-24	A list of stakeholder groups engaged by the organization.	Economy, pg. 13–22 Full Report	Fully
G4-25	The basis for identification and selection of stakeholders with whom to engage.	Economy, pg. 13–22 Full Report	Fully
G4-26	The organization’s approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	Economy, pg. 13–22 Full Report	Fully
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. The stakeholder groups that raised each of the key topics and concerns.	Economy, pg. 13–22 Full Report	Fully
REPORT PROFILE			
G4-28	Reporting period for information provided.	AboutThis Report, pg. 3	Fully
G4-29	Date of most recent previous report (if any).	2014 Global Citizenship Report (published in March 2015)	Fully
G4-30	Reporting cycle.	Annual (Fiscal Year)	Fully
G4-31	The contact point for questions regarding the report or its contents.	csr@fedex.com	Fully
G4-32	Report the ‘in accordance’ option the organization has chosen; the GRI Content Index for the chosen option and the reference to the External Assurance Report, if the report has been externally assured.	AboutThis Report, pg. 3	Fully
G4-33	The organization’s policy and current practice with regard to seeking external assurance for the report.	With the exception of our direct aircraft GHG emissions that are subject to the European Union’s Emissions Trading Scheme (which are externally assured by Ernst & Young), the data metrics disclosed in this report have not been externally assured.	Fully

Disclosure	Description	Cross reference / Direct answer	Reported
GOVERNANCE			
G4-34	The governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts	GRI G4 Reference Index, pg. 14–16 Proxy Statement	Fully
G4-35	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees	GRI G4 Reference Index, pg. 14–16 Proxy Statement	Fully
G4-36	Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body	GRI G4 Reference Index, pg. 14–16 Proxy Statement	Fully
G4-37	Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body	Economy, pg. 13 - 22 GRI G4 Reference Index, pg. 14–16	Partial
G4-38	Report the composition of the highest governance body and its committees by: * Executive or non-executive, *Independence, *Tenure on the governance body, *Number of each individual's other significant positions and commitments, and the nature of the commitments, *Gender, *Membership of under-represented social groups, *Competences relating to economic, environmental and social impacts, *Stakeholder representation	Proxy Statement	Fully
G4-39	Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organization's management and the reasons for this arrangement)	GRI G4 Reference Index, pg. 14	Fully
G4-40	Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members	Proxy Statement	Fully

Disclosure	Description	Cross reference / Direct answer	Reported
G4-41	Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders	Proxy Statement FedEx Code of Business Conduct & Ethics	Fully
G4-44	A. Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report whether such evaluation is a self-assessment. B. Report actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organizational practice	Proxy Statement	Fully
G4-45	A. Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes. B. Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities	GRI G4 Reference Index, pg. 15 Proxy Statement	Partial
G4-46	Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics	GRI G4 Reference Index, pg. 15 Proxy Statement FedEx 2015 Form 10-K	Fully
G4-47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities	Proxy Statement FedEx 2015 Form 10-K	Fully
G4-48	Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered	GRI G4 Reference Index, pg. 14	Fully

Disclosure	Description	Cross reference / Direct answer	Reported
G4-49	Report the process for communicating critical concerns to the highest governance body	FedEx Code of Business Conduct and Ethics People, pg. 88	Partial
G4-51	A. Report the remuneration policies for the highest governance body and senior executives B. Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives	GRI G4 Reference Index, pg. 15 Proxy Statement	Partial
G4-52	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization	Proxy Statement	Partial
G4-53	Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable	Proxy Statement	Partial
G4-54	Report the ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country	Proxy Statement	Partial
G4-55	Report the ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country	Proxy Statement	Partial

Disclosure	Description	Cross reference / Direct answer	Reported
ETHICS AND INTEGRITY			
G4-56	The organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	People, pg. 88–89 FedEx Code of Business Conduct and Ethics	Fully
G4-57	Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines	People, pg. 88–89 FedEx Code of Business Conduct and Ethics	Fully
G4-58	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines	People, pg. 88–89 FedEx Code of Business Conduct and Ethics	Fully
CATEGORY: ECONOMIC			
Economic Performance			
G4-EC1	Direct economic value generated and distributed	Economy (full section), pg. 6 FedEx 2015 Form 10-K	Fully
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Economy, pg. 21–25 Environment, pg. 52–72 FedEx 2015 Form 10-K	Fully
G4-EC3	Coverage of the organization's defined benefit plan obligations	People, pg. 95 FedEx 2015 Annual Report	Fully
G4-EC4	Financial assistance received from government	In FY15, FedEx did not receive significant financial assistance from governments.	Fully
Indirect Economic Impacts			
G4-EC7	Development and impact of infrastructure and services supported	Economy (full section), pg. 6 Economy, pg. 38–41 Environment, pg. 78 - 81 People, pg. 102–107	Fully
G4-EC8	Significant indirect economic impacts, including the extent of impacts	Economy (full section), pg. 6 Economy, pg. 38–41 Environment, pg. 78–81 People, pg. 102–107	Fully
Procurement Practices			
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	Economy, pg. 17–20 Economy (full section), pg. 6	Partial

Disclosure	Description	Cross reference / Direct answer	Reported
CATEGORY: ENVIRONMENTAL			
Materials			
G4-EN1	Materials used by weight or volume	Environment, pg. 73	Fully
G4-EN2	Percentage of materials used that are recycled input materials	Environment, pg. 73	Fully
Energy			
G4-EN3	Energy consumption within the organization	Environment, pg. 54 GRI G4 Reference Index, pg. 18	Fully
G4-EN4	Energy consumption outside of the organization	Environment, pg. 54 GRI G4 Reference Index, pg. 18	Partial
G4-EN5	Energy intensity	GRI G4 Reference Index, pg. 18	Fully
G4-EN6	Reduction of energy consumption	Environment, pg. 54 GRI G4 Reference Index, pg. 18	Fully
Water is not a material issue for FedEx.			
Biodiversity			
G4-EN13	Habitats protected or restored	Community Connections - Environment, pg. 80	Partial
Emissions			
G4-EN15	Direct greenhouse gas GHG emissions (Scope 1).	Environment, pg. 55 GRI G4 Reference Index, pg. 19	Fully
G4-EN16	Energy indirect GHG emissions (Scope 2)	Environment, pg. 55 GRI G4 Reference Index, pg. 19	Fully
G4-EN17	Other indirect GHG emissions (Scope 3)	Environment, pg. 55 GRI G4 Reference Index, pg. 19	Fully
G4-EN18	Greenhouse gas GHG emissions intensity	GRI G4 Reference Index, pg. 19	Fully
G4-EN19	Reduction of GHG emissions	Environment, pg. 55 GRI G4 Reference Index, pg. 19	Fully
G4-EN21	NO _x , SO _x , and other significant air emissions	Environment, pg. 55	Fully
Effluents and Waste			
G4-EN23	Total weight of waste by type and disposal method	Environment, pg. 76–77	Fully
G4-EN24	Total number and volume of significant spills	GRI G4 Reference Index, pg. 17	Partial
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention ² Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	Environment, pg. 76–77 GRI G4 Reference Index, pg. 17	Partial

Disclosure	Description	Cross reference / Direct answer	Reported
Products and Services			
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Environment (full section), pg. 42	Fully
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	Environment, pg. 73–77	Partial
Transport			
G4-EN30	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce	Environment (full section), pg. 42	Partial
Supplier Environmental Assessment			
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	Economy, pg. 20	Partial
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	Economy, pg. 20 Environment, pg. 73	Partial

CATEGORY: SOCIAL

Labor Practices and Decent Work

Employment			
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region.	People, pg. 89	Partial
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operations.	People, pg. 95	Partial
Occupational Health and Safety			
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	People, pg. 90–92	Partial

Disclosure	Description	Cross reference / Direct answer	Reported
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	People, pg. 90–92	Partial
Training and Education			
G4-LA9	Average hours of training per year per employee by gender, and by employee category	People, pg. 93	Partial
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	People, pg. 94–95	Partial
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	People, pg. 93	Partial
Diversity and Equal Opportunity			
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	People, pg. 96–101 Proxy Statement	Partial
Supplier Assessment for Labor Practices			
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	Economy, pg. 20	Partial
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	Economy, pg. 20	Partial
Labor Practices Grievance Mechanisms			
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	People, pg. 89	Partial

Disclosure	Description	Cross reference / Direct answer	Reported
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Human Rights

Non-Discrimination			
G4-HR3	Total number of incidents of discrimination and corrective actions taken	People, pg. 89	Partial
Child Labor			
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	Economy, pg. 20 People, pg. 89 GRI G4 Reference Index, pg. 15	Partial
Forced or Compulsory Labor			
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	Economy, pg. 20 People, pg. 89 GRI G4 Reference Index, pg. 15	Partial
Assessment			
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	Economy, pg. 20 People, pg. 89 GRI G4 Reference Index, pg. 15	Partial
Supplier Assessment for Human Rights			
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Economy, pg. 20 GRI G4 Reference Index, pg. 15	Partial
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	Economy, pg. 20 GRI G4 Reference Index, pg. 15	Partial

Society

Local Communities			
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	Economy (full section), pg. 6 Economy, pg. 38–41 Environment, pg. 78–81 People, pg. 102–107	Partial

Disclosure	Description	Cross reference / Direct answer	Reported
Anti-corruption			
G4-SO4	Communication and training on anti-corruption policies and procedures	FedEx Code of Business Conduct & Ethics Economy, pg. 25 People, pg. 89	Partial
Public Policy			
G4-SO6	Total value of political contributions by country and recipient/beneficiary	Policy on Political Contributions	Partial
Anti-competitive Behavior			
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	FedEx 2015 Form 10-K	Partial
Compliance			
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	FedEx 2015 Form 10-K	Partial
Supplier Assessment for Impact on Society			
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Economy, pg. 20	Partial
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	Economy, pg. 20	Partial

Product Responsibility

Customer Privacy			
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	GRI G4 Reference Index, pg. 14 FedEx 2015 Form 10-K	Partial
Compliance			
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	FedEx 2015 Form 10-K	Partial

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Economy

Governance and Global Citizenship

FedEx has a strong commitment to ethical behavior, safety and customer satisfaction, expressed through the Purple Promise. With strong oversight, policies and procedures at all levels of our enterprise, we work to uphold our reputation as a company that is responsible and reliable at all times.

Corporate governance

The FedEx Board of Directors provides oversight of our global operations. The Board is led by FedEx Chairman, President and Chief Executive Officer Frederick W. Smith and has 13 members, 12 of whom are independent. Three members are female and three are minorities.

Independent directors chair the four standing committees of the Board:

- Audit Committee
- Compensation Committee
- Information Technology Oversight Committee
- Nominating & Governance Committee.

The chair of the Nominating & Governance Committee also serves as Lead Independent Director. For more information on the Board and its roles and responsibilities, please see our [Investors Relations website](#).

Corporate integrity and compliance

Throughout the history of our company, we have constantly evolved and updated our organizations to adapt to changes in the marketplace, including regulatory and legal conditions. Over the past several years, we have seen our business become more complex and the global regulatory environment become more challenging. Accordingly, in FY15, we established a global Integrity & Compliance department and appointed a Global Chief Compliance & Governance Officer to strengthen our commitment to conducting business in an ethical and compliant manner at all times. An enhanced compliance organization will allow us to build on our existing robust compliance efforts and further improve our ability to assess risks and reduce compliance vulnerabilities.

Data security and privacy

Protecting the privacy of our customers, vendors and employees is critical to our ability to maintain their trust. FedEx fully understands how the risks related to Information Security and Privacy affect our business operations. We take precautions to safeguard sensitive information, to include customer data, in order to ensure a safe and secure online environment. **Our Customer Protection Center** highlights our online **Privacy Policy** alongside information on how FedEx protects customer privacy and resources to help customers identify, report and mitigate risks. For more information, please see our **2015 Form 10-K**.

Business preparedness and resiliency

As a leading global logistics company, we encounter challenging situations ranging from natural disasters to social upheaval in the everyday course of doing business. Preparing for these events is critical to sustaining our operations and minimizing impact on customers. We proactively establish contingency plans that focus on restoring service to customers while ensuring team member safety.

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Economy

Public policy engagement

FedEx engages in public policy initiatives that align with our business interests and expertise. In compliance with all applicable laws and regulations, we conduct lobbying activities, provide publicly disclosed political contributions and encourage voluntary employee participation through our political action committee.

For more information, please see our **Policy on Political Contributions**.

Slavery and human trafficking

FedEx is committed to the zero-tolerance policies adopted by the U.S. and other governments to combat slavery or the trafficking of persons for any purpose. FedEx prohibits trafficking-related activities and we expect our suppliers and contractors to uphold these important principles, as well. FedEx encourages the reporting of any suspected violations through the FedEx Alert Line or other channel, and our policies forbid any form of retaliation for fulfilling this obligation. For more information, please see the **FedEx Policy Combating Trafficking in Persons**.

Executive compensation

Our executive compensation program seeks to retain and attract highly qualified and effective executive officers, motivating them to contribute to long-term business success and aligning their interests with those of our shareholders.

All compensation for senior executives is overseen by the Board of Directors and the Compensation Committee. Our performance-based compensation is made up of two variable plans: the annual incentive compensation program and the long-term incentive compensation program, which is tied to three-year financial performance. We also provide equity awards (stock options and restricted stock) to further motivate our executives to maximize long-term shareholder value.

Global citizenship governance

Senior officers from the FedEx Enterprise Sustainability Council design and oversee our sustainability strategy and EarthSmart platform. The executive Corporate Contributions Committee oversees corporate philanthropy efforts. Human Resources (HR) departments within each of our operating companies manage all HR issues, including team member engagement, health and wellness and development. The Corporate HR department coordinates efforts across operating companies and manages executive development, employee benefits and diversity strategy. Each FedEx operating company sets workplace safety goals under the corporate "Safety Above All" umbrella.

In FY15, we appointed a Global Chief Compliance and Governance Officer to oversee ethics and compliance throughout FedEx.

FedEx Corporation sets enterprise strategy related to global citizenship and directs all operating companies to report on a core set of metrics. Though many of our programs and policies are designed for and implemented at the operating company level, our shared culture and purpose unites and guides our efforts.

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Economy

Industry organization collaboration

U.S. Chamber of Commerce; U.S. Coalition of Service Industries; National Center for APEC (Asia Pacific Economic Cooperation); U.S.-ASEAN Business Council; U.S.-China Business Council; U.S.-India Business Council; U.S.-Brazil Business Council; Global Express Association; Express Association of America; U.S.-Mexico CEO Dialogue; Conference of Latin America and Caribbean Express Companies (CLADEC); Council of the Americas (COA); Canadian Council of Chief Executives; American Trucking Associations; Airlines 4 America; The Business Roundtable; The Conference Board; International Air Transport Association (IATA).

Trade association positions held by FedEx executives

- FedEx Chairman, President and CEO serves as co-chairman of the Energy Security Leadership Council, is a Trustee for the United States Council for International Business and a member of the Business Roundtable
- FedEx Freight President and CEO serves as chairman of the Board of Directors of the U.S. Chamber of Commerce
- FedEx Freight President and CEO serves on the Executive Committee and Board of Directors of the American Trucking Associations and on the Board of Directors of the American Transportation Research Institute
- Vice President for Environmental Affairs and Sustainability serves on the American Trucking Associations Board of Directors and Environment & Energy Policy Committee
- FedEx Express Vice President of Operations for Southern Europe serves on the Executive Committee of AmCham (the international arm of the American Chamber of Commerce)
- FedEx Express Regional Vice President of South Pacific serves on the Board of Directors of the U.S.-ASEAN Business Council
- FedEx Services Executive Vice President of Marketing and Communications serves on the advisory board for the U.S.-India Business Council

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Environment

Environmental Management

Our **Environmental Policy** focuses on finding solutions that reduce our own footprint and inspire action in others. Our enterprisewide Environmental Management System (EMS) is based on the key elements of ISO 14001. Each FedEx operating company identifies and works to minimize relevant environmental impacts, and appoints a senior sustainability leader accountable for performance.

Sustainability Impact Teams (SITs) covering global Vehicles, Facilities, Air Operations, IT, EarthSmart[®], Data/Reporting and Sourcing allow our operating companies to share synergies, ideas and innovations. The SITs and operating companies' sustainability leaders report to our chief sustainability officer, the Vice President of Environmental Affairs and Sustainability, who oversees the companywide implementation of our EMS and annually reviews overall performance. He also chairs the executive FedEx Enterprise Sustainability Council (FESC), which has ultimate oversight of sustainability strategy and implementation.

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FedEx sites worldwide are ISO14001 certified

Compliance

FedEx has robust processes and systems in place to prevent fuel spills. We also follow comprehensive response plans to ensure that if spills do occur we minimize any harm to the well-being of team members, local communities or the environment.

In FY15, we had 119 significant spills — defined as spills of hazardous materials like oil, fuel and chemicals that are reportable to the appropriate environmental regulatory agency, such as the U.S. National Response Center. In FY15, external agencies deemed eight violations serious enough to require monetary penalties, for which FedEx was fined a total of \$92,884, primarily due to a regulatory reporting irregularity that has since been resolved.

In early FY16, we also agreed to pay \$1.75 million to settle a lawsuit over the way FedEx Ground transported damaged hazardous materials packages in California. Although we disagree with the basis for the alleged violations, in an abundance of caution, FedEx Ground has amended certain policies and procedures related to management of damaged hazardous materials packages.

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Environment

Direct and Indirect Energy Consumption (terajoules)

	FY13	FY14	FY15
DIRECT ENERGY CONSUMPTION (Scope 1)			
Aircraft fuel			
Jet fuel	159,553	154,661	157,652
Vehicle fuel¹			
Diesel	34,969	34,684	35,703
Gasoline	2,670	2,973	3,244
Propane	758	796	756
Liquid natural gas (LNG) and compressed natural gas (CNG)	N/R	5	14
Facility use			
Natural gas	4,370	5,273	5,057
Heating oil	14	14	19
TOTAL DIRECT ENERGY CONSUMPTION	202,334	198,406	202,445
INDIRECT ENERGY CONSUMPTION (Scope 2)			
Facility electricity use			
Purchased electricity	6,298	6,267	6,356
TOTAL DIRECT AND INDIRECT ENERGY CONSUMPTION	208,632	204,673	208,801
OTHER INDIRECT ENERGY CONSUMPTION (Scope 3)			
Contracted transportation	24,579	26,848	29,650
TOTAL OTHER INDIRECT ENERGY CONSUMPTION	24,579	26,848	29,650
TOTAL ENERGY CONSUMPTION	233,211	231,521	238,451
TOTAL ENERGY INTENSITY (terajoules/ \$ revenue)	5.27	5.08	5.02

(1) Includes a small amount of fuel used for emergency generators at some facilities.

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Environment

Direct and Indirect GHG Emissions (CO₂e metric tons)

	FY13	FY14	FY15
DIRECT ENERGY EMISSIONS (Scope 1)			
Aircraft fuel			
Jet fuel	10,833,815	10,498,594	10,701,617
Vehicle fuel¹			
Diesel	2,488,206	2,429,738	2,514,443
Gasoline	185,182	206,076	224,865
Propane	45,655	45,610	43,775
Liquid natural gas (LNG) and compressed natural gas (CNG)	N/R	201	769
Facility use			
Natural gas	220,185	269,610	264,427
Heating oil	1,008	1,116	1,292
TOTAL DIRECT EMISSIONS (Scope1)	13,774,051	13,450,945	13,751,188
INDIRECT ENERGY EMISSIONS (Scope 2)			
Facility electricity use			
Purchased electricity	970,715	960,079	970,981
DIRECT AND INDIRECT EMISSIONS (Scope 1&2)	14,744,766	14,411,024	14,722,169
OTHER INDIRECT EMISSIONS (Scope 3)			
Contracted transportation	1,738,802	1,843,803	2,023,433
Team member commercial air travel	47,635	45,758	50,897
TOTAL REPORTED SCOPE 3 EMISSIONS	1,786,437	1,889,561	2,074,330
TOTAL GREENHOUSE GAS EMISSIONS (Scope 1, 2 & 3)	16,531,203	16,300,585	16,796,499
TOTAL EMISSIONS INTENSITY (metric tons CO₂e / \$ revenue)	373.27	357.73	353.96

(1) Includes a small amount of fuel used for emergency generators at some facilities.