



SHARE YOUR VOICE

EMPLOYEE FEEDBACK PROGRAM

At Crowley Shipping, we value your input! Share your ideas and solutions to help improve our work environment and support our growth.

Through the "Share Your Voice" program, you can provide feedback on:

- Solutions to current challenges that improve efficiency, reduce costs, grow our business, improve safety, or offer other benefits.
- Ideas that add value to Crowley Shipping and our team.
- Potential business opportunities or growth leads.

This program strengthens our One Crowley culture by gathering diverse perspectives for continuous improvement. Your feedback drives innovation and helps shape Crowley's future. We look forward to hearing from you!

SUBMIT YOUR FEEDBACK

Describe the Challenge or Opportunity

Provide a brief overview of the issue or opportunity you're addressing

Proposed Solution/Idea

Explain your proposed solution, idea, or business opportunity

How will this solution/idea benefit Crowley Shipping?

- Increase efficiency & cost savings
- Grow our business & improve safety
- Improve customer experience
- Other (please specify)

Additional Details or Comments

Provide any extra context, resources, or information that might be helpful



Submit your feedback [here](#)

FAQs:

Are submissions confidential?

Your name is required for IT security and authentication purposes, but your submission will be handled confidentially.

When will my submission be reviewed?

Submissions are regularly reviewed by the leadership team, reporting to James Fowler, Senior Vice President & General Manager.

Does my voice matter?

Absolutely! You are our subject matter experts, and we value your input to help foster a high-performance culture and build on our legacy of success.

Can I submit multiple ideas?

Yes! We encourage multiple submissions if you have more than one suggestion or opportunity to share.

How will I know if my idea is implemented?

We will communicate any actions or changes taken based on your submission. Recognition may be given for particularly impactful ideas.

Can I suggest improvements outside of my immediate team or department?

Yes, we welcome suggestions that improve Crowley Shipping's operations, culture, or growth, regardless of the department or team.

What if my idea doesn't lead to immediate changes?

Even if your idea isn't implemented right away, it still provides valuable insight to help drive our ongoing efforts to improve and innovate.