



HERMANN **SUSTAINABILITY SUMMIT 2026**

NJ SENATORS BOB SMITH & ANDREW ZWICKER HEADLINE A 2 DAY GATHERING OF 150+ INDUSTRY LEADERS SHAPING THE FUTURE OF SUPPLY CHAIN SUSTAINABILITY

Hermann Services, the operator of New Jersey's largest known electric commercial vehicle fleet, will host the inaugural Hermann Sustainability Summit on Thursday, September 17 and Friday, September 18, 2026, at the New Brunswick Performing Arts Center in New Brunswick, NJ. The two-day event brings together more than 150 C-suite leaders, fleet operators, OEMs, fuel suppliers, financial institutions, policymakers, and university researchers on a nationwide level for candid conversation on what's working, what isn't, and what comes next in global sustainable logistics.

The summit arrives as sustainability moves from a future consideration to a present-day operating reality across the supply chain. Regulations are tightening, global companies are demanding immediate action from Scope 3, and capital is flowing toward clean technology. Hermann Services has lived this shift firsthand: as the operator of 16 electric trucks, as well as backing for future electric expansion of nearly \$10 million in NJEDA and NJZIP grant funding, the company has moved sustainability from concept to operational reality and built the summit to help others do the same.

"Sustainability isn't a side conversation in supply chain anymore, it's central to how companies operate and compete," said Jeff Hermann, President & CEO of Hermann Services. "We built this summit because we know firsthand how hard it is to find a room where the right people are actually talking to each other and be able to take action to move the needle. We're proud to create that space."

Confirmed Speakers So Far

The summit's agenda spans seven core sessions, including electrification across the first, middle, and last mile; the operational reality of net zero fuels; infrastructure and fleet readiness; funding and

incentives for clean technology; Scope 3 analytics and carrier support; navigating the complexity of ownership at the C-suite level; and building the future sustainability workforce.

New Jersey State Senator Bob Smith will deliver a keynote address, "The Big Picture – New Jersey's Energy Landscape," offering a policymaker's view of the state's energy future. State Senator Andrew Zwicker will join attendees for a conversation on fusion energy, exploring what the technology could mean for the future of clean power.

They'll be joined by a growing lineup of featured speakers, including John Voelcker, a longtime automotive journalist and contributing editor covering electric vehicles and the energy ecosystem around them, and Marina Ivanov, CEO and Co-Founder of Apex Transit Solutions and a recognized industry leader in transportation and supply chain innovation. Additional speakers will be announced in the weeks leading up to the event.

Attendees will also get an up-close look at the technology driving this shift, with an alternative fuel truck and portable charger showcase running throughout the summit. Day one concludes with a dinner open to all attendees, offering a more relaxed setting to continue the conversation and connect with the people shaping what comes next. Day two closes with a keynote address.

Registration

Tickets are available now at [Eventbrite](https://www.eventbrite.com), with discounted rates available for shippers and students. For discount codes contact: marketing@hermannntds.com. Sponsorship opportunities, including Platinum, Gold, and Silver tiers along with meal and program sponsorships are also available. For more information, including the full speaker lineup and agenda, visit hermannntds.com/sustainability-summit.

IN THIS ISSUE

- Hermann Services to Host Inaugural Sustainability Summit in New Brunswick
- Sustainable Logistics: Zero-Emission Trucking with Renewable Diesel and Electric Fleets
- East Sam Houston Warehouse Achieves AIB Superior Rating and USDA Organic Certification
- Building a Culture of Safety: Why Every Warehouse Incident is Preventable
- Hermann Services Expands NJ Electric Fleet with Nearly \$3M in NJEDA Funding





SUSTAINABLE LOGISTICS: ZERO-EMISSION TRUCKING WITH RENEWABLE DIESEL AND ELECTRIC FLEETS

Sustainability has moved from optional innovation to operational necessity. Organizations across the logistics industry are increasingly seeking sustainable 3PL providers that share their environmental goals — and the pressure to act is only growing.

At Hermann Services, operating renewable diesel transportation and what will soon be the largest electric truck fleet in New Jersey has taught us that the path to zero-emission trucking isn't one-size-fits-all.

Understanding the Environmental Impact

One gallon of traditional diesel produces approximately 23 pounds of CO2 emissions. Renewable diesel reduces that to just 8 pounds — a 65% reduction. Electric vehicles produce zero emissions when powered by renewable electricity, making them the gold standard for zero-emission trucking. But each alternative comes with distinct operational challenges and cost considerations that demand careful evaluation.

Renewable Diesel: Simple to Use, Hard to Find

Renewable diesel is made from organic materials like soybeans, canola oil, or byproducts like cooking oil and animal fats. It's chemically similar to petroleum diesel, requiring no engine modifications — making it one of the simplest ways to reduce emissions without overhauling your fleet.

The catch is availability. Renewable diesel isn't widely available at commercial truck stops, and most procurement requires direct supplier relationships and tanker delivery to your facilities. At Hermann, our corporate office is strategically located next to a fuel supplier that stocks it — an advantage most carriers don't have access to yet.

Electric Trucks: Zero Emissions, Real Obstacles

Current commercial electric trucks offer 200–230 miles per full charge, though range varies based on temperature, load weight, and driving style. For short hauls and regional distribution, this works well. For longer

routes, careful planning is required — not every stop has charging infrastructure, and charging can take anywhere from 1.5 to 4 hours.

Then there's cost. Electric trucks run approximately three times the price of diesel, and most operators run EV trucks at a loss for several years before reduced operating costs start closing the gap. Despite this, Hermann has committed to 15 brand-new Peterbilt EV trucks and is installing four permanent charging stations at our headquarters powered by clean energy sources.

Implementation Best Practices

Infrastructure first. Electrical capacity planning, permitting, and station placement need to happen months before vehicles arrive.

Driver training matters. Range management, regenerative braking, and charging protocols all require training — drivers who understand these techniques get significantly more out of electric vehicles.

Route optimization is non-negotiable. EV planning must account for range, charging availability, payload, and temperature. Renewable diesel requires similar thinking — fuel availability will constrain routes until supply improves.

Build supplier relationships early. Securing reliable renewable diesel access means establishing those relationships before you need them, not after.

The Road Ahead

The road to sustainable logistics isn't easy — but it is necessary. Technology is improving and prices are becoming more competitive. At Hermann, we're committed to writing that story alongside our customers, one route at a time.



BRAIN TEASER

I connect countries without moving an inch. I speak every language but say nothing. Lose me and your shipment goes nowhere. What am I?

Answer: Bill of lading

EAST SAM HOUSTON WAREHOUSE ACHIEVES AIB SUPERIOR RATING AND USDA ORGANIC CERTIFICATION



Dual certifications position Houston facility as premier Gulf Coast solution for food-grade and organic storage

Hermann Services Inc. is proud to announce that our East Sam Houston Parkway warehouse has achieved an AIB Superior rating of 930 and USDA Organic Handler certification, establishing this facility as a comprehensive solution for food and beverage manufacturers requiring both food-grade and organic storage in the Gulf Coast region.

Meeting the Highest Standards for Food Safety in Houston

Achieving an AIB Superior rating of 930 represents a significant milestone for food-grade warehousing. The American Institute of Baking (AIB) International sets rigorous standards for food safety and quality management, with a passing score of 700 and Superior ratings starting at 930. Our East Sam Houston facility exceeded this benchmark, demonstrating Hermann Services' commitment to maintaining clean, quality-controlled warehouses that protect the integrity of food products throughout the supply chain.

A passing score is above 700, while scores above 900 are exceptional. Achieving a Superior AIB rating of 930 demonstrates the high standards Hermann Services maintains across all facilities, allowing us to partner with organizations that need clean, quality-controlled storage for their food-grade products.

During AIB inspections, facilities are evaluated across five critical categories:

- **Operational Methods and Personnel Practices** – Ensuring trained teams follow standardized procedures

- **Maintenance for Food Safety** – Maintaining equipment and facilities to prevent contamination
- **Cleaning Practices** – Implementing rigorous sanitation protocols
- **Integrated Pest Management** – Preventing and controlling pest activity
- **Adequacy of Prerequisite and Food Safety Programs** – Demonstrating comprehensive food safety systems

By achieving a Superior rating in all five categories, Hermann Services' East Sam Houston warehouse provides food and beverage manufacturers with the confidence that their products are stored in a facility that meets the most stringent food safety standards in the industry.

USDA Organic Handler Certification: A Gulf Coast Differentiator

In addition to the AIB Superior rating, our East Sam Houston warehouse has received USDA Organic Handler certification, positioning it as one of the few facilities in the Gulf Coast region offering both certifications under one roof. This dual certification is increasingly critical for food manufacturers and distributors navigating the growing organic market, which represents more than \$52 billion in annual sales in the United States.

USDA Organic Handler certification ensures that organic products maintain their integrity throughout the warehousing process. The certification requires:

- **Documented organic system plans** detailing all handling procedures
- **Prevention of cross-contamination** between organic and non-organic products

- **Approved cleaning and pest control methods** that comply with organic standards
- **Complete traceability** from receipt through shipping
- **Annual inspections** to maintain certification compliance

For food and beverage companies with organic product lines, working with a USDA Organic Handler-certified warehouse eliminates supply chain complexity. Rather than managing separate facilities for conventional and organic

products, manufacturers can consolidate their Gulf Coast storage with Hermann Services' East Sam Houston location.

Strategic Location Near Port of Houston

Hermann Services' East Sam Houston warehouse sits just 12 miles from the Port of Houston, the largest container port on the Gulf Coast and the sixth-largest in the United States. This proximity provides food importers with rapid access to warehousing immediately after customs clearance, reducing drayage costs and minimizing time in transit.

The facility offers direct access to the Sam Houston Tollway (Beltway 8) and Interstate 10, connecting food manufacturers and distributors to major markets throughout Texas and the Southwest United States. Whether serving Houston's extensive food and beverage industry, distributing to Dallas-Fort Worth, or shipping to markets across the southern United States, this location provides efficient transportation routes that reduce both costs and delivery times.

FDA FSMA Compliance for Complete Food Safety

Hermann Services maintains compliance with

the FDA Food Safety Modernization Act (FSMA), which represents the most significant food safety legislation in decades. FSMA shifts the focus from responding to foodborne illnesses to preventing them through comprehensive supply chain controls.

Our East Sam Houston facility complies with all seven FSMA components:

1. Produce Safety
2. Foreign Supplier Verification Program (FSVP)
3. Sanitary Transport Rule
4. Protection Against Intentional Adulteration
5. Accredited Third-Party Certification
6. Preventive Control Rule for Human and Animal Food
7. Voluntary Qualified Imported Program (VQIP)

The combination of AIB Superior rating, USDA Organic Handler certification, and FSMA compliance allows Hermann Services to accept food imports through the Port of Houston, store them safely, and transport them to distributors nationwide — all while maintaining the highest standards of food safety and organic integrity.

Comprehensive Food-Grade Storage Solutions

Hermann Services' East Sam Houston warehouse provides food and beverage manufacturers with flexible storage options designed to meet diverse product requirements:

Temperature and Humidity Control

Climate-controlled storage maintains consistent conditions for temperature-sensitive food products, protecting quality and extending shelf life.

Bulk and Rack Storage

Whether storing palletized products or bulk

commodities, our warehouse management system (WMS) tracks inventory in real-time, providing complete visibility and control.

Cross-Docking and Transloading

For time-sensitive shipments, our cross-docking capabilities move products quickly from inbound to outbound transportation, reducing handling time and maintaining product freshness.

Value-Added Services

From re-palletizing and load consolidation to ensuring weight compliance with certified weighmasters and on-site truck scales, Hermann Services provides the support services food manufacturers need to keep their supply chains moving efficiently.

Why Food & Beverage Companies Choose Hermann Services

With nearly a century of logistics experience, Hermann Services understands the unique challenges food and beverage manufacturers face. Our people make the difference — trained teams who understand their roles and responsibilities in maintaining food safety standards every day.

"Setting and maintaining quality practices starts with our people," says Jennifer Berglund, Warehouse Manager at one of Hermann Services' Delaware facilities, which also maintains AIB Superior certification. "People that understand their roles and responsibilities. At Hermann, we have the right people, a great team working together, and that's how we get it done."

This commitment extends across Hermann Services' entire network, which includes facilities in New Jersey, Delaware, and Houston, Texas — strategically positioned near major highways and ports throughout the East Coast and Gulf Coast regions. Our 2 million square feet of warehousing capacity provides

food manufacturers with the scale and geographic reach to support growing distribution networks.

Meeting the Moment for Organic Growth

The organic food industry continues to expand rapidly, with 82% of American households now purchasing organic products. As demand grows, food manufacturers need logistics partners who can maintain organic integrity throughout the supply chain.

New USDA organic regulations, including the Strengthening Organic Enforcement (SOE) final rule, have expanded certification requirements to include more supply chain entities. By partnering with a USDA Organic Handler-certified warehouse like Hermann Services' East Sam Houston facility, food manufacturers ensure compliance with current regulations while positioning themselves for future growth in organic categories.

Your Gulf Coast Food-Grade Warehousing Solution

Hermann Services' East Sam Houston warehouse represents a significant expansion of our food-grade and organic warehousing capabilities in the Gulf Coast region. With AIB Superior rating of 930, USDA Organic Handler certification, strategic location near the Port of Houston, and comprehensive value-added services, this facility provides food and beverage manufacturers with a complete solution for their Texas warehousing needs.

Whether you're importing food products through the Port of Houston, distributing to Texas markets, or serving the broader Gulf Coast region, Hermann Services combines world-class facilities with experienced teams who understand the critical importance of food safety and quality.

For everything food grade and organic—leave your logistics to us.



BUILDING A CULTURE OF SAFETY: WHY EVERY WAREHOUSE INCIDENT IS PREVENTABLE

Warehouse safety is something Lisa Burke thinks about every single day — and has for nearly 20 years.

As Environmental, Health, and Safety Supervisor at Hermann Services, Lisa's job is to make sure every person who walks through the doors of our warehouse facilities goes home the same way they arrived. In a warehouse environment, that requires constant attention, ongoing training, clear communication, and a culture where every employee feels empowered to speak up when something doesn't look right.

Her perspective is clear: incidents don't just happen. They're the result of gaps in training, communication, awareness, or processes which means every single one of them is preventable. Here, she walks through the safety topics her team navigates every day.

The Biggest Warehouse Safety Challenges

Loading dock safety, forklift operations, slips and falls, and workplace distraction create ongoing risks in any warehouse environment. What often gets missed? Near miss reporting. For every major accident, numerous near misses go unreported — and making those measurable is critical to preventing future injuries.

Common Hazards and Prevention

Accident prevention starts with proper task assessment. Is this a one-person or two-person job? Complacency among experienced employees is just as dangerous as inexperience. Vigilance matters more than tenure.

Product Segregation

Not all products can be stored together. Proper segregation prevents chemical reactions, cross-contamination, and compliance violations. Allergens require careful storage, and certain chemicals must be kept apart. The challenge is balancing space utilization with safety requirements.

Temperature-Controlled Environments

Cold stress affects employees in refrigerated environments, impacting both safety and decision-making. Products outside required temperature thresholds become non-compliant and create liability — making monitoring and employee awareness equally important.

Compliance Requirements

Compliance depends on what you're storing. Food-grade products require AIB certification. Chemicals must meet EPA regulations. Hazardous materials require Tier 2 reporting filed annually before March 1st, documenting exactly what's stored and where. This information protects employees, emergency responders, and the surrounding community.

Building a Safety Culture

A real safety culture means empowering employees to stop work when they see a concern. Morning safety huddles, consistent training, and clear communication build this foundation. Every employee should know what PPE to wear, where to get it, and who to contact with a concern.

Certifications and Ongoing Training

Forklift certifications vary by equipment type. OSHA 10- and 30-hour training programs teach supervisors and managers how to better protect their teams. These aren't just credentials — they represent a commitment to doing the work right.

Incident Documentation and Continuous Improvement

Documenting incidents isn't about paperwork — it's about understanding what went wrong and making sure it doesn't happen again. Staying current on evolving safety regulations requires ongoing training, trusted consultants, and staying connected to the broader safety community.

Every warehouse accident is avoidable. At Hermann Services, safety isn't a policy posted on a wall — it's a commitment to the people who show up every day across our facilities in New Jersey, Delaware, and Texas. The most important thing anyone does at work is go home safe.



HERMANN SERVICES EXPANDS NJ ELECTRIC FLEET WITH NEARLY \$3M IN NJEDA FUNDING

In October of 2025, Hermann signed a landmark deal with Peterbilt to acquire 15 electric trucks, marking Hermann as the largest known electric fleet operator in the state of New Jersey. This was a huge milestone for the company and served as a testament to the company's deepening commitment to sustainability and its willingness to lead by example in an industry that is only beginning to embrace the shift toward zero-emission transportation. It was a signal to the industry that sustainable delivery at scale is not just a future ambition but something that is already happening. This achievement, however, only marked the start of Hermann's journey.

At the start of 2026, Hermann was awarded nearly \$3,000,000 by New Jersey Economic Development Authority (NJEDA) through the New Jersey Zero-Emission Incentive Program (NJZIP) to further grow its EV fleet. The grant will greatly reduce the substantial incremental cost that comes with purchasing electric trucks and make sustainable logistics more attainable not just for Hermann, but for the customers who depend on us to help them meet their own environmental goals as well.

A Grant Rooted in Purpose

Hermann first applied for a NJEDA grant in March of 2023 to purchase its first initial

vehicle. This first application was built on a shared belief that the future of transportation must be cleaner, smarter, and more responsible.

Hermann has been an active supporter of NJEDA's broader mission, participating in several initiatives and events, bringing its electric trucks out to showcase what zero-emission freight operations look like in practice. These appearances have helped to bridge the gap between aspiration and action, showing that the transition to sustainable warehouse transportation and distribution services doesn't have to wait. It is already underway.

More Than a Title

While Hermann holds the distinction of being New Jersey's largest known electric fleet operator, that recognition has never been the driving force behind these decisions.

The motivation is deeper than a title. Every electric truck added to the fleet is a step toward cleaner air, reduced emissions, and a more sustainable supply chain for the businesses and communities Hermann serves. For companies relying on Hermann for warehousing and distribution services across New Jersey, this investment translates directly

into a greener, more responsible supply chain at no additional complexity on their end.

The \$2.975 million award from the NJEDA reflects not only the scale of Hermann's ambition, but the trust that has been built through years of partnership and follow-through. It is an investment in what comes next.

Leading the Way in Zero-Emission Logistics

As a third-party logistics provider (3PL) with nearly a century of operational experience, Hermann understands that sustainability in logistics requires more than intent. It requires infrastructure, investment, and a logistics partner willing to lead by example.

The expansion of Hermann's electric fleet is part of a broader commitment to modernizing every layer of its operations — from warehouse transportation and last-mile delivery to long-haul freight and dedicated fleet services. Customers who partner with Hermann gain not only reliable distribution services, but a supply chain built for the environmental standards the future demands.

Hermann remains grateful for the continued support of the NJEDA and is proud to be a leader in this important work. The journey is far from over.

