

2024

SUUS TAINABILITY

ONE STEP AHEAD on the sustainability journey

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Welcome



Tadeusz Chmielewski

Chairman of
the Supervisory Board
ROHLIG SUUS Logistics S.A.

ROHLIG SUUS Logistics has been present on the market for almost 35 years. During this period we have undergone many great changes – technological, economic and social. Today we are faced with another, perhaps the greatest challenge of our time, one that shapes the way we do business – the ESG transformation. However, every challenge is also a chance, an opportunity to grow. Development is, of course, an inherent feature of any healthy, well-functioning organisation. This is the thinking that has guided us at SUUS since the very beginning. We always aim to be One Step Ahead and this revolution is no different. Especially because I know that we are more than ready for it, especially since we have a new leader. This year, through a process of family succession, my eldest son, Piotr, became the Chairman of the Management Board. I am convinced that through his competences and his experience – such as previously being in charge of the ESG area in our company – is going to allow us to use this transformation for further growth. As the new chairman of the company's Supervisory Board, I am also going to help SUUS stay on course and grow sustainably.

ESG ideas are consistent with the values developed within our family constitution. We are a family business with a focus on people – employees, carriers, customers – and their needs. We grow with a sense of responsibility for future generations and the environment. On the other hand, functioning in the logistics industry has taught us that we can only achieve success through partnership, by working as a team. In order to have an efficient supply chain, it is vital to engage the logistics operator, our transport partners and our customers. For this reason we rely on partnership in the design and implementation of increasingly low-carbon logistics solutions as well.

We live in tumultuous times – a war right across our border, a political instability draining Europe, America and Asia, the rapid development of technology and the aforementioned ESG transformation. In these circumstances, we aim to make our organisation a stable workplace for all of us and a reliable partner for our customers and transport companies. Only by acting in a sustainable manner and in line with our values can we achieve these goals. We are aware of this fact and take responsibility for it every day.

Welcome



Piotr Iwo Chmielewski

Chairman of
the Management Board
ROHLIG SUUS Logistics S.A.

The year that has passed since the previous SUUSustainability report was an important green point on the development map of our company. We issued our first ESG strategy, structuring our activities relative to this area. We were one of a dozen companies in Poland to receive SBTi certification. We have set reliable and realistic decarbonisation goals. We focus on reducing our own emissions, but we also successively encourage our customers and transport partners to jointly seek new solutions aimed at achieving a green transition in logistics. The past year saw a number of new initiatives to support the mental health of our employees. We are a family business and SUUS puts people first. That is why the social ESG component is so important to us. It is always our primary goal to be the first-choice employer in the TSL sector. We build an organisation that comprehensively cares about people – about their professional development, but also supporting them in times of hardship and also in their private lives. Sustainable development, as we can see, is an integral part of our daily activities, not an unnecessary and inconvenient extra. That is why our next important step is to integrate our business strategy and ESG into a single map that determines our future direction. We have already started work on this.

SUUS and I are peers. Now that I have become the leader of our company as a result of family succession, I am more ready than ever to ensure that we continue our pursuit of sustainability. We always act keeping the planet and the people around us in mind – this is the basis of all our activities as a family of entrepreneurs. I am therefore very pleased to have the support of people close to me in this new and responsible role, including my father, Tadeusz, who has taken on the role of the Chairman of the Supervisory Board, and my brother, Tomasz, who is actively developing our real estate business and is committed to energy transition.

We believe that credibility and consistency are crucial aspects of ESG – realistic and achievable goals and transparent operations. Our reports transparently show both the activities undertaken and the areas in need of improvement. One of our values is continuous improvement, something that is confirmed year after year, report after report. I am glad that we have already reached the point where the ESG report is a regular item on our annual calendar, even before we are obliged to do so by the CSRD. I am glad that we are One Step Ahead on our SUUSustainability journey!



ABOUT US

- Comprehensive logistics support
 - Products
 - Management
 - Composition and role of the Management Board
 - ESG strategy
 - Sustainability management approach
- Risk management
 - Risk analysis
 - Stakeholders
 - Important issues
 - Highlights of 2023

This area supports the implementation of:



COMPREHENSIVE LOGISTICS SUPPORT

We are an **international** family company with Polish roots, a **logistics operator** with **global capabilities**.

We handle logistics and supply chain management with a special focus on commitment and professionalism in customer service. We provide our services under the brand name **ROHLIG SUUS Logistics S.A.**

The ROHLIG SUUS Group includes **eight subsidiaries**, seven active and one suspended.

We have developed the following specialisations as part of our comprehensive logistics service: **road, sea, air and rail freight forwarding, warehousing services, Project Cargo, intermodal transport** and **customs handling**. As part of our Supply Chain Solutions service, supporting customers in supply chain management, we offer: Logistics Solution Design, VMI, Control Tower, 4PL, as well as advice on building more sustainable logistics solutions. Thanks to this broad approach we offer our customers comprehensive services, optimally tailored to their needs.

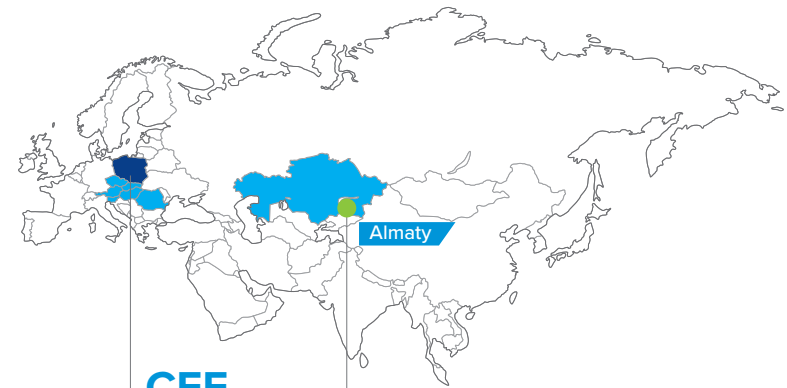
The ROHLIG SUUS Group belongs to ROHLIG SUUS Logistics s.r.o. with its registered office in Prague. The foreign subsidiaries of the ROHLIG SUUS Group are located in **Slovenia, Romania, Kazakhstan, Hungary** and **Slovakia**. We have two companies in Poland: **Factory Warehouse Logistics sp. z o.o.** and **EXPERT sp. z o.o.**

ROHLIG SUUS Logistics S.A. also remains the owner of SUUS Logistics in Russia during the reporting period. In 2022, in response to Russia's aggression against Ukraine, the company's management has decided to cease business relations with Suus Logistics Ltd. in Russia, a subsidiary, and we plan to divest our shares in this company.

ROHLIG SUUS LOGISTICS IN POLAND AND EUROPE



OVER **40** BRANCHES
IN CENTRAL
AND EASTERN EUROPE
AND CENTRAL ASIA



CEE

- POLAND
- CZECHIA
- SLOVAKIA
- HUNGARY
- ROMANIA
- SLOVENIA

KAZAKHSTAN

- Logistics warehouse and/or cross-dock terminal
- Customs agency branch
- Temporary storage facility
- Bonded warehouse
- ◆ Tax warehouse

PRODUCTS



Our own general cargo distribution system in Poland – a domestic distribution network is a solution that effectively combines three highly developed products: a domestic general cargo distribution network, domestic partial truckload transport and domestic full truckload transport. We match the most advantageous solution at a given time depending on the size of the shipments and the specific needs of the customer. This allows us to optimise the distribution costs of the goods and to ensure delivery within 24 hours. We offer, for example, bringing in and out, payment collection and return of pallets and documents, deliveries at a specified hour, text message notifications, temperature-controlled deliveries, ADR delivery and delivery on public holidays



International general cargo transport – our service includes cargo collection and distribution, full customs handling, short transit time and high frequency of departures. What we offer includes more than 350 regular general cargo routes per week and, for smaller shipments, daily CargoLine system routes.



Full truckload domestic and international transport – we organise road transport of all groups of goods: neutral, hazardous, temperature-controlled, oversize and non-standard. We carry out just-in-time deliveries. Our customers receive information about loading, customs clearance and unloading of their goods after a maximum of 5 seconds from the driver's notification, which makes it easier to verify KPIs.



Airfreight – we provide services in three variants: premium (including Pharma Cargo and DGR shipments), classic including weekend consolidations and economy. We also offer charter solutions. In airfreight we handle imports, exports and cross-trade service orders thanks to our partnership with the Röhlig Group.



Sea freight – for LCL and FCL shipments we carry out in partnership with the global logistics group, Röhlig. As part of the services provided, we can provide consolidations from various suppliers, deconsolidations, and terminal services (e.g. sorting, palletising, labelling). We deliver LCL and FCL shipments from and to all continents, with the exception of Antarctica.



Rail freight – we organise the servicing of FCL and LCL shipments. We offer international rail transport by working with reputable freight carriers and forwarders in Europe and Asia. We carry out regular weekly services from Europe to China and from China to Europe.



Intermodal transport – we reach every place around the world by combining different modes of transport. The use of rail as the main mode of transport means that the solution generates lower GHG emissions and allows 2 tonnes more freight to be loaded (26 tonnes) when compared to road transport.



Contract logistics – a range of services provided at warehouses and handling terminals. Such services are often part of a much larger, complex supply chain that we service. As part of contract logistics, we provide value-added services, such as customs warehousing, co-packing, labelling, packaging and comprehensive logistics for e-commerce. Pre-installation of electronic equipment and its testing is also possible.



Supply Chain Solutions – we design complex supply chains and advise on how to manage them. We combine expertise in all aspects of logistics and supply chain building. This allows us not only to implement logistics processes, but also to improve them. We optimise costs, routes, and resource utilisation to increase the efficiency of our customers.



Project Cargo – the execution of customised, oversized projects around the world, carried out by experts. As part of this service we provide a comprehensive support including: cost study and monitoring, transport mode selection, route analysis and planning, documentation advice, direct project supervision and reporting.



Customs agencies – we have our own network of customs agencies and trusted places providing services for the full range of customs procedures, including simplified procedures (AEO). We offer customs services as a complementary element of our customers' logistics processes and as an independent product.

SHARE OF INDIVIDUAL SERVICES IN SALES



60%
Road transport

21%
Sea transport

1%
Customs Agency



2%
Rail transport



1%
Project Cargo



5%
Air transport



10%
Contract logistics



NUMBER OF ORDERS EXECUTED

Road transport

3,025,288



LTL international: 441,892

LTL domestic: 2,381,792

FTL international: 59,396

FTL domestic: 142,212

Sea transport

34,051



LCL: 11,228

FCL: 22,823

Air transport

9,767



Rail transport

4,423



Project Cargo*

211



MANAGEMENT

Leadership **in the strategic area** is exercised by **the Chairman** and **Members of the Management Board**, who, in consultation with the directors of individual products or areas, decide on the directions and methods of action. This group also sets the goals and objectives, monitors the risks for the individual organisational units and approves the company's strategy.

Members of the Supervisory Board, Members of the Management Board, the Audit and Safety Committee are responsible for the risk management process at SUUS. The responsibilities and approach are defined by two key documents: The Risk Management Procedure and the Integrated Management System Policy.

The Management Board and Supervisory Bodies are informed of significant impacts, risks and opportunities, the implementation of due diligence and the results and effectiveness of the policies, actions, indicators and goals adopted to address them at monthly and quarterly meetings, at which the employees responsible for the different areas of the company report.

Tools to support the Management Board in monitoring risks and possibilities:



Annual risk review



Bi-annual review and update of internal procedures



Quarterly Safety Committee meetings



Internal audits conducted by the Audit Committee

COMPOSITION AND ROLE OF THE MANAGEMENT BOARD*



Tadeusz Chmielewski

Chairman of the Management Board

Competences:

- HR
- Administration
- Development of Companies
- Legal security
- Audit
- International road freight forwarding



Piotr Iwo Chmielewski

Member of the Board

Competences:

- IT security
- PR and ESG
- Sales
- Marketing
- Compliance
- Customer service
- Complaints
- Insurance



Adam Galek

Chief Executive Officer Domestic

Competences:

- Contract logistics
- Domestic road freight forwarding
- Development of road operations
- Real estate



Andrzej Kozłowski

Chief Executive Officer Air, Sea, Rail

Competences:

- Air freight forwarding
- Sea freight forwarding
- Rail freight forwarding
- Full truckload international road forwarding
- Project Cargo
- Development of the Eastern markets (EM)



Artur Malarski

Chief Executive Officer CEE

Competences:

- Development of foreign companies within the Group
- Management of the affairs of the Companies

* Management Board composition and role as at the closing date of the reporting period, i.e. 31 March 2024

The role of the Management Board is defined by the regulations of the Management Board and Resolution 24/2023 on the division of powers within the body. **The Management Board determines the company's development strategy and multiannual business plans**, as well as approves key documents and projects, including: Code of Business Ethics, internal regulations and policies, the company's investment projects and how they are financed. It also takes an active part in decision-making in the area of sustainable development, gives its opinion on proposed projects and receives regular updates on the progress of ongoing work. **In July 2024, a succession took place**, with **Piotr Iwo Chmielewski** becoming the Chairman of the Management Board, and **Tadeusz Chmielewski** taking on the position of **the Chairman of the Supervisory Board**.

Independent members of the Management Board are 100%

Number of executive members:

5

Number of non-executive members:

(Supervisory Board)

3

During the entire reporting period, i.e. from 1 April 2023 to 31 March 2024, 100% of the members of the Management Board were men and all belonged to the age group of 35+. There are no representatives of employees or other people performing work on the Management Board.

During the financial year under review, the Management Board did not undergo dedicated sustainability training for the Board, but acquired the necessary knowledge through participation in training and meetings during the ESG strategy building process, external conferences and webinars. Both the Management Board and all employees have access to an ESG knowledge base hosted in the internal Intranet, including a set of regulations, good practices, an ESG glossary, FAQs, records of ESG webinars and videos on ESG matters and the company's ESG strategy.

COMPOSITION OF THE SUPERVISORY BOARD

The Supervisory Board of RÖHLIG SUUS Logistics S.A. controls the activities of the Management Board, which gives it the right to examine the company's documents, request any information concerning the company as well as reports and explanations from the Management Board or employees, and acts as an advisory body. The Board may also review the company's assets. It acts on the basis of the Commercial Companies Code and other laws, the company's articles of association, resolutions of the General Meeting and **the Regulations of the Supervisory Board**. The term of office for a member of the Supervisory Board is 3 years*.

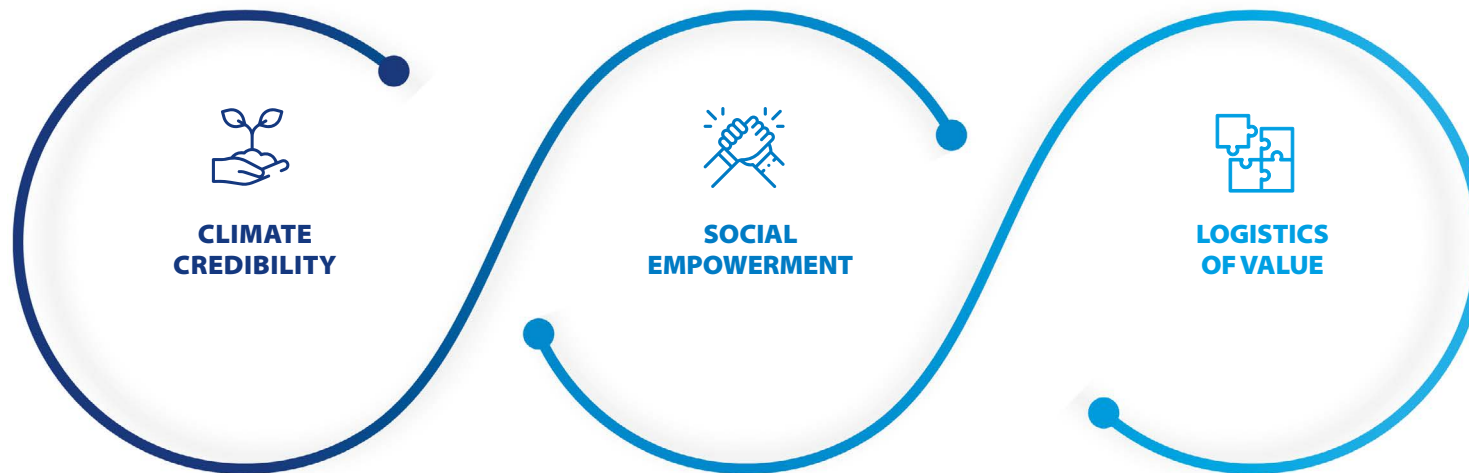
**Zygmunt Grajkowski
dr Robert Gutsche
Friedrich Rather**

** Composition of the Supervisory Board as at the closing date of the reporting period, i.e. 31 March 2024.*

INCENTIVE SCHEME

This is approved and updated at the level of the Management Board of the company. No resolution has yet been adopted that directly inscribes ESG goals into the incentive scheme for members of the governing bodies and supervisory bodies. Even though it is not mandatory, sustainability goals are taken into account when accounting for the employee engagement goal. What is more, each Management Board member can set themselves and their teams ESG goals regarding the implementation of the ESG strategy that are directly related to their area of competence.

ESG STRATEGY



The ESG strategy sets the company's direction for the period from **2024 to 2026**. We recognise the impact we have on society and the environment, and therefore seek to maximise our positive impact and limit the negative ones. The basis of our initiatives in this regard are respectively:

Step Towards Climate Credibility
Step Towards Social Empowerment
and **Step Towards Logistics of Value**

The **ESG Strategy** stems directly from our **Business Strategy** and is inextricably linked to it. Our overarching business objective for the next 3 years is to build an international family business based on a stable foundation.

We are building a business for the future, for generations to come, based on values that are important to us. Thanks to the financial surpluses we have generated in recent times, we invest in our key areas: our people, ESG (environment, social responsibility, corporate governance), technology and further diversification, which provides our company with the necessary dynamism, security and resilience to market turmoil.

The five pillars of our Business Strategy:



Increasing employee
engagement and
satisfaction



Higher service
quality and customer
satisfaction



Supply chain
resilience and
business continuity



Data-driven
organisation



International
growth

SUSTAINABILITY MANAGEMENT APPROACH

The company has a governance structure specifically designed to implement and monitor the progress of the ESG strategy. The ESG governance structure is headed by **Chairman of the Management Board: Piotr Iwo Chmielewski**, who determines the direction of development and oversees the implementation of the ESG strategy. He receives reports from the **ESG COMMITTEE**, comprising other Management Board members and representatives of key areas (HR, sales, products).



Piotr Iwo Chmielewski

Chairman of the Management Board
RÖHLIG SUUS
Logistics S.A.



Katarzyna Różycka

CFO



Magdalena Lejman

Head of PR & ESG

The role of this management body is to set the direction for further development, oversee the execution of goals and approve the final results of the work. The interdisciplinary **TEAM ESG reports to the ESG Committee**, which supports all ESG processes, including reporting or risk management. The team provides expertise across the pillars, monitors challenges across the organisation and is responsible for reviewing progress. The team directly responsible for the implementation of initiatives and projects are the **Pillar LEADERS**, who coordinate the work of the working groups and the implementation of key projects and designated KPIs. The company also has a **PR and ESG team**, responsible for reporting and forms the backbone of strategy management.

The ESG Committee (which includes the Management Board of the company) and Team ESG (key directors) are also informed of sustainability issues during **quarterly statuses** of ESG strategy implementation. The status covers the progress of strategic initiatives and key sustainability challenges, opportunities and risks. The reporting method described above was implemented in January 2024, so status 1 (first) took place during the reporting period. The statement is prepared by the leaders of each strategy pillar with the support of the PR and ESG department.

ESG GOVERNANCE STRUCTURE

PIOTR IWO CHMIELEWSKI

Establishes **strategic directions for the development of the ESG** and **oversees the process** of implementing the strategy

Tasks:

- Establishing strategic ESG directions – based on business strategy,
- Overseeing the strategy implementation process.

ESG COMMITTEE

Overseeing the implementation of the strategic objectives, and **setting directions for the operationalisation of the** strategy

Presides

- **Katarzyna Różycka** (CFO)

Members

- Management Board Member CEO Domestic
- Management Board Member CEO Airfreight Seafreight & Rail
- HR Director
- Member of the Board / CEO CEE
- Chief Commercial Officer
- Seafreight Product Director- CEE

Tasks:

- Setting the directions of operations and ambitions with regard to the ESG strategy,
- Supervising the implementation of strategic objectives,
- Accepting updates to the ESG strategy, identify challenges.

ESG TEAM

Operationalising and monitoring implementation of the strategy

Presides

- **Magdalena Lejman** (Head of PR and ESG) Coordinating the work of the ESG Team, and staying in touch with area leaders

Members

- Digital Transformation Director
- Regional Director - Branch Representative
- Deputy Seafreight Director
- Deputy Product Director FTL – CEE
- Contract Logistics CEE Director
- Procurement & Administration Director

Tasks:

- Monitoring the implementation of the strategy (Strategy Progress Review),
- Updating the ESG Strategy, and discussing challenges,
- Supporting the work of the Pillars with expertise – analysing the needs and actions in their areas by all 3 Pillars,
- They support all ESG processes, including reporting and risk management.

Area leaders

Coordinating the implementation of projects in the strategy

Areas and Leaders

- **Climate credibility**
Senior Facility Manager, Security Manager
- **Social empowerment**
HR Manager, People Experience Manager
- **Logistics of Value**
Supply Chain Solutions Director CEE,
Group Compliance Officer

Tasks:

- Coordinating the work of the working groups,
- Implementing key ESG projects and achieving approved KPIs.

RISK MANAGEMENT

Risk-based thinking is an important part of the management approach at SUUS. The essence of this approach is to identify opportunities and threats to processes and to take appropriate action towards exploiting opportunities and avoiding or minimising risks.

RISK-BASED THINKING TAKES PLACE:

- **at the strategic level** – management accepts the results of the recurring assessment of risks and plans for dealing with unacceptable risks, sets the strategic direction of the organisation, taking into account information on the organisation's relevant risks and opportunities,
- **at the management level** – directors of individual products and area with unacceptable risks. In accordance with the Risk Management Procedure, they keep track of the processes they oversee, identifying opportunities and threats,
- In the case of project implementation, risk handling is **part of the project management methodology** described in the Project Management Procedure,
- **at the operational level** – all employees apply risk-based thinking in their daily operations, reporting risks to their superiors.

Rohlig SUUS Logistics' risk management system is governed by the Risk Management Procedure, which defines how risks are identified, analysed and assessed, and describes actions for dealing with

unacceptable risks. The head of the organisational unit assesses risks and develops a plan for dealing with unacceptable risks at least once a year or after a significant change in the way the process is implemented or the organisation's resources. Risks are assessed on a 5-point scale that takes into account **impact**: business, financial, reputational and formal/legal and **likelihood** of occurrence. The way in which risks are dealt with depends on the value of the risk.

INTERNAL CONTROLS OVER SUSTAINABILITY REPORTING.

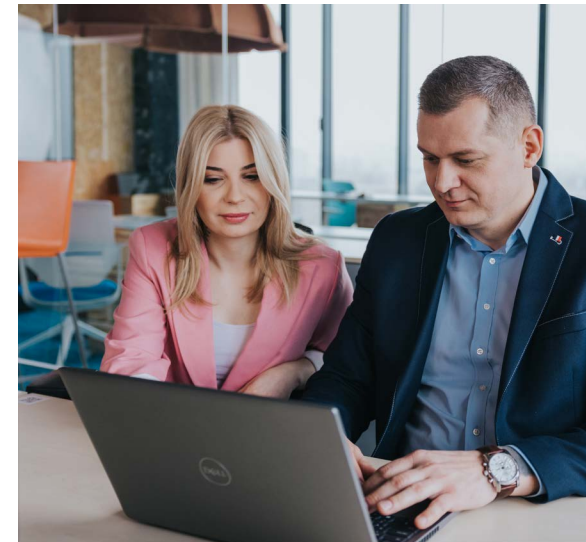
SUUS has not yet compiled and published an internal control process over sustainability reporting. This year's report was reviewed by the managers of the company's various departments, the Audit Department and a member of the Management Board. No person involved raised any concerns about the data and content presented in the report. **I**.

RISK ANALYSIS

In 2023 we started to research ESG risks and opportunities. The analysis included an in-depth market benchmark, taking into account international risk reports, standards, regulations and a review of the activities of large transport and logistics companies.

We also summarised the risks included in our internal documents, such as the Environmental Management Procedure, employment policies and security policies. On this basis we created an extensive list of potential risks and opportunities that are linked to our business strategy and planned activities. In the next stage the selected areas were assessed by selected managers who have a cross-sectional knowledge of the organisation. The areas involved were: audit, controlling, compliance, administration, security, real estate, debt collections, PR and ESG. The topics were scored according to the scale adopted in our internal risk management procedure according to the impact on the organisation and potential financial implications.

The full list of themes, with scoring and market context, was submitted to the Management Board for staged approval of the work. In 2024 we plan to continue the analysis, a workshop with key managers resulting in the development of countermeasure plans, and as a next step an external consultation of the results, allowing us to juxtapose different perspectives. The



final step shall be the approval of the risks by the Management Board and the inclusion of ESG risks and opportunities in the Business Continuity Planning (BCP). I

STAKEHOLDERS

We refer to key stakeholders as all entities that have a significant impact on our operations and those that are affected by our business. All stakeholders are very important to us as they contribute directly or indirectly to our business objectives and the SUUS ESG goal strategy.

We strive to maintain regular contact with all stakeholders, creating a space for discussion and researching opinions on topics that are important to both parties. This approach allows us to make better business decisions and supports innovation. Due to the areas of our business, we have identified **6 stakeholder groups**.

Employees

Type of engagement

- Internal Intranet platform
- Weekly newsletter
- Mailing
- Webinars and training
- Periodic 'Good to Know' Webinars
- Periodic meetings with the superior
- Team building meetings
- Employee Opinion Research
- Irregularity reporting platform: 'Your Voice'
- Employee representation
- SUUS Space – Intranet for warehouse employees
- Webinars with the Management Board: 'Don't miss out'
- Newsletter

Goal

- Working conditions
- Professional development
- Risk management
- Safety standards
- Building engagement

How are opinions taken into account?

- Research conducted as part of the Employee Opinion Research and implemented directly into company operations



Drivers



Type of engagement

- NPS research
- Text messages
- Irregularity reporting platform: 'Your Voice'
- Newsletter

Goal

- Terms and conditions of partnership
- Safety standards
- Building engagement

How are their opinions taken into account?

- Research conducted as part of the Driver Opinion Research and implemented directly into company operations

Customers



Type of engagement

- SUUS Portal
- Customer satisfaction research
- External communication through social media, websites and press
- Industry meetings and events
- Surveys
- Irregularity reporting platform: 'Your Voice'

Goal

- Access to information
- Building brand awareness
- Customer service
- Service quality research

How are their opinions taken into account?

- Research through surveys after the performance of the Services and reviewed on an ongoing basis

Suppliers, other business partners



Type of engagement

- Social media
- E-mail communication
- In-person meetings

Goal

- Principles of partnership,
- Compliance with the RÖHLIG SUUS Logistics Business Partners' Code of Conduct

How are their opinions taken into account?

- When negotiating terms of partnership and during renegotiation of agreements

Road carriers, ship owners, airlines, developers or owners of logistics facilities



Type of engagement

- SUUS Portal
- Annual meetings of carriers
- E-mail contact
- Text messages
- NPS research
- Irregularity reporting platform: 'Your Voice'
- Newsletter

Goal

- Terms and conditions of partnership
- Security of services
- Compliance with regulations and the RÖHLIG SUUS Logistics Business Partner Code of Conduct.

How are their opinions taken into account?

- Researched through NPS and implemented directly into company operations

Local community, universities and schools, public administration, state institutions and bodies, and other stakeholders



Type of engagement

- Educational meetings in schools and universities
- Participation in events
- Partnerships with professional, economic, social and environmental organisations
- Irregularity reporting platform: 'Your Voice'
- Social media and external media

Goal

- Researching impact and mitigating negative effects

How are their opinions taken into account?

- The Your Voice platform, each notification is considered individually and measures appropriate for the situation are taken

'Logistics is an interconnected system. This comparison in the context of ESG captures the state of affairs exceptionally well. Without partnership and good relations with our stakeholders, we would not be able to conduct our sustainability projects. Or we would do so much less effectively.'



Magdalena Lejman
Head of PR & ESG

IMPORTANT ISSUES

In 2024 we have updated the materiality analysis conducted last year. We have taken into account the new requirements and topics that we identified as material when developing the ESG strategy. In 2024 we shall work on a new corporate business strategy, of which the area of sustainability shall be an integral part.

We want ESG to be an integral part of everything we do, with a single coherent plan guiding our progress. The dual materiality analysis planned for Q3 and Q4 2024 shall be the starting point for the business strategy assumptions. We conducted the materiality study in spring 2023, involving key stakeholders and experts. The materiality matrix shows the direction in which the company and the industry are heading. Following internal consultation, we decided to also consider the circular economy, climate impact and greenhouse gas emissions and carbon footprint reporting as relevant topics.

PROCESS FOR DETERMINING RELEVANT TOPICS:

- **STEP 1.** Analysis of the market, standards, company situation and key activities and topics undertaken by the industry.
- **STEP 2.** Identification of key areas of influence – interviews with representatives from different areas within the company (9 interviews).
- **STEP 3.** Assessment of the importance of impact – survey targeted to stakeholders: employees, customers, drivers and carriers, business environment.
- **STEP 4.** Application of financial materiality.
- **STEP 5.** Selection of priority topics – consultation with our company executives.
- **STEP 6.** Approval of topics relevant to RÖHLIG SUUS Logistics – consultation with a representative of the Company's Management Board.

The double materiality study carried out identified 9 topics that we defined as the most relevant following the survey research and internal consultation. A matrix with the results of the survey research is available on page 106.

THE KEY ISSUES FOR RÖHLIG SUUS LOGISTICS ARE:

- information security.
- service quality and customer satisfaction,
- security of goods, customers and stability of services,
- employee engagement,
- good working conditions at SUUS, including remuneration and benefits,
- training and development of employees,
- circular economy,
- counteracting climate change,
- greenhouse gas emissions and carbon footprint reporting.

HIGHLIGHTS OF 2023

Development and implementation of the **ESG Strategy**.



Setting and approval of decarbonisation targets compliant with SBTi.



Implementation of **Code of Conduct for Business Partners**.



SQAS certification with a score of 93%.



Responsible Management Award **1st place in the industry classification**.



The **Biały Listek ESG** Award.





SOCIAL EMPOWERMENT

- Employment policies
 - Dialogue and partnerships
 - Risks, opportunities and impact management
 - Employment structure
 - Wages, social security and non-wage benefits
 - Employee benefits
 - Parent at SUUS
- Wellbeing Station
 - SUUS Active and HearMe programmes
 - I know, understand and respect
 - Training and skills development
 - Logisticship – support in entering the labour market
 - Occupational health and safety
 - Employees in the value chain
- Employee policies in the value chain
 - Working in partnership with drivers and carriers
 - Local communities
 - Customers
 - Information security
 - Quality and security of shipments and services
 - Partnership on sustainable development

This area supports the implementation of:



EMPLOYMENT POLICIES

People are of paramount importance at SUUS. We build a responsible and committed working environment. We focus on respect, dialogue and mutual understanding. We want to be the most desirable employer in the industry as this should allow us to attract top talent.

'We strive to be responsive to the needs of everyone employed at SUUS. In 2024, we want to implement a DEI Policy to help us manage diversity even more effectively.'



Danuta Oleśkiewicz
HR Manager

When it comes to the relationship with our employees we are committed to good communication, easy accessibility to necessary information and transparency, which is why we have implemented a number of policies that organise the most relevant issues and help ensure a similar experience for all employees.

The key document that covers the most important employment issues is the **Work Regulations**. The regulations take into account the rights and obligations of the employee and the employer, working conditions, employment rules, termination rules or OHS rules. The document applies to everyone, regardless of the type of work and working hours, the type of contract concluded or the position held.

Our Work Regulations are supplemented by additional policies and procedures concerning or related to human resources management:

- Organisation regulations,
- Remuneration regulations,
- Remote work regulations / telework regulations,
- Policy on dealing with undesirable behaviour including harassment and discrimination in RSL,
- Training and development procedure,
- Internal recruitment regulations,
- Internal meetings procedure,
- Procedure for the induction of new employees,
- Physical and environmental security procedure,
- Internal communication procedure,
- OHS policy,
- Personal data protection policy.



These documents are available to all employees on the Intranet in the Internal Document Repository.

Employee rights and ethical rules are upheld by the **Business Code of Ethics** that guides our everyday operations. SUUS is committed to the fight against harassment, to providing employees with a safe and comfortable working environment and to respecting their right of association.

The company strictly prohibits forced and child labour and all forms of discrimination on the basis of, for example, racial and ethnic origin, skin colour, gender, sexual orientation, gender identity, disability, age, religion, political opinion, national or social origin. We comply with all international human rights standards and guidelines, including **UN Guiding Principles** on business and human rights, **International Labour Organisation Declaration** on fundamental principles and rights at work and **OECD Guiding Principles** for multinational enterprises, and we expect the same from our business partners. More about RÖHLIG SUUS Logistics' ethical rules and human rights is available in the Human Rights section on page 93. |



DIALOGUE AND PARTNERSHIP

At SUUS we involve managers and all employees in building our corporate culture. Together we create a unique place to work that is characterised by prioritising people, openness and fostering long-term relationships.

Our fully anonymous **Employee Opinion Research** is a tool that facilitates direct dialogue with employees and the collection of necessary feedback. The results of the research form one of the most important sources of information on the way the company's activities are perceived, what employees' needs are, and what is worth changing or improving. The Employee Opinion Research also allows us to measure the level of engagement. The research is conducted at least every two years. We analyse the results collected with management and also present them directly to the teams, after which we work together to develop action plans aimed at maintaining or improving performance when necessary.

In 2023, **93% of employees** participated **in** the Employee Opinion Research.



We engage in an open dialogue with employees also through the Intranet, a place where everyone can rate content and add their own comments. We are not afraid of difficult discussions and tough questions, because we believe that it is only through open communication that it is possible to build an organisation's culture based on trust. That is why, during the regular **'Don't miss out'** webinars with the Management Board, all employees can ask any questions, including anonymously.

Another space for dialogue with employees is **the Development Conversation**. Employees are the initiators of the process, coming up with business and development objectives, as well as reviewing the completion of tasks and coming up with improvement suggestions. Development Conversations take place twice a year. Find out more about the development conversation at SUUS on page 48.

We encourage everyone to co-create a place of work where everyone feels comfortable and sees themselves as a major contributor to the company.

We involve representation from each team in most of our employee-related projects to ensure that projects are tailored to the needs of those involved. For many years, SUUS has had an **Employee Representative Group** (elected by vote once every 3 years). Its task is to represent the needs, give opinions on projects and activities for employees. We make sure that we reach all employee groups with our messages. In the case of blue-collar employees (warehouses and terminals), we very often involve Change Leaders and HR Business Partners to communicate important information directly, e.g. during briefings. Employees who have difficulty accessing a computer or do not have email addresses (blue-collar employees in warehouses and terminals) have access to the online HR system on their mobile devices, as well as to our Intranet. We also provide physical communication channels, such as notice boards, posters and stickers, so that we can reach all interested parties with important messages. We also use screens in kitchens and storage areas to communicate the most important company, change, safety or OHS messages. We primarily reach office employees through the Intranet – a publicly accessible tool, e-mail, newsletter and printed material.



The variety of channels and formats helps us to reach different employee groups and respond to their preferences in terms of when and where content is consumed.



We have also implemented a **Your Voice**, platform that all employees, colleagues, customers and suppliers can use to report any irregularities. It is a publicly accessible and anonymous tool that we use to collect information on irregularities and respond quickly. More information is available on page 94.

CORRECTIVE MEASURES

We consider each Notification received through the **'Your Voice'** platform individually. We have a procedure in place that dictates that corrective measures are effective to prevent future violations and in line with the Compliance Officer's recommendation. |

RISKS, OPPORTUNITIES AND IMPACT MANAGEMENT

Our most important resource, and our company's capital, are the people; therefore, we monitor relevant impacts, risks and opportunities and examine the effectiveness of the actions taken.

'People have always been at the centre of our activities. We want to be an employer of first choice, to ensure the best experience for our employees and colleagues, and to build a stable workplace.'



Emila Badetek
People Experience Manager

The research and monitoring of impacts on employees is linked to the **Employee Opinion Research**, which you can find out more about in the chapter 'Dialogue and Partnership'. Negative impacts identified during the research are subject to an in-depth analysis, followed by the preparation of a corrective and preventive measures plan. Effective corporate risk management is made possible by **the Risk Management Procedure**. Our Risk Management Process includes the following steps: risk assessment, compilation and implementation of a risk handling plan, risk monitoring. We have already conducted an in-depth analysis of ESG risks and opportunities after the reporting period.

KEY RISKS IDENTIFIED:

- lack of availability of employees and drivers in the market,
- high level of competition in the branches.

Given the current legislation and internal rules, the entity has not categorised the risk of forced labour, underage employment or human rights violations

as highly probable, nevertheless **the Compliance Officer** continuously monitors all issues related to potential negative impacts (including compliance with human rights). Any employee has the opportunity to anonymously report their concerns and complaints through the **'Your Voice'** system, directly to their superior or Compliance Officer. **The mechanism for handling complaints** is described in more detail in the 'Irregularity reporting system' section, on pages 94-95.

Incidents that are not confirmed during the initial investigation are not further analysed and broken down by incident type. We are therefore unable to provide the total number of incidents of discrimination, including harassment, reported during the reporting period because no such action has been confirmed.

SUUS Logistics RÖHLIG has not paid any fines or penalties resulting from the impact on its own employees or failure to respect human rights. |

EMPLOYMENT STRUCTURE

We have been growing dynamically in Poland and other CEE countries for years. The increasing number of people employed by foreign companies means that we must also look at our employment structure from a local perspective.

The dominant entity in terms of the size of operations and number of employees is ROHLIG SUUS Logistics in Poland – **87%** of all the Group's employees are employed there. Each year, however, the CEE branches account for an increasing percentage. At present, the company does not have complete data for the companies in CEE. The data presented here show the employment situation as at 31 March 2024.

NUMBER OF EMPLOYEES BROKEN DOWN BY GENDER



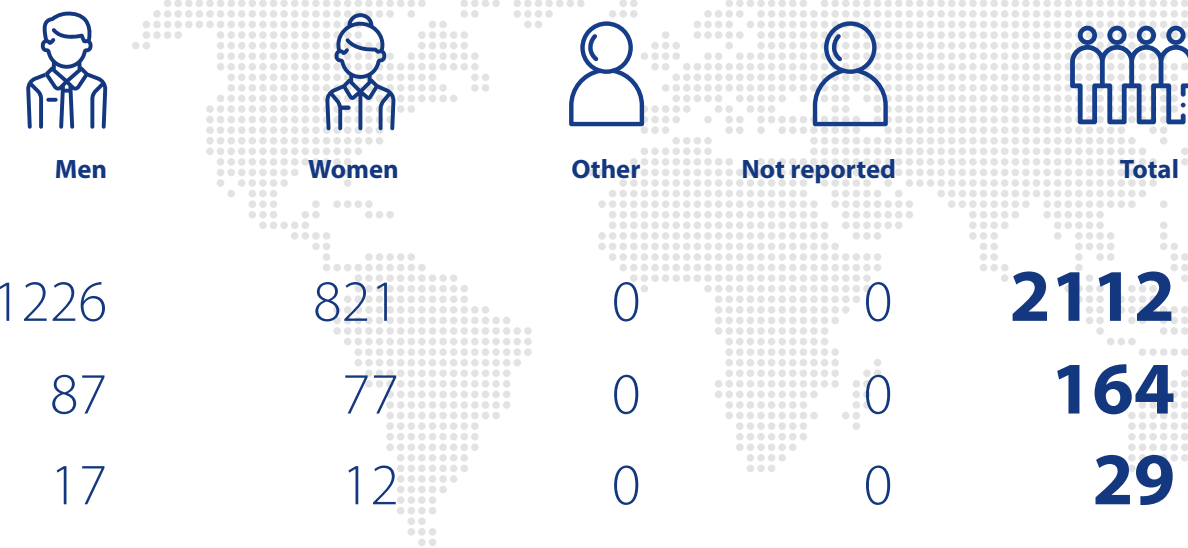
1400	966
Men	Women
0	0
Other	Not reported
2366	Total



NUMBER OF EMPLOYEES BROKEN DOWN BY COUNTRY

Poland	2112
Czech Republic	164
Slovakia	29
Romania	23
Hungary	23
Slovenia	11
Kazakhstan	4

**data for the whole group*

**NUMBER OF EMPLOYEES
BROKEN DOWN BY COUNTRY
AND GENDER**


	Men	Women	Other	Not reported	Total
Poland	1226	821	0	0	2112
Czech Republic	87	77	0	0	164
Slovakia	17	12	0	0	29
Romania	10	13	0	0	23
Hungary	16	7	0	0	23
Slovenia	6	5	0	0	11
Kazakhstan	2	2	0	0	4

NUMBER OF EMPLOYEES BY CONTRACT TYPE



Number of employees
(total number/EPC)

1403 Men
966 Women
0 Other
0 Not specified

TOTAL
2366



Number of employees with permanent contracts
(total number/EPC)

846 Men
605 Women
0 Other
0 Not specified

TOTAL
1451



Number of employees with fixed-term contracts
(total number/EPC)

554 Men
361 Women
0 Other
0 Not specified

TOTAL
915



Number of employees who are not guaranteed working hours
(total number/EPC)

0 Men
0 Women
0 Other
0 Not specified

TOTAL
0



Number of full-time employees
(total number/EPC)

1393 Men
951 Women
0 Other
0 Not specified

TOTAL
2344



Number of part-time employees
(total number/EPC)

7 Men
15 Women
0 Other
0 Not specified

TOTAL
22

**data for the whole group*

NUMBER OF EMPLOYEES BY CONTRACT TYPE PER COUNTRY



Number of employees
(total number/EPC)

2112	Poland
164	Czech Republic
29	Slovakia
23	Romania
23	Hungary
11	Slovenia
4	Kazakhstan



Number of employees with permanent contracts
(total number/EPC)

1202	Poland
159	Czech Republic
29	Slovakia
0	Romania
23	Hungary
11	Slovenia
4	Kazakhstan



Number of employees with fixed-term contracts
(total number/EPC)

910	Poland
5	Czech Republic
0	Slovakia
0	Romania
0	Hungary
0	Slovenia
0	Kazakhstan



Number of employees who are not guaranteed working hours
(total number/EPC)

0	Poland
8	Czech Republic
0	Slovakia
0	Romania
0	Hungary
0	Slovenia
0	Kazakhstan



Number of full-time employees
(total number/EPC)

2101	Poland
153	Czech Republic
29	Slovakia
23	Romania
23	Hungary
11	Slovenia
4	Kazakhstan



Number of part-time employees
(total number/EPC)

11	Poland
11	Czech Republic
0	Slovakia
0	Romania
0	Hungary
0	Slovenia
0	Kazakhstan

*data for the whole group



Top management is defined in our company as grade D1, D2, D3, D4, including both employees on employment contract and those working as contractors **B2B** – a total of **56 people**. Last year, the number of women in management positions was given for all managerial positions.

At SUUS we value every employee regardless of age, gender, religion or background. We build an open place for work in which everyone should feel comfortable.

Across the group we employ **973 women** and **1403 men**, no employee identifies with a different gender. The table below shows the gender distribution by number and percentage of top management.

GENDER DISTRIBUTION IN TOP MANAGEMENT:

16% Women



84% Men



AGE STRUCTURE OF EMPLOYEES:



28% People under 30

64% People between 30-50 years of age

8% People over 50 years of age

*data for RÖHLIG SUUS Logistics S.A.

CHARACTERISTICS OF THE COMPANY'S EMPLOYEES

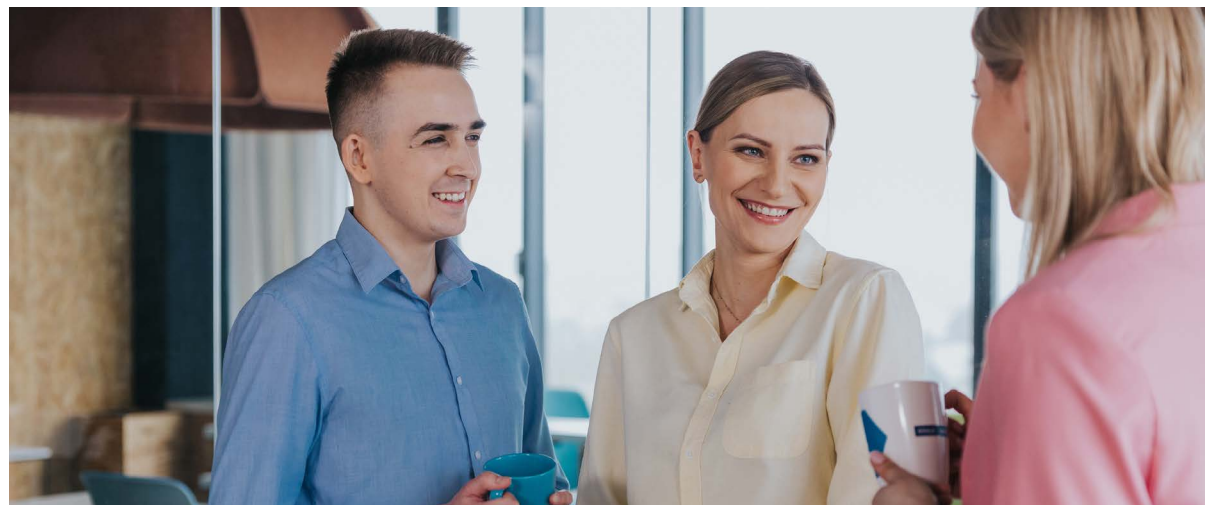
The total number of employees who are not our own employees is **68 people**; of whom **16 are self-employed (B2B)**, and **52 work** with us through agencies on the basis of **a contract of mandate**. Those working on a B2B contract are predominantly office workers, those on a contract of mandate are warehouse workers doing manual labour, supporting us during periods of peak transport activity. Those working on a B2B contract have the same range of benefits as employees on an employment contract. The number of employees is given as at the end of the reporting period, i.e. as at 31 March 2024, and relates to the company in Poland; we do not have information on such employees in foreign companies.

Number of employees who are not the company's employees

16 **Self-employed**
people (**B2B**)

52 **People** working through
an agency on a contract of
mandate

68 **TOTAL NUMBER**
OF PEOPLE



PEOPLE WITH DISABILITIES

The percentage of employees with disabilities in our own workforce is 3%. We employ 26 women (3%) and 27 men (2%) with a disability certificate.

Number of employees with a disability certificate

26 **WOMEN** (3%)

27 **MEN** (2%)

53 **TOTAL NUMBER**
OF PEOPLE



EMPLOYEE REPRESENTATIVES

SUUS Logistics RÖHLIG has not entered into collective agreements. The Code of Ethics clearly states the possibility of establishing Trade Unions, but none have been established at the moment.

The company has an **Employee Council** composed of employee representatives elected by means of free elections. The Council's tasks include providing opinions on planned changes and advising key managers on decisions directly affecting employees. The elected employees represent all employees in the company and the term of office on the Employee Council is 3 years. |

WAGES, SOCIAL SECURITY AND NON-WAGE BENEFITS

Fair remuneration is ensured at SUUS by the **Policy of Remuneration**, which governs the company's rules on **basic remuneration, awards, discretionary bonuses and allowances for non-standard working hours**. We monitor market rates on an ongoing basis in order to maintain appropriate levels and, in turn, employee satisfaction.

The remuneration policy was adopted by the Management Board in 2022. When compiling the policy we worked with an external consultant who ensured that the written rules best met the needs and expectations of employees. The document has undergone review by the employee council, which looks after the interests of all employees. In 2023, we recorded an average company remuneration increase of **10%**. The unadjusted pay gap for the entire organisation was **3%**. This result is encouraging, and we are in the process of researching an adjusted wage gap, which more accurately shows the gender pay gap. The annual total remuneration of the top earner to the median total annual remuneration of all employees was **775%**.

**POLEĆ DO
SUUS_a** 

The company's referral programme, '**Refer to Suus, functions well**'. The bonus for hiring a referred employee is PLN 2,000 gross. In 2023 we hired 102 people recommended by employees – 63 in warehouses and 39 in offices. The percentage of employments from **referrals to the total of all employments amounts to 20%**.

All employees are provided with social security – under public schemes. This includes protection against loss of income due to serious circumstances, such as illness, unemployment, accident at work and acquired disability, parental leave, and retirement. **I**

102 people were employed thanks to **employee's recommendations**



EMPLOYEE BENEFITS

Group life insurance

(upper age limit for joining is below 69 years of age)



Sports card Multisport



Sports card Medicover Sport



HearMe

free and anonymous psychological support



Sports equipment allowance for children of employees



Support for participation in sports competitions



Medicover private health care



English language courses (employer pays half of the course price)



Fuel card LOTOS and Circle K



Allowance for 14 days of annual leave



Hardship benefits (difficult life and financial situation)



Christmas benefits



Total amount transferred to Employee Capital Plans

PLN 1,178,339.66

Total employee contributions

PLN 882,097.67

Total employer contributions

TOTAL

PLN 2,060,437.33



Total amount of annual leave co-financing

PLN 1,077,000.00

for 1,534 employees

AVERAGE

PLN 702.09 per person



Total value of Christmas gifts and benefits

PLN 1,510,500.00

for 2,004 people

AVERAGE

PLN 753.74 per person



Total amount of sports cards co-financing

PLN 193,640

for 835 people



Total amount of hardship benefits for employees

PLN 69,610

17 people benefited



Total amount of benefits from the Company Social Benefit Fund

PLN 3,075,395.63



Total employee benefits

PLN 5,926,145.63



Average percentage increase in remuneration in the company

10%



*data refers to RÖHLIG SUUS Logistics in Poland

PARENT IN SUUS

As a family-owned company, we know what a great value family is, and therefore we have a number of programmes to support SUUS parents and we respect our employees' private time.



There has been a programme in our company since 2022 **'Mum returns to work'**, addressed to expectant parents. The young mother receives a folder with all the necessary documents to be submitted in connection with the birth of her child and maternity leave, as well as a schedule to help her deal with all the formalities. As part of the layette, the young member of the SUUS community receives a teddy bear. After maternity leave, in addition to a welcome gift, our female employees have the opportunity to take part in training to help them balance work with being a full-time mum. We guarantee a calm and comfortable return to duties by gradually increasing the number of working hours. Every six months, all mums who have returned to SUUS are invited to the Head Office for a team building meeting combined with a workshop **'Mum – my Oscar winning role'**.

We also remember about young dads. Every new dad receives a baby carrier to support him in his new role. From 1 April 2023 to 31 March 2024, this leave was taken:

143

by 337 authorised people **including, 71 women** and **72 men.**



The percentage of employees **eligible for family leave** is:

16.36%

337

the number of people authorised **to take leave**, of which **146 are women** and **191 are men.**



The percentage of eligible employees **who have taken family leave** is:

42.43%

WELLBEING STATION

We care about the mental and physical wellbeing of everyone employed at SUUS. That is why we have created the Wellbeing Station – a space for psycho-education, training, webinars with experts, suggestions for sports activities and a forum for mutual inspiration. The Wellbeing Station encourages you to take care of your needs and leave your personal comfort zone with courage and safety.

The 'Wellbeing Station' holistically approaches the needs of employees, focusing on supporting mental resilience, caring for both a healthy spirit and body, and psycho-education on how to be mindful of oneself and others. It contributes to improving employee health, working conditions and job satisfaction. The educational campaign is divided into four stops: Body, Head, Inner Strength and Relationships, implemented from July 2023 to June 2024. The programme was developed and compiled by experts working at SUUS: **Anna Winiarska** and **Małgorzata Piór-Patyk**. Training courses are conducted by external guests, specialists in a particular area. We met, for example, Iwo Konopek, Marcin Korczyk, MPharm, and Joanna Majewska. The programme includes offline training, online meetings with external experts, crisis consultations and numerous events supporting medical diagnostics. Managers were also trained on how to respond to alarming signs that could be indicative of an employee mental health crisis. Experts have also prepared an eight-week MBSR stress reduction course. As part of its full support the

company provides employees with free access to the HearMe platform, where they can receive advice from therapists or nutritionists. A special tab has been created on the internal Intranet where employees can find information and material from meetings and webinars.

The journey through the Wellbeing Stations means:

8 trainings for more than 150 people



17 webinars, attended by approximately 1,250 people



Sports competitions and activities, in which approximately 180 people participated



Individual crisis counselling for our employees.



SUUS ACTIVE AND HEARME PROGRAMMES

Programmes that extend the scope of the Wellbeing Station are: **SUUS Active** and the **HearMe** platform, which have been operating in our company for many years. They allow SUUS users to participate in sports competitions and benefit from free psychological support. The plethora of options means that every person interested is sure to find an option tailored to their current needs.

SUUS Active is a programme that encourages employees to look after their health through sports competitions. Employees can take part in a range of sporting activities, including running, cycling, swimming, general exercise (including gym classes, yoga, dancing), as well as walking and marching. The programme is open to any employee who has created an account on the **WorkSmile** app and joined the challenge run by RÖHLIG SUUS Logistics.

In 2023 our employees took part in **26 sports challenges** (running, cycling, walking, swimming pool) as part of the programme.



SUUS[»]
active
Dołącz do wyzwania!

The total number of participants in all competitions is **411 people**.

An important health and wellbeing initiative for us implemented in 2023 was the introduction of meal co-financing for warehouse and terminals employees. Thanks to this initiative, our employees have access to a wide range of meal offers that they can order via an app and pay only 10% of the meal price.

HEARME

Every employee has the opportunity to receive free psychological support (from various professionals). Depending on their needs – this can be one-off advice or regular meetings with a specialist. SUUS employees can choose between a 55-minute video session or a telephone interview. Psychologists are available Monday to Friday from 8am to 9.30pm and Saturdays from 9am to 2.30pm **I**.

I KNOW, UNDERSTAND AND RESPECT

We are committed to mutual understanding and a good working atmosphere. The awareness of the responsibilities of the departments working together significantly improves the efficiency and quality of the services provided.

Knowledge of what colleagues have to deal with on a daily basis allows us to better plan our own work and make mutual expectations more realistic. Planning, loading, unloading, collections, deliveries – all these activities are very complex processes that, in order to work properly, require a great deal of work from dispatchers, drivers and customer service specialists who are in constant contact with our customers. The next edition of the programme took place in February 2024. This time, representatives of **TOP management** experienced first-hand the complexity of the processes and challenges in the daily work **of the Customer Service (DOK) teams**.

The Sosnowiec branch welcomed: **Piotr Iwo Chmielewski, CCO of Sales Tomasz Jeleń** and **Regional Director Krzysztof Gąsiewski**.

They spent a day, or in **Piotr's case 3 days, working side-by-side with DOK specialists**.

All of them described the time as a valuable experience that allowed them to understand the challenges that DOK specialists face, how their work depends on others and how to listen directly to the customer's voice, needs and concerns. They became acquainted not only with the technical aspects of the work, but also with its human dimension. The value of this visit was not only in gaining knowledge, but also in building relationships and understanding that each customer is a unique person with individual needs.

We want leaders to be personally involved in understanding the processes happening 'behind the scenes'. This confirms that we live in an organisation that not only focuses on efficiency, but also on understanding and respecting the people who are the foundation of our business. |

TRAINING AND SKILLS DEVELOPMENT

We build an organisational culture focused on broad growth and the collective creation of an innovative future. **Continuous development is part of our ethical values.** We know that with a competent and professional team we can exceed market expectations.

Everyone at SUUS has equal opportunities for professional development, a principle that is written into our Labour Code of Ethics and Work Regulations. The company also has a Skills Improvement, Training, Qualifications Procedure, a part **of the Integrated Management System**. The purpose of the procedure is to allow each employee to broaden their knowledge and abilities, to adapt in an environment of constantly changing requirements and to help them develop their personality and professional qualifications.

PROFESSIONAL DEVELOPMENT

When building the competencies of our employees, we take into account the training needs reported by them. We have a training management platform on which we publish a **'Training cafeteria'**, every quarter, where every office employee can find the current training courses and sign up for them. Depending on their needs, training is provided online or offline. In addition to product training, our employees can find a wide range of competence-enhancing training offers, both soft and hard.

60%



Percentage of employees who have taken part in **regular performance and career development assessments**

44 MINUTES



Average **training time** per person

42 MINUTES



Average **time spent on self-development** (e-learning training) per person

NUMBER OF TRAINING HOURS BY POSITION AND GENDER

1 April 2023 – 31 March 2024

 Management Board		 Senior management		 Managers		 Coordinators		 Specialists		 Warehouse employees	
Men	12	Men	180	Men	720	Men	1,032	Men	8,148	Men	342
Women	0	Women	180	Women	1,038	Women	906	Women	3,690	Women	36
Other	0	Other	0	Other	0	Other	0	Other	0	Other	0
Not specified	0	Not specified	0	Not specified	0	Not specified	0	Not specified	0	Not specified	0
TOTAL	12	TOTAL	360	TOTAL	1,758	TOTAL	1,938	TOTAL	11,838	TOTAL	378

EXAMPLES OF TRAINING AND PROGRAMMES PROVIDED IN 2023:



Hard skills:

CRM, Power BI, SQL, MS Excel, Outlook, MS Power Point, sales, customer service, product training.



Product training:

Domestic General Cargo Distribution – LTL, Rail Freight, Air Freight, Sea Freight, Contract Logistics, Full truckload forwarding International – FTL.



Soft skills:

Communication – Teamwork skills,
Stress – ability to control and how to deal with difficult situations, conflict management,
Assertiveness – Communication without damaging the relationship and assertive feedback, **Emotions** – Control skills, building awareness, proactive attitude, efficiency in action,
Prioritising and organising work – managing yourself in time.
Self-motivation – the art of achieving goals,
Communication in business, Mental resilience – building resilience – mental resilience in crisis situations,
Communication with drivers – training for freight forwarders, **Building a personal brand** – LinkedIn.



Don't miss our Webinars:

A series of webinars aimed at employees where we talk about new projects, recap what has happened and share knowledge about the organisation.

Training and webinars as part of the **Wellbeing station programme**. You can find out more about the Programme in the section 'The Wellbeing Station' on page 41.

MANAGEMENT DEVELOPMENT

Due to the importance of managers in shaping and maintaining the workplace culture, we have focused on developing our managers over the years. In the 2023 financial year we conducted **Programme of Managerial Skills (PUMA), Managerial Leadership Training** and **Leadership Development Programme**. The purpose of the training programme is to improve competence in managing people and related elements, such as motivation, delegation, as well as appreciation and feedback. Another purpose of the programme is to raise awareness of the manager's own role in the organisation, as well as to promote management based on the company's adopted leadership model and standardised management standards.



The engaging leadership model

A tool that defines the key skills, behaviours and attitudes necessary for effective management in an organisation.

The model is based on values that have been jointly developed with managers. Its purpose is to ensure that managers act in accordance with the company's culture and strategic objectives. The model includes specific values (people, partnership, development, effectiveness) that have been jointly developed with managers. This allows us to better recruit, appraise and develop our managers, and to promote consistency and alignment with the company's values at all levels of management.

Tools to help us identify and develop talent:



9 - box

A tool we use to manage human resources and to evaluate and develop employees. It involves assessing their performance and development potential. It allows managers to more easily identify talent, plan career paths and make decisions about promotions or additional training.



360-degree assessment

A comprehensive assessment tool for managers that gathers feedback on their performance from a variety of sources. This feedback comes from superiors, subordinates, and colleagues. The process provides a comprehensive picture of a manager's performance, competences and behaviours. This allows employees to better understand their strengths and areas for improvement, which promotes their professional and personal development and better partnership between the manager and the team.

DEVELOPMENT CONVERSATION

DEVELOPMENT CONVERSATION is a space for employees and managers to summarise joint projects and plan new ones. It is an effective tool for goal setting and researching progress, as well as a safe space and moment to exchange insights into manager-employee partnerships and opinions about the place of work. Development conversations take place twice a year. We have created a special application to make it easier to prepare for the conversation, to go through the whole process stress-free and to effectively set goals for the following months. A step-by-step manual describing each stage is also available on the Intranet. The results of the development conversations are additionally used on a company-wide basis by the HR department. to gather training needs, information on employee talent and other management/improvement needs. Development conversations are also an important element of the management-by-purpose concept we use. It assumes that employees who are involved in goal-setting are more likely to achieve their goals and are therefore more satisfied with their work.



60%

of employees at RÖHLIG SUUS Logistics in Poland participated in the development conversation, of which **53% were women** and **47% were men.**



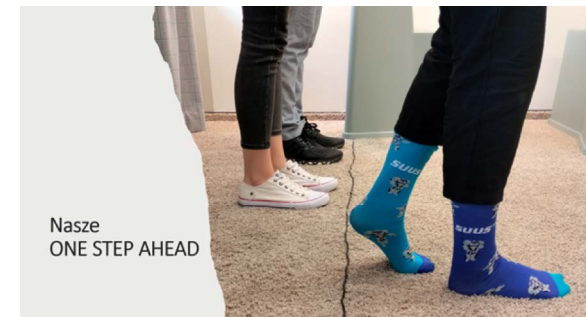
There is no position analysis of the people taking part in the assessment. Currently, the development interview programme is not yet developed in foreign companies. |

LOGISTICSHIP – SUPPORT IN ENTERING THE LABOUR MARKET

As Poland's largest logistics operator we want to share our knowledge and **support people entering the labour market to gain professional experience.** Competent employees are the driving force behind the company and the entire TSL market, and that is why we gladly work with students and universities.

In 2023, for the 7th time, we invited students for two-month paid internships. The diverse topics ranging from products, back-office to operations and the implementation in many branches in Poland allowed everyone interested to find something for themselves. Thirty-eight interns from all over Poland joined us. One of the main goals of the programme is to make sure that as many students as possible stay with us for the long term. **50% of the interns from the 2023 edition received a job offer, and 17 are still with us today.** As part of the programme, students learn new skills, take part in product and soft skills training. Everyone can also apply to work on one of the projects with a mentor, and at the end there is a presentation in front of a committee and the winning projects are selected.

50% of the interns from **the 2023 edition received a job offer.**



Competition photo, taken by internship participants.

In the last edition, the students worked on:

- POD/EPOD workflow project – the process from driver, through operator to customer. The challenge: the shortest possible circulation time.
- Logistics industry analysis – automation technology market overview.
- Transformation of warehouses and offices – modern solutions and the potential for their implementation.
- Dialogue with local communities.
- Where and how can carriers optimise costs?
- Diversity in the organisation.

OCCUPATIONAL HEALTH AND SAFETY

We make every effort to provide our employees with a safe and comfortable place to work. We have a **OHS committee** and **Local OHS Coordinators**, who take care of safety in the branches on a daily basis. All employees have access to the necessary information on the company-wide Intranet and regular training.

Safety management in our company is based on the continuous identification of potential threats and the assessment of occupational risks at workstations, which contributes directly to the reduction of the number of accidents and the prevention of occupational diseases.

We provide personal protective equipment that is appropriate to the identified threats, and we implement safe working techniques and technologies. Our OHS activities result from internal procedures and applicable laws, and are addressed to employees and those working under our supervision in all company branches in Poland. Internally applicable regulations help to ensure safety at work: **OHS policy**, **OHS manuals**, occupational risk analysis sheets, safety rules for warehouse occupants, and rules for movement around our plant. The above-mentioned documents are available on the Intranet. Due to the storage of hazardous materials (ADR) in our facilities we also have a hazardous material storage and handling instruction manual, a hazardous material handling instruction manual and a hazardous

material release instruction manual. All these documents form our safety management system. An additional tool to support managers in the area of OHS is the **OHS Essential**, a comprehensive source of knowledge. It presents not only issues arising from current legislation, but also all applicable internal OHS rules. According to the law, if an employee notices irregularities that may endanger their life or health, they have the right to stop performing their duties. The OHS department is responsible for ensuring safety at work.

We have set up a **OHS Committee**, which is made up of employee representatives, the chief OHS officer, an occupational medicine physician and an employer representative.

THE COMMITTEE'S RESPONSIBILITIES INCLUDE:

- review of working conditions,
- periodic OHS assessment,
- providing opinions on proposed solutions and ideas to prevent accidents at work, occupational diseases and to improve health and safety at work,
- recommending solutions to improve working conditions, including improvements and actions,
- collaborating with the Management Board of RÖHLIG SUUS Logistics on OHS responsibilities.

ADDITIONAL SAFETY ENHANCING ACTIVITIES

The OHS department seeks the best possible solutions to reach employees with knowledge on occupational health and safety. In 2023 articles and educational materials on work ergonomics, rules of conduct or ways to prevent injuries and accidents at work appeared regularly on the Intranet.

In 2023 Semi-automatic AED defibrillators became available at our largest sites. We currently have them in Bydgoszcz, Gdańsk, Gliwice, Lublin, Łódź, Piachy (Pęcice), Piotrków Trybunalski, Poznań, Sokołów, Szczecin, Szczecin (Lubczyńska), Urzut, Warsaw. The remaining branches are scheduled to be equipped with defibrillators in 2024.

Additional activities to engage employees:

- OHS competitions,
- a series of articles: 'A different perspective on OHS' on the intranet,
- periodic audits,
- competition between branches: '100 days without an accident',
- thematic days – an OHS rule was assigned to each day of the month and we reminded employees of this rule during meetings that started the shift in the warehouse.

The number of all employees trained in OHS rules is

100%



In order to ensure the maximum level of shared safety, the company decided to additionally equip our branches with semi-automatic **AED defibrillators.**



OHS TRAINING IN THE 2023 FINANCIAL YEAR:**Initial OHS training**

♂ 370
♀ 179

TOTAL**549****Regular OHS training** for warehouse employees

♂ 135
♀ 25

TOTAL**260****Regular OHS training** for employees in administrative and office positions

♂ 191
♀ 239

TOTAL**430****Regular OHS training** for employees in managerial positions

♂ 74
♀ 29

TOTAL**103**

ACCIDENTS AND INJURIES

The most frequently recorded consequences of accidents at work were superficial cuts to the skin, contusions, ankle sprains and broken bones. If an accident occurs, an accident team is set up to research the cause and circumstances of the incident.

The superior of the injured person secures the place until the causes and circumstances of the accident are determined. Work is only stopped if there is still a threat to health or life. The decision to return to work is taken by the accident team together with the superior. The investigation of the causes and consequences of workplace accidents, as well as recommending changes to improve safety, is handled by the accident investigation committee, which includes a representative of the workforce and a health and safety specialist. At SUUS we care not only about preventing accidents, but also about minimising their effects.

We organise **first aid** and fire safety courses for employees.



In FY 2023-2024 we had **10 accidents** at work. **The rate of recorded accidents** at work was **100%**. We **lost 184 days** due to work-related injuries or ill health. We did not record any fatal, severe, or collective accidents, nor any occupational diseases.

OHS MANAGEMENT IN FOREIGN BRANCHES

The safety management system at foreign companies is based on local law and the OHS Policy of ROHLIG SUUS Logistics. The Managing Director, together with the Chief OHS Officer, is responsible for the coordination of activities. All foreign companies use a local supplier to provide health and safety support. **I**

Occupational risk assessments have been compiled for **100% of positions**.



Nie siedz, rusz się!
Twój kręgosłup Ci podziękuje

Według kwietniowej ankiety BHP:
 64% Pracowników biurowych nie korzysta regularnie z 5-minutowych przerw
 52% Pracowników biurowych odczuwa dyskomfort i bóle pleców

Zrób przerwę w pracy i ćwicz!

DO PRZODU I DO TYŁU
Z wdychaniem odchył głowę do tyłu i popatrz w górę. Na wydechu pochyl głowę do przodu, zbliżając brodę w kierunku mostka.

SKRET GŁOWY NA BOKI
Z wdychaniem odchył głowę w prawo. Postaraj się zbliżyć brodę do prawego ramienia. Z wdychaniem powróć do centrum i powtórz to samo na lewą stronę.

KĄŻDEGO DNIA SIEDZISZ W PRACY 8 GODZIN?
Zobacz, co się dzieje z twoim ciałem:

- Mózg zwalnia pracę, ponieważ otrzymuje mniej krwi, co ma wpływ na nastrój
- Kości - zwiększone ryzyko osteoporozy
- Łatwiej o zawał serca i rozwój nadciśnienia
- Degeneracja mięśni pleców i pośladków, a nawet mięśni brzucha
- Zakrzepica w żyłach nóg, zylaki, stany zapalne żył

Brak aktywności fizycznej skraca życie o 3 - 5 lat i jest przyczyną:
 10% wszystkich chorób serca
 15% przypadków cukrzycy
 17% przypadków raka piersi
 18% przypadków raka jelita grubego

Porusz się w pracy! Optymalny cykl to naprzemiennie:
 45 minut w pozycji siedzącej
 15 minut w pozycji stojącej
 5 minut przerwy

Kark i szyja rozluźnione? Teraz czas na plecy i nogi!

ROZKŁAGANIE PLECÓW
Rozstaw nogi na szerokość bioder i z wdychaniem unieś ręce do góry. Na wydechu przesuń łokcie do prawej strony, czując, jak rozciąga się lewy bok, powtórz to samo na drugą stronę.

NA KOSZULE
Siedząc na krześle, wyprostuj obie nogi, unieś je do góry. Przytrzymaj pozycję przez kilka sekund, napinając mięśnie.

WYKONUJĆ ĆWICZENIA Z WYCUKIENIEM
Przejdź na wale pochwycenie na boki. Jeśli dotęgnięcia nie ustępują, skłoni się z udziałem łab rehabilitantem.

EMPLOYEES IN THE VALUE CHAIN

As an internationally operating logistics operator, we work with many suppliers and business partners. The most important group of employees in the value chain for us are the **drivers** employed by carriers who work with us. We pay most attention to this group, examine their opinions and support them in improving their working conditions.

Drivers are the backbone of the transport industry; the sector cannot exist without them.

Derived from a business strategy the ESG Strategy takes into account the **needs of drivers and carriers**. One of the goals for 2024-2026 is to improve the social conditions in our warehouses and to create rest areas in each new facility. During the work on the strategy, one of the risks identified was the lack of drivers in the market.

Strong relationships with partners allow ROHLIG SUUS Logistics to introduce standards that guarantee high requirements in terms of safety, quality of services offered, timeliness of deliveries, as well as respect for human rights and compliance with social and environmental criteria. In order to prevent negative impacts of its activities the company applies human rights due diligence rules in its relations with suppliers and subcontractors. Drivers are covered by a **driver programme** coordinated by our People Experience and Fleet departments. Specialists monitor the needs and working conditions continuously. We also periodically conduct NPS research of drivers and carriers and hold a conference for carriers once a year, when we discuss key issues, including mutual expectations.



ESG GOALS FOR DRIVERS AND CARRIERS INCLUDED IN OUR ESG STRATEGY:

- building space for dialogue at meetings and conferences,
- carrying out an analysis of conditions at passenger service stations in terms of amenities for drivers,
- inclusion of requirements for ESG aspects in the certification programme for carriers and drivers,
- 100% of all new SUUS warehouses with a separate rest area in standard A, implemented at 90% at least,
- creation of a learning platform for drivers and carriers. |

EMPLOYEE POLICIES IN THE VALUE CHAIN

The most important policy that translates directly to employees in the value chain is the **Business Partner Code of Conduct**.

'We are committed to building long-term relationships with drivers and carriers. What sets us apart is our approach to partnership. Over the next few years we are going to create more rest areas and enter into partnerships with industry organisations to work together to improve the working conditions of drivers, who are the foundation of road transport.'



Emila Badelek
People Experience Manager

The document organises the requirements for our suppliers, sets standards and helps us select partners who share our values. The Code addresses human rights, labour rights, environmental issues and business integrity rules. The Code is available to all interested parties on our website under Corporate Governance. The policy applies to **the entire SUUS Group** and addresses key topics, such as the prohibition of child labour, the prevention of forced labour, the prohibition of discrimination, the provision of safe working conditions, appropriate employment conditions with fair working hours and remuneration, and the right of association. The code also regulates corporate ethics, including: anti-corruption, data protection and information security. We are currently working on a Human Rights Policy, which addresses today's labour market challenges.

Each **Business Partner** is obliged to comply with the Code, declare their knowledge of it and undertake to implement it by signing an appropriate clause attached to all agreements concluded in the company. Anyone who feels that the policy is not

observed can report their concerns at **compliance@suus.com**. or by using the Your Voice anonymous irregularity reporting tool. The backbone of our national and international transports are the drivers and carriers who work with us. The satisfaction of the end recipients, with whom they have direct contact, depends on them, so we have prepared additional documents for this group to structure our partnership.

Appendices to the agreements concluded with carriers are: **General Terms and Conditions of Partnership, Detailed Terms and Conditions of Partnership** and a number of other documents in which, in addition to the technical scope of the contracts, we have included provisions on ethical issues and environmental management. We have also prepared a special **Carrier and Driver Handbook**, which is a comprehensive compendium of knowledge. |

WORKING IN PARTNERSHIP WITH DRIVERS AND CARRIERS

We focus on partnerships and satisfactory terms of cooperation for both parties, so we set transparent rules and conduct open communication based on mutual respect.

We periodically organise an **NPS research study of drivers and carriers**, in which we ask for feedback on partnerships and needs, analyse the results, map potential risks and implement corrective measures if necessary. We are open to dialogue and feedback. We are committed to being a business good partner.

The results of the latest research have influenced the extension or construction of social areas at terminals and the provision of training in **EcoDriving**. In June 2023 we organised a second conference for regular carriers. It was a space to share experiences, integrate and train each other and look for opportunities to improve our partnerships. The event is intended to be cyclical.

To date, ROHLIG SUUS Logistics has not collected the opinions of employees in the value chain, other than drivers and carriers.

Processes for mitigating negative impacts and channels for employees in the value chain to report issues.

For the purpose of eliminating or mitigating negative impacts and monitoring the effectiveness of the measures implemented, SUUS:

- regularly conducts NPS research of drivers and carriers,
- provides channels for reporting concerns and irregularities,
- conducts regular communication, such as through a newsletter,
- implements a Code of Conduct for Business Partners,
- manages notifications and handles complaints as part of a functioning violation notification system.





Benefits for our carriers:

- accelerated payments – ALEO – reduction of margins,
- fuel cards with deferred payment and discount or pre-paid fuel cards with discount (Circle K, EuroWag, Shell),
- carrier's liability insurance,
- discounts on tyres and spare parts from InterCars,
- sports cards,
- private medical care,
- comprehensive motor insurance/third party liability insurance,
- settlement of drivers' working time,
- EcoDriving training,
- TIP- fleet service,
- electric trucks for CoDi drivers – hire or wheelbarrow trucks – purchase,
- communications training for Driver and Carrier Leaders,
- banking and account management at ING,
- Group Life Insurance,
- support for attracting candidates for drivers,
- legal assistance,
- discounts on the purchase of white goods from Whirlpool.



ROHLIG SUUS Logistics provides suppliers with the opportunity to report any concerns or violations of the provisions of the Code of Conduct via EMAIL: compliance@suus.com or the 'Your Voice' platform. The address can be found in the Code of Conduct, which is communicated to suppliers. There is also a contact form on the website which can be used by any person, regardless of their position or relationship with the company. We have not recorded any notifications from employees in our value chain to

date. SUUS does not currently conduct supplier audits. After the reporting period included in the report **SUUS launched a Purchase platform**, which will eventually allow us to conduct such activities.

We provide drivers and carriers who work with us with an extensive benefits package, identical to that offered to our employees. |

LOCAL COMMUNITIES

Local communities are one of our **key stakeholders.**

We build relationships with our community based on trust and the achievement of shared objectives. We adapt our activities to current needs and are open to dialogue and joint projects.

COMMUNITY PROJECTS IMPLEMENTED IN FY23:



Partnerships with universities

We share our knowledge with transport and logistics students. We partner with universities, such as the Military University of Technology, Warsaw University of Life Sciences, Kozminski University, Poznań University of Economics, Kraków University of Economics, International School of Logistics and Transport in Wrocław, and University of Žilina in Slovakia. We hold lectures for students and invite them to visit our warehouses and terminals. We regularly participate in job fairs and conferences, offer work placements, and share our experience through a paid internship programme.



Legia Warsaw Foundation

#EveryoneRow. Once again, our 4-person team took part in the charity event, Everyone Row. The funds raised went to the Foundation Dajemy Dzieciom Siłę, which works for children and young people struggling with mental health issues.



Jaszkotle Care and Treatment Facility

The Wrocław branch actively supported the John Paul II Care and Treatment Facility for Children in Jaskotle. The facility was chosen by employees in an anonymous survey. Together with the centre's authorities, company representatives established an annual project schedule for 2023. In order to improve partnership a local CSR committee was set up at the branch. Thanks to this approach, the action taken was not a one-off action, but real, ongoing assistance. The commitment resulted in, for example, the donation of computer equipment, the refurbishment of the facility, fundraisers and in-kind collections and the transport of donated white goods. When starting the partnership, the company wanted to become a partner and not just a donor. The team stays in touch, continuously monitors the needs of the wards and actively participates in the celebrations organised. Apart from the above-mentioned activities, SUUS printed and donated colouring books, held a fundraiser for rehabilitation equipment and purchased materials and painted benches placed in the green area of the facility. Another joint project was the preparation of a school starter kit, involving the customer ST. Majewski.



Polish Food Bank

Together with the Polish Food Bank, we created a one-pager that instructs how to pack and prepare humanitarian aid parcels. The document also provided detailed guidance on how to deal with all legal aspects of sending donations to Ukraine.



Mazovian Startup

We have once again partnered with the Mazovian Startup accelerator programme, which operates in line with the slogan 'Startup of positive impact'. Apart from financial support, we also supported the emerging ideas with our knowledge and experience.



Support for animal shelter

employees of local branches in Poland have the opportunity to choose the organisation they want to support. As part of our local activities we have partnered with, for example, the 'Kocie Anioły' association, the Dog Shelter in Pruszcz, the animal shelter in Dąbrówka (near Wejherowo), and the animal shelter in Przyborówek.

CUSTOMERS

Our approach is based on understanding and meeting the needs and expectations of our customers. As a company, we aim to build long-term, trust-based relationships, a foundation of our business and an essential element of sustainable development.

We aim not only to provide high quality services and products, but also to ensure that our actions are in line with the principles of sustainability. We continuously look for solutions to support our customers in sustainability as well. Together we can reduce the environmental impact of transport and logistics. We believe that, in doing so, we can not only improve customer satisfaction but also contribute to a better tomorrow for all stakeholders.

POLICIES RELATED TO CONSUMERS AND END USERS

Our main customer-related policies are **Data Protection Policy**, **Information Security Policy** and **Code of Ethics**. These Policies directly translate into the significant impacts and risks the company sees in information security, service quality and ethical performance. SUUS also has a Complaints Handling Procedure, which structures the responsibilities of the various positions within the company and a step-by-step process for handling notifications. Our code



of ethics is in line with the UN Guiding Principles on Business and Human Rights.

OUR GOALS IN THIS AREA:

- we shall implement a tool in the SUUS Portal to compare services and routes in terms of their environmental impact,
- further development of the Supply Chain Solutions service: analysis and proposals for improvements in customers' supply chains in order to support sustainability.

PARTNERSHIPS AND COMMUNICATION CHANNELS

We stay in direct contact with customers through meetings, surveys and webinars. People who receive shipments, the end users of our services, can communicate with us both directly and through available channels, such as evaluation surveys, e-mail and social media. We are committed to transparency by offering the Your Voice platform, where any concerns or irregularities can be reported. After each delivery we send out a survey to measure satisfaction with our services.

The company's Complaints Handling Procedure is a key document that clarifies responsibility for the complaints process at various operational and management levels and the approach to handling complaints.

The people responsible for customer relations at the highest organisational level are the Management Board members responsible for products and the product directors. The people with direct operational responsibility for customer partnerships are the **Chief Commercial Officer** and the **Customer Experience Manager. I**



INFORMATION SECURITY

Information security is key to the development of modern logistics services. This is one of the challenges facing the entire industry, as increasing digitalisation brings many benefits but also generates new threats.

Our security standards are governed by national and international regulations. We have implemented the requirements of the international standard, **ISO/IEC 27001**, and have successfully passed the certification process, which is a clear guarantee that the area is comprehensively managed. All new employees receive information security training as part of their induction training. Our partners, employees and all stakeholders can rest assured that we meticulously adhere to our standards, which have been highly rated by independent auditors. In January 2023 we implemented the **Information Security Policy**, which clearly defines the framework and direction of activities and the basic requirements in this area. In financial year 2021 we implemented a **Personal Data Protection Policy**, which sets out rules and standards to ensure that data processing at RÖHLIG SUUS Logistics is compliant with the law, including the GDPR. We also maintain a register of personal data protection incidents and a register of requests for the exercise of the data subjects' rights. During the reporting period, we did not record any notifications

of data protection violations to the Personal Data Protection Office. We protect our customers' data and prevent its misuse. We build employee awareness of information security and cyber security through training.

We observe the following rules in our company:

- clean desk,
- clean screen,
- clean board,
- clean printers,
- data confidentiality,
- no removal of documents,
- clean bin,
- use of email and system solutions, e.g. Sharepoint (instead of portable storage media),
- encryption of data,
- deleting files from storage media,
- confidentiality of passwords and access codes.

QUALITY AND SECURITY OF SHIPMENTS AND SERVICES

Delivering shipments to final recipients without damage demonstrates the high quality of service that both we and our customers care about.

'We strive for excellence and provide reliable and secure logistics solutions that meet the highest industry standards.'



Bartłomiej Sporysz
Security Manager

We attach particular importance to security, so we have compiled our **Shipment Packaging Standards**. This allows us to increase our customers' knowledge of how to prepare goods for safe transport, increase the level of safety and also to reduce damage.

The Shipment Packaging Standards are simple guidelines on how to secure different types of shipments (pallets, cardboard, rolls, etc.) before they are sent into our network. They are available on our website. If customers have any doubts about the correct preparation of their shipment, they can contact their account manager. The effectiveness of our measures in the area of shipment security is evidenced by the number of complaints lodged in the 2023 financial year.

CUSTOMER SATISFACTION

The satisfaction of our customers is of paramount importance to us. Attention to service quality and honouring our obligations stem directly from our values: Partnership, Excellence and always being



One step ahead. We continuously strive to improve the quality of our services, understood as on-time and secure delivery. The ongoing **NPS research** allows us to identify customer needs and assess their experience of contacting us. NPS provides knowledge about problem areas that contribute to reduced satisfaction with the provided service. We contact each recipient who indicated a lower score than 7 in the NPS research to clarify the situation. We measure the timeliness of delivery for international general cargo shipments as well as domestic shipments (last mile shipments). In the case of domestic full truckload shipments we do this for selected customers with whom this has been agreed in advance. |

PARTNERSHIP ON SUSTAINABLE DEVELOPMENT

As an international logistics operator, we know the impact our services have on the supply chains of our customers and partners. That is why we have created the **Supply Chain Solutions**, service that comprehensively supports customers in building resilient logistics networks.

"Transport and logistics are the backbone of the global economy, without which modern business cannot exist. The key question is not how to restrict the industry, but how to transform it effectively."



Aleksandra Gumel
Supply Chain Solutions Director CEE

A good supply chain is one that optimises cost and environmental effect, ensures business security and smooth delivery. In order to minimise our environmental impact, we optimise our routes, ensure that the loading space is filled as much as possible and prefer carriers with a less carbon-intensive fleet. We encourage all customers interested in more sustainable logistics solutions to use our intermodal transport services, which significantly reduces the carbon footprint. We are also open to testing new solutions in line with the expectations of the companies we work with, for example, alternative fuels or electric cars.

WITHIN SCS, WE DISTINGUISH BETWEEN:

Logistics Solution Design

We analyse and design supply chains. We improve existing supply chains and build new ones – efficient, more resilient, and sustainable. As a company with a global perspective, we know how to plan optimal logistics operations.

Control Tower

Efficient management of the entire supply chain in one place. The Control Tower at RÖHLIG SUUS Logistics is the command post for all transport, warehouse and customs clearance operations that operate 24/7.

Vendor Managed Inventory

Continuity of production requires smooth, secure supplies. Vendor Managed Inventory reduces inventory costs and ensures a constant supply of components to the factory.

SUUS Advisory

We design and implement logistics strategies, advise on warehouse and distribution solutions and processes.

4PL

Complete support and outsourcing of logistics processes – from cost auditing to optimisation to transport process management.



CLIMATE CREDIBILITY

- Transformation plan for climate change mitigation
- Climate change policies
- Actions and resources
- Fleet and selection of partners
- Tests of electric trucks
- Warehouses
- Consumption and energy mix
- Carbon footprint
- Circular economy



This area supports the implementation of:

TRANSFORMATION PLAN FOR CLIMATE CHANGE MITIGATION

Climate change and the climate catastrophe is creating one of the greatest challenges facing the economy today. The scale of the problem is so huge that the involvement of all entities at a global level is necessary for change to happen. As Poland's largest logistics operator, we join the efforts to mitigate climate change.

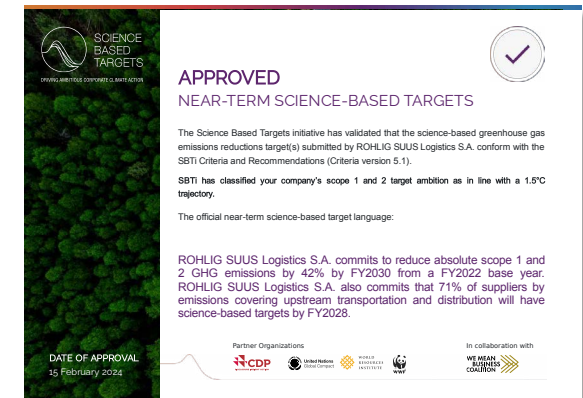
We understand our role in the value chain. We want the development of our business to be sustainable, so in 2023 we compiled and in 2024 we implemented our plan to reduce greenhouse gas emissions

Our goals include the reduction of global warming **to 1.5°C**



in line with the Paris Agreement and have been endorsed by the international organisation, **Science Based Targets Initiative**. The plan takes into account the development of our business and covers the period from **2024 to 2030**.

The Science Based Targets Initiative (SBTi) is a global organisation that allows companies to set ambitious emissions reduction targets in line with the latest climate science. The action is a joint effort of several organisations, including the UN Global Compact, which aims to promote corporate



sustainability by encouraging companies to set science-based targets for reducing greenhouse gas emissions. SBTi provides a comprehensive, multi-step process to verify notified goals.

We have prepared a scenario for the growth of our Scope I and II emissions assuming **Business as Usual (BaU)** and with a reduction plan in place. The exercise allowed us to set decarbonisation levers and thus the priorities for the years to come.

THE TRANSFORMATION PLAN INCLUDES:

Goal

By 2030 we shall reduce our Scope I and II emissions by **42%** compared to 2022.

Decarbonisation initiatives:

- Purchase **95% of energy from RES** for facilities in Poland and abroad.
- Implementation of **alternative heat sources** in existing and new warehouses.
- **Partial replacement of** personnel fleets with zero-emissions in all markets.



ENGAGING TRANSPORT PARTNERS:

Goal

By 2028 we shall engage **71%** of our suppliers in meeting our decarbonisation targets.

Decarbonisation initiative:

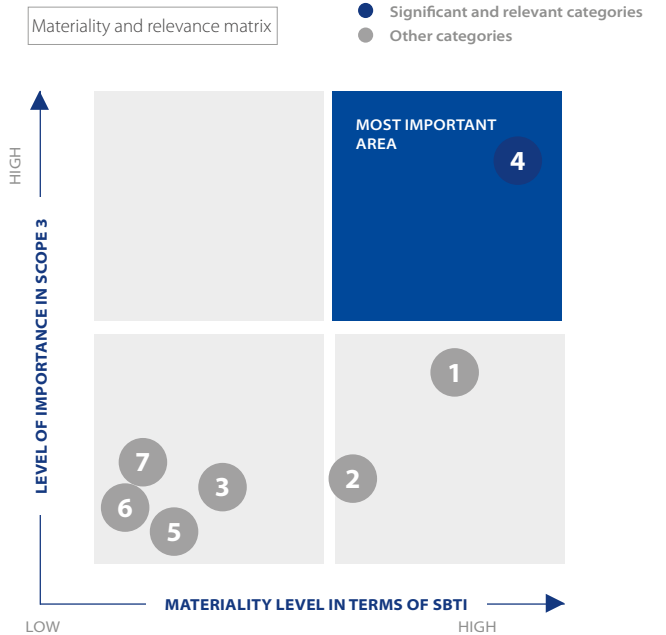
The aim of supplier engagement relates to **category 4** – upstream transport and distribution, which accounts for up to **93%** of our total emissions. **71%** of partners are going to be selected according to the expenses we incur. Suppliers already include companies with decarbonisation objectives. Our biggest challenge will be to engage small road carriers.



ANALYSIS OF RELEVANCE AND MATERIALITY IN CATEGORY IN SCOPE 3

The most significant category in scope 3 is by far category 4 – Upstream transport and distribution

Analysis of the importance of the categories in scope 3 Percentage of scope 3 issues			Analysis of materiality (from an SBTi perspective)
Category 4	Transport and distribution upstream	93.99%	IMPORTANT
Category 1	Purchased goods and services	3.75%	IRRELEVANT
Category 2	Fixed assets	1.00%	IRRELEVANT
Category 7	Staff commuting	0.82%	IRRELEVANT
Category 3	Fuel and energy activities not included in 1 or 2	0.28%	IMPORTANT
Category 6	Business trips	0.14%	IRRELEVANT
Category 5	Waste generated from operations	0.01%	IMPORTANT



THE DECARBONISATION PLAN HAS BEEN APPROVED BY THE ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES.

The ESG strategy is currently derived from the business strategy, but it is not a single document. In 2025 we plan to merge the two strategies, when the decarbonisation plan will then be integrated into the overall business strategy and financial plans. Implementation of the plan began with the start of the financial year on 1 April 2024, so the first results will be reported in the following year. |

CLIMATE CHANGE POLICIES

As a family-owned company, we recognise the importance and relevance of working towards sustainable development, especially the environment. An integral part of this Policy is the ESG Strategy of RÖHLIG SUUS Logistics, which includes our environmental goals.

ENVIRONMENTAL POLICY

The Environmental Policy defines RÖHLIG SUUS Logistics' overall approach to responsibility in this area. Taking care of the environment, we comply with all national and international environmental and climate protection regulations. We submit annual reports showing the amounts of waste generated, resources consumed and greenhouse gas emissions. The document defines the priorities for action, which are decarbonisation initiatives, increasing energy efficiency and the percentage of renewable energy used, as well as waste management.

ENVIRONMENTAL ASPECTS MANAGEMENT PROCEDURE

The procedure is an internal document. Its purpose is to put in place a procedure that allows for effective preventive actions aimed at minimising the adverse impact of the company's activities on the environment and implementing the established environmental policy. The procedure also defines responsibilities and powers, related to the implementation of the quality

policy. The procedure is part of and applies to RÖHLIG SUUS Logistics S.A.

THE PROCEDURE ENSURES:

- performance of periodic identification and assessment of environmental aspects,
- identification of risks and opportunities for environmental aspects, compliance requirements and other factors,
- determining the management of significant environmental aspects,
- monitoring of environmental aspects in the organisation's operations,
- performing periodic identification of legal provisions,
- performing conformity assessment,
- setting environmental goals and tasks,
- communication on the company's environmental management system in accordance with EN ISO 14001:2015,
- definition of responsibilities and associated entitlements.

ACTIONS AND RESOURCES

Our key activities focus both on changes to our facilities, operations and on finding new transport solutions for our customers and partners. We involve multiple areas and departments in order for change to occur permanently across the organisation.

Many departments in our company are involved in the implementation of climate change activities, including the **real estate** department, the **administration** department, the **compliance** department, the **fleet** department, the **legal** department and the **PR** and **ESG** departments. The real estate department coordinates activities related to the certification of our facilities, monitoring of consumption, increasing efficiency or increasing the percentage of renewable energy in our energy mix. The administration department coordinates the work of a group of **local environmental representatives**, who best understand the regional context, with representatives from the administration department working with them to set and implement environmental objectives at a local level. The fleet department, which is responsible for partnerships with carriers and the selection of less carbon-intensive modes of transport, as well as the consumption of mobile fuels. Other departments have a supporting role, assisting in maintaining the highest standards



in, for example, **ISO 14001**, researching the legal and economic context and new more sustainable solutions available. The initiatives and goals included in **the ESG strategy** have been assigned to specific departments and professionals, so we are confident that they are included in the personnel goals in the development plans. |

FLEET AND SELECTION OF PARTNERS

As Poland's largest logistics operator we attach great importance to the efficiency of the services we provide. The first step in this process is to take care of the resources at our disposal, including the best use of loading space and optimisation of routes.

OWN FLEET

The own fleet includes cars used by employees for business purposes. Some of these are pool cars and form an internal **carsharing network**. The company cars are most often used by employees and sales staff and people on business trips. All cars in our fleet are **Skoda hybrid vehicles** with engines meeting the EURO 6 standard.

Total fuel consumed by company cars:

Pb: 309,910.05 l
ON: 144,806.79 l
LPG: 2,163.2 l



TRANSPORT FLEET

We are committed to ensuring that our business partners take environmental aspects into account. We encourage them to do so by including the topic in training courses and when signing the declaration of compliance with our **Code of Ethics for Business Partners**. We choose air and sea carriers using modern environmentally friendly technologies and alternative fuels whenever possible. In road freight we focus on partnerships with carriers who have vehicles with the highest possible combustion standards and who regularly refresh their fleets. We have written more about our choice of road freight transport partners in the Drivers and Carriers section.

Combustion standards of the fleet used by our transport partners:

32%	1,426	51%	2,244
	EURO 6		EURO 5
12%	546	5%	210
	EURO 4		EURO 3

TESTS OF ELECTRIC TRUCKS

During the 2023 financial year, we conducted 3 electric truck tests on different routes and with different loads. We also looked at the possibility of using an electric car in our pool car fleet for a month.

One of the tests took place for the Żywiec Zdrój brand. From 5 to 16 February 2024, courtesy of Daimler Truck Polska, we had the opportunity to test an electric truck for a period of two weeks, and the test went really well. The combination vehicle handled all the daily loads for the customer. The total distance driven over 10 working days was over 2,200 km, the average energy consumption was 107 kWh per 100 km.

Reduction in greenhouse
gas emissions by
3.9 tonnes.



Note that during the test the vehicle was carrying a really heavy 24-tonne load. The tests showed us and the customer that we can successfully operate the selected routes by such an environmentally friendly combination vehicle. It is crucial, however, that Polish carriers have access to a subsidy programme to make it much easier for them to finance expensive electric trucks. They are more than 3 times more expensive than conventional vehicles. The Support Programme



for the purchase of zero-emission vehicles is being consulted with the carrier community at the moment, so we hope that it will soon enter into force in a form suitable for Polish carriers.

We have also implemented one permanent line, which we operate with an electric car on the Lublin-Łódź route.

ECO-DRIVING TRAINING FOR SUUS TRUCK DRIVERS

In 2023, we organised training courses on **EcoDriving** in Sokolów, Łódź and Katowice. The courses were attended by **25 drivers**. This is a small percentage, but it allowed us to investigate how such training affects the amount of fuel consumed.

Qualified instructors from Mercedes-Benz TRUCK Training presented participants with the rules of anticipatory driving, the impact of aerodynamics, tyres and driving style on fuel consumption. Drivers had the opportunity to hone their skills in real traffic conditions, using two training trucks – Mercedes Actros 5, loaded to a weight of 38 tonnes.

More training sessions are planned in the future to cover a larger group of drivers. **!**



WAREHOUSES

As Poland's largest logistics operator, we have an extensive network of warehouse centres, offices and customs agencies. We implement solutions that increase the energy and time efficiency of our real estate.



18 out of 30 of our warehouses have BREEM certification, which confirms their environmental performance and the use of user-friendly solutions. We plan to have additional facilities certified in the near future. Certified facilities:

'Appropriate real estate management and the continuous improvement of the efficiency of the processes carried out in the warehouses, directly translates not only into savings, but also to a reduction in the carbon footprint of our buildings.'



Sylwester Wzorek
Senior Facility Manager

BREEM OUTSTANDING

- **Gliwice branch**
ul. Pszczyńska, Gliwice

BREEM EXCELLENT

- **Warsaw branch**
Aleja Katowicka, Urzut
- **Poznań branch**
ul. Puszczyka, Tarnowo Podgórne
- **Szczecin branch**
ul. Lubczyńska, Szczecin



BREEAM VERY GOOD

- **Białystok branch**
ul. Welurowa, Białystok
- **Bydgoszcz branch**
ul. Wojska Polskiego, Bydgoszcz
- **Gdańsk branch**
ul. Magnacka, Kowale
- **Kraków branch**
Kokotów, Kokotów
- **Lublin branch**
ul. Józefa Franczaka 'Lalka', Lublin
- **Szczecin branch**
ul. Kablowa, Szczecin
- **Warsaw branch**
ul. Sąsiedzka in Sokołów near Warsaw

BREEAM GOOD

- **Katowice branch**
ul. Wiejska, Sosnowiec
- **Swadzim branch**
ul. św. Mikołaja, Swadzim
- **Wrocław branch**
ul. Ryszarda Chomicza
Kąty Wrocławskie,
Nowa Wieś Wrocławska
- **Konstantynów Łódzki Branch**
ul. Księżda Janika
Konstantynów Łódzki

BREEAM PASS

- **Warsaw branch**
ul. Sokołowska, Pęcice

All our newly created locations are surrounded by flower meadows of native species, where we have placed boxes – 'hotels' for pollinating insects. We carry out periodic planting of vegetation so that the meadows perform their role as effectively as possible.

The document that supports us in ensuring that our properties maintain the standards set is the **'Technical specification for buildings'**. Every facility leased under a long-term agreement must meet the requirements included in the specification. In addition to technical requirements, such as space size and ramp heights, it also takes into account efficiency issues and environmentally friendly technologies.

SOLUTIONS USED IN WAREHOUSES:



LED lighting in most facilities together with a system that detects movement in the warehouse, and in some locations a system that adjusts the lighting to the intensity of sunlight.



Skylights in roofs providing a large supply of natural light and thus reducing the need for artificial lighting.



Glass façade in new offices providing plenty of natural light.



Gas heating providing optimal temperatures and saving on gas consumption, with additional destratification in some locations.



Strip curtains in the entrance gates from the ramps to the buildings.



Thickened insulation layer of buildings, increasing thermal efficiency.



Column layout allowing for efficient use of space.



Lithium-ion battery trucks introduced in some locations.



Photovoltaic systems in three locations.



Charging stations electric vehicles at 7 locations.



Some of our locations are using green energy.



New locations fully metered all areas to control our utility consumption.

CONSUMPTION AND ENERGY MIX



Total electricity consumption in 2023 was 6,497.342 MWh, of which 61% MWh came from fossil sources and 2,542.225 MWh, i.e. **39%** (including **2,432.81 MWh of purchased energy** and **112,415 MWh of produced energy**) came from renewable sources. In 2022, only 712.83 MWh (including 695.57 MWh of purchased energy and 17.26 MWh of generated energy) and 13% of our electricity, came from renewable sources.

HEATING

The logistics facilities we lease usually have gas heating. The exceptions to this rule is the Kalisz branch, where there is no heating in the terminal area. In addition to gas heating we use electric heating in Kielce and in the office part of the facility in Tarnow Podgórný (The facility in Tarnow has been sold). We use process heat in the main office in Warsaw. In financial year 2023, we used 733,162 m3 of gas to heat the buildings.

TOTAL ENERGY CONSUMPTION BY MAIN ENERGY SOURCE

Consumption and energy mix	2022	2023
1) Fuel consumption from coal and coal products (MWh)	0	0
2) Fuel consumption from crude oil and petroleum products (MWh)*	19,591.63	20,772.69
3) Fuel consumption from natural gas (MWh)**	7,258.22	8,044.25
4) Fuel consumption from other fossil sources (MWh)	0	0
5) Consumption of purchased or procured electricity, heat, steam and cooling from fossil sources (MWh)	4,985.241	3,955.117
6) Total fossil energy consumption (MWh) (calculated as the sum of lines 1-5)	31,835.091	32,772.057
Share of fossil sources in total energy consumption (%)	98%	93%
7) Nuclear energy consumption (MWh)	0	0
Share of energy consumption from nuclear sources in total energy consumption	0	0
8) Fuel consumption of renewable sources, including biomass (also including industrial and municipal bio-waste, biogas, renewable hydrogen, etc.) (MWh)	0	0
9) Consumption of purchased or procured electricity, heat, steam and cooling from renewable sources (MWh)	695.57	2,432.81
10) Consumption of self-produced renewable energy without fuel (MWh)	17.26	112,415
11) Total renewable and low carbon energy consumption (MWh) (calculated as the sum of lines 8-10)	712.829	2,542.23
Share of renewables in total energy consumption	2%	7%
Total energy consumption (MWh) (calculated as the sum of lines 6 and 11)	32,547.92	35,314.282

*calculated on the basis of litres of fuel purchased

** calculated on the basis of m3 of natural gas consumed

***data for RÖHLIG SUUS Logistics S.A.

CARBON FOOTPRINT

Knowing and understanding our role in the supply chain of our customers and partners, we attach great importance to continuously improving our carbon footprint counting process. We work on initiatives to reduce emissions and encourage our business partners to do so.

The carbon footprint is the total amount of greenhouse gas emissions that are directly and indirectly emitted into the atmosphere. We have the ambition to be a sustainability leader in our industry and we measure and disclose the carbon footprint data within the scopes defined by **GHG Protocol** (Scope 1, 2 and 3). The data and calculations presented show our company's impact on the environment. For the second time this year, we have valued our carbon footprint, which amounted to 266,960.01 tonnes of carbon dioxide equivalent (MgCO₂e).

GREENHOUSE GAS EMISSIONS:

Scope I: **2,571.43** MgCO₂e

Scope II: **3,762.64** MgCO₂e

Scope III: **260,625.94** MgCO₂e

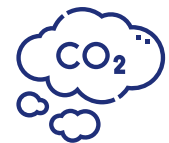
WHAT IS INCLUDED IN EACH SCOPE:

Scope I: direct emissions resulting from the operational activities of our branches. These include natural gas, fuel consumption in company vehicles, air conditioning operation and refrigerant leaks.

Scope II: direct emissions resulting from the consumption of purchased electricity and heat.

Scope III: indirect emissions related to our core activities, i.e. transport and storage of goods, and indirect greenhouse gas emissions not included in Scope 1 and 2, which occur throughout the value chain and result from: purchase of goods and services, water consumption, waste generated, business travel and commuting by our employees. By comparing all the above scopes and the carbon footprint generated in them, we obtain the sum of the greenhouse gas emissions of RÖHLIG SUUS Logistics S.A. in MgCO₂e.

The sum of greenhouse gas emissions in all 3 scopes amounts to 266,960.01 Mg CO₂e



THE SUM OF GREENHOUSE GAS EMISSIONS of individual logistics services:

167,987 MgCO₂e



Road transport

(domestic general cargo and full truckload, international general cargo and full truckload)

40,343 MgCO₂e



Sea transport

(full container and general cargo)

29,191 MgCO₂e



Air transport

5,206 MgCO₂e



Contract logistics

3,483 MgCO₂e



Rail transport

THE SUM OF GREENHOUSE GAS EMISSIONS per tonne-kilometre

Air transport 724.8 gCO₂e



Road transport 83.9 gCO₂e



Rail transport 26.8 gCO₂e



Sea transport 7.2 gCO₂e



METHODOLOGY

CO₂ equivalent emissions were calculated in accordance with the GLEC (Global Logistic Emissions Council Framework), the GHG Protocol standard and the ISO 14064 standard. For the calculation of Scope I and II and part of the Scope III category we relied on the 'location-based' calculation method of the ISO 14064 standard methodology, and emissions were therefore attributed to individual SUUS branches. We used the Well to Tank and Tank To Wheel ratios to calculate Scope III emissions resulting from the transport of goods in accordance with the GLEC and GHG Protocol methodologies, summing up to give us an overall 'Well-to-Wheel' emissions result.

ANALYSIS OF OUR CARBON FOOTPRINT

Scope 1 and 2 represent 2% of the company's emissions. Natural gas, used for the heating needs of the facilities where SUUS operates, is the largest contributor to Scope 1 emissions. In contrast the main source of Scope 2 emissions is electricity, which is used for the operation of offices and storage facilities. Scope 3 accounts for 98% of the company's emissions. The dominant category in terms of emissions is scope 4, i.e. transport and upstream distribution, which accounts for 94% of emissions in this scope. Categories 1 and 2, corresponding to CAPEX and OPEX, are ~5% and represent the second most significant group of emissions for SUUS in scope 3.

The implementation of the decarbonisation plan approved by SBTi started with the beginning of the financial year, e.g. 1 April 2024, so we are unable to report on the progress of the plan undertaken.

ROHLIG SUUS Logistics does not apply internal systems for setting greenhouse gas emission charges.

The entity has not yet carried out an analysis of the anticipated financial impacts arising from significant physical and transition risks and climate-related opportunities.

Background information Goals and years to which the goal applies

	Base year 2022 MgCO ₂ e	2023 Emissions MgCO ₂ e	% N / N-1	2030	Target
Scope 1 greenhouse gas emissions					
Scope 1 gross greenhouse gas emissions (t carbon dioxide equivalent)	2,811	2,571	-9%	1,630	-42%
Percentage of Scope 1 greenhouse gas emissions from regulated emissions trading schemes (%)	-	-	-	-	-
Scope 2 greenhouse gas emissions					
Gross Scope 2 greenhouse gas emissions by location-based method (t carbon dioxide equivalent)	0	0	-20%	2724.26	-42%
Scope 2 greenhouse gas emissions (t carbon dioxide equivalent)	4,697	3,763	-20%	2724.26	-42%
Scope 3 greenhouse gas emissions					
Total indirect Scope 3 greenhouse gas emissions (t carbon dioxide equivalent)	321,288	260,626	-19%	*	*
1 Purchased goods and services	10,892	13,789	27%	-	-
2 Investment assets	2,885	1,726	-40%	-	-
3 Fuel and energy activities (not covered under 1 or 2)	821	967	18%	-	-
4 Upstream transport and distribution**	303,858	241,030	-21%	*	*
5 Waste generated by the operation	42	41	-2.4%	-	-
6 Business trips	419	736	76%	-	-
7 Employees commuting to work	2,371	2,435	-	-	-
8 Leased upstream assets	n/a	n/a	n/a	n/a	n/a
9 Downstream transport	n/a	n/a	n/a	n/a	n/a
10 Processing of sold products	n/a	n/a	n/a	n/a	n/a
11 Use of products sold	n/a	n/a	n/a	n/a	n/a
12 End-of-life processing of products sold	n/a	n/a	n/a	n/a	n/a
13 Leased downstream assets	n/a	n/a	n/a	n/a	n/a
14 Franchises	n/a	n/a	n/a	n/a	n/a
15 Investments	n/a	n/a	n/a	n/a	n/a
Total greenhouse gas emissions					
Total Scope 1+2 (location-based) greenhouse gas emissions	2,811	2,571	-9%	4354.64	-42%
Total greenhouse gas emissions in scopes 1+2 (market-based)	4,697	3,763	-20%		-42%
Total greenhouse gas emissions in scopes 1+2 (location-based) +3	324,099	263,197	-19%	-	-
Total greenhouse gas emissions in scopes 1+2 (market-based) +3	4,697	3,763	-20%	-	-

* Engagement of 71% of suppliers to set targets in line with SBTi.

** The difference is not due to a reduction in operations but to the integration with the EcoTransit calculator, which helps calculate our emissions more accurately. We are in the process of recalculating the base year from scratch.

CIRCULAR ECONOMY

Resource use and circular economy activities are part of our sustainability strategy. They not only help us to protect the environment, but also optimise the operating costs, which allows us to build long-term value for our customers and partners. We develop new projects as part of our strategic initiatives in order to meet the growing market expectations linked to the circular economy.

POLICIES

SUUS is bound by the policies mentioned in the **'Policies related to climate change'** subsection on page 69. The Environmental Policy and the Environmental Aspects Management Procedure, which structures the approach to our company's various environmental impact areas.

The company's mandatory documents relating directly to the area of waste (resource) management are the **Waste Electrical and Electronic Equipment Handling Rules**, an instruction manual which sets out the responsibility and authority related to the implementation of the rules for handling waste electrical and electronic equipment. Another set of guidelines are **Rules for the handling of packaging, office and municipal waste**, which set out how these resources are handled. The rules apply to all locations where RÖHLIG SUUS Logistics enters into agreements for waste collection, as well as for waste for which there are no standing agreements. The Environmental Representatives are responsible for negotiating the rules with the building managers.

The two documents mentioned above are elements of the **Environmental Aspects Management System**. The policies do not currently directly address the theme of sustainable sourcing and use of renewable resources nor moving away from the use of primary resources. This is due to the nature of our business – as a service company we do not have our own production. In terms of logistics operations, we will include the raw material strand in our operating rules. During the ongoing financial year we are planning to **update the Environmental Policy**.

Anticipated financial implications resulting from the influences: the entity has not yet carried out an analysis of the anticipated financial implications resulting from the significant risks and opportunities associated with the use of resources and the circular economy.

RESOURCES

The administration department and environmental representatives, as well as the safety and quality department, are involved in activities related to resource use and the circular economy. In 2023 the administration department acted as the owner of the procedures and managed the team of environmental representatives and worked with an external consultant to maintain all necessary requirements and best practices. The safety and quality department, as the department with insight into all warehouse and office processes in our company, was nominated during the strategy development to build a portfolio of projects concerning the circular economy for our customers and partners and explore new market opportunities. Activities in this area are supported by the PR and ESG departments and the legal department, which monitor new responsibilities and best market practices.

ACTIVITIES RELATED TO THE USE OF RESOURCES AND THE CIRCULAR ECONOMY

It is worth noting that the circular economy is a new area at RÖHLIG SUUS Logistics. For us, 2023 was a time of **process analysis** and **looking for opportunities** in order to develop the circular economy initiatives included in our ESG strategy.



Circular economy training for environmental representatives – the circular economy has been an emerging topic in our company, so we wanted to standardise the level of knowledge of the people most involved. During the training, the participants had the opportunity to learn about new business models, and examples of actions taken by market leaders. A key PART of the workshop was brainstorming, during which we developed a base of ideas for improvements and new projects at SUUS.

Partnership in forklift repair – The forklifts used in our warehouses are one of our key working tools. We want to extend their lifespan as much as possible, so we work together with PGS to repair equipment and reuse parts.



Analysis of the amount of waste generated – in the spring of 2023. Using external support we carried out an analysis of the quantity and quality of waste generated in the warehouses. The aim was to verify that the values given by the waste recipients are correct, what waste we have the most of and where the bottlenecks of raw material segregation arise. The next step will be to establish the actual amount of waste at all locations.

Educational materials for employees – on the Intranet, all employees have access to information and educational materials about the circular economy, e.g. what the waste hierarchy looks like or what actions can be taken in their daily work to waste less. There is also a group through which any employee of the company who would like to donate or exchange an item can add an advertisement and find it a new home.

Vermico office composters – in 2023, in 2 locations (Warsaw, Poznan), we partnered with the innovative startup, Vermico. We started the partnership as soon as during the Mazovian Startup accelerator programme. The composters were populated by Californian earthworms and not only manufactured fertiliser for our office plants, but also encouraged staff to segregate waste properly.

OBJECTIVES LINKED TO RESOURCE USE AND THE CIRCULAR ECONOMY:

We have already implemented the ESG strategy after the reporting period (i.e. 1 April 2023 to 31 March 2024), so we will inform about the progress in achieving the goals in the next report. Some of the goals are in the process of developing a business case, which will verify their potential for large-scale implementation.

- **Business case** to determine the level of filling of shipments with material from used packaging.



REUSE

- **100% reusable packaging in canteens** (in selected locations).



REUSE

- **100% of waste goes to an appropriate system in preparation for recycling.**



RECYCLING

- **Arrangement of water storage** and distribution system by 2025.



REUSE

- **Establishment and implementation of a comprehensive circularity policy.**

NONE /
REFUSE

- **90% of the mass of packaging** directed to individual customers, returns to the logistics centres.

RECYCLE /
REUSE

RESOURCES INTRODUCED INTO THE ORGANISATION

As a service industry company, we do not have significant control over the impact of resources. The resources we use only relate to the operation of the office and warehouse.

RESOURCES DRAINED FROM THE ORGANISATION

We carry out separate waste collection at the vast majority of our locations. In the 2023 financial year we generated a total of **546,234 t** of waste. We have seen an increase from 2022 (500.5655 t), caused by increased staffing and warehouse operations. Most of the waste we generate results from servicing our customers.

- Preparation of an **After market** offer to support customers in bulky transport logistics (C2C).

RECYCLE /
REUSE

Resources taken out of the organisation	Entity	2022	2023	Y/Y change
Waste destined for recovery				
Hazardous waste	Tonnes	0	0	0
Preparation for reuse	Tonnes	0	0	0
Recycling	Tonnes	0	0	0
Other recovery processes	Tonnes	0	0	0
Non-hazardous waste	Tonnes	487.2335	530.274	9%
Preparation for reuse	Tonnes	0	0	0
Recycling	Tonnes	487.2335	530.274	9%
Other recovery processes	Tonnes	0	0	0
Total amount of waste sent for recovery	Tonnes	487.2335	530.274	9%
Waste sent for disposal				
Hazardous waste	Tonnes	7.8490	5.617	-28%
Incineration	Tonnes	no data	no data	
Storage	Tonnes	no data	no data	
Other disposal processes	Tonnes	no data	no data	
Non-hazardous waste	Tonnes	5.4830	10.3430	89%
Incineration	Tonnes	no data	no data	
Storage	Tonnes	no data	no data	
Other disposal processes	Tonnes	no data	no data	
Total waste sent for disposal	Tonnes	13.3320	15.9600	20%
Total quantity of radioactive waste	Tonnes	0	0	0
Total waste generated	Tonnes	500.5655	546.234	9%
Total amount of non-recycled waste	Tonnes	13.332	15.96	20%
Percentage of non-recycled waste	%	2.66%	2.92%	10%

**Data refers to RÖHLIG SUUS Logistics in Poland and covers the period from 1 January 2022 to 31 December 2022.

WATER

Our water consumption results from the use of offices and terminals. We do not consume water in our direct processes and therefore the topic has not been classified as material. From 1 April 2023 to 31 March 2024, we used **12,982 m³** of water. In order to reduce water consumption, we use a **tap aerator** in all our facilities.

HAZARDOUS MATERIALS (ADR)

SUUS serves customers in a wide range of specialist industries, including the transport and storage of hazardous substances. We adhere to strict guidelines, as ensuring the safety of this category of products is particularly important from the point of view of protecting the environment and human health.

We have created **guidelines for handling** hazardous materials in the terminal area and an ADR material handling instruction manual for truck drivers. We also offer drivers training for carrying out ADR transports. All our facilities where hazardous materials may be handled have stations for **reduction and neutralisation** of possible **leakages** of hazardous substances. These are located in the immediate vicinity of the place where these materials are stored. We have trained selected employees to operate the stations and to carry out activities aimed at removing the effects of the spill. Since January 2023, we have been using a structured product data sheet, which guarantees the possibility of quick identification and contact with the manufacturer.

A webinar on ADR was held in March 2024. During the webinar, RÖHLIG SUUS Logistics experts discussed key aspects of storing and transporting hazardous substances and dual-use products. During the event the participants learnt everything there is to know about the types of dangerous goods, safety requirements, the consequences of not meeting



the conditions properly and the practical aspects of transport.



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» Check



LOGISTICS OF VALUE

- Our mission and values
- Integrated Management System
- Business ethics
- Human Rights
- Irregularity reporting system and whistleblower protection
- Code of conduct for suppliers
- Anti-corruption policy
- Partnership

This area supports the implementation of:



OUR MISSION AND VALUES

Ethical action is at the heart of how our company operates. We focus on **partner relations and partnerships** based on mutual trust and integrity. We emphasise the implementation and maintenance of the highest standards throughout the value chain. Ethics are protected by the **Group Compliance Officer**, who is responsible for implementation and supervision of projects in the area of compliance and ethics. Ethical behaviour in the company is guided by our values.

Our mission is to **increase the business performance** of our customers by **providing intelligent logistics solutions**. We add value to ongoing logistics processes by providing professional, comprehensive and flexible services designed as a more efficient and cost-effective alternative to our operations. We achieve our objectives through the commitment and professionalism of our employees.

OUR ACTIVITIES ARE GUIDED BY THREE VALUES:

One step ahead

– we are experts in the logistics industry, anticipating the expectations of the market and our customers by continuously expanding our range of services and improving our internal processes with modern and innovative solutions.

»ONE STEP AHEAD



Partnership

– we build long-term business relationships with our customers and business partners. We strive to ensure that our service is professional, comprehensive and flexible.

Continuous improvement

– we create an organisational culture focused on continuous improvement by fostering individual development and increasing employee engagement.



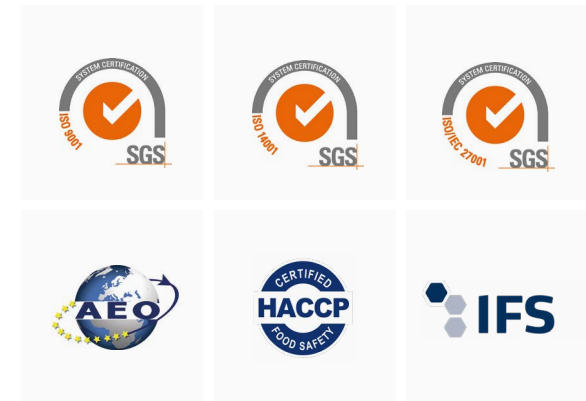
INTEGRATED MANAGEMENT SYSTEM

Managing an international organisation requires structured processes, procedures and rules. In order to ensure the highest quality of service, we have implemented an **Integrated Management System**, which ensures the **consistency of internal and external documents with legislation and market standards**, and thus the management of key processes in a holistic manner.

The Integrated Management System implemented at SUUS integrates the adopted standards: quality management (**ISO 9001**), environmental management (**ISO 14001**) and information security management (ISO/IEC 27001). The integration of several systems into one integrated system allows the organisation to avoid the need to develop and duplicate multiple documents and system elements, such as policies, objectives, and resources, resulting in greater understanding and ease of enforcement within the organisation. The smooth functioning of the IMS is overseen by the IMS Procedures Specialist.

As a freight forwarding and logistics company we also rely on authorisations and certifications for the transport of specific goods.

We hold the **certificate of good practice for the distribution of medicinal products**, the **AEO** (Authorised Economic Operator) certificate, which confirms our status as an authorised company for such activities as the import of goods from outside the European Union. We implement **HACCP** or **IFS**



requirements in branches when required, to ensure a high standard of food safety, depending on products and customer expectations. We also hold a **WSK certificate**, allowing us to participate in the foreign trade of goods, technologies and services of strategic importance for national security, in particular goods with military use and dual-use goods. In order to help employees understand our rules and expectations we have created an Integrated Management System Guide, which is a description of the system in place at SUUS. |

In 2023 we underwent **SQAS** certification for road transport, receiving a score of **93%**, which is **significantly higher than the market average.**

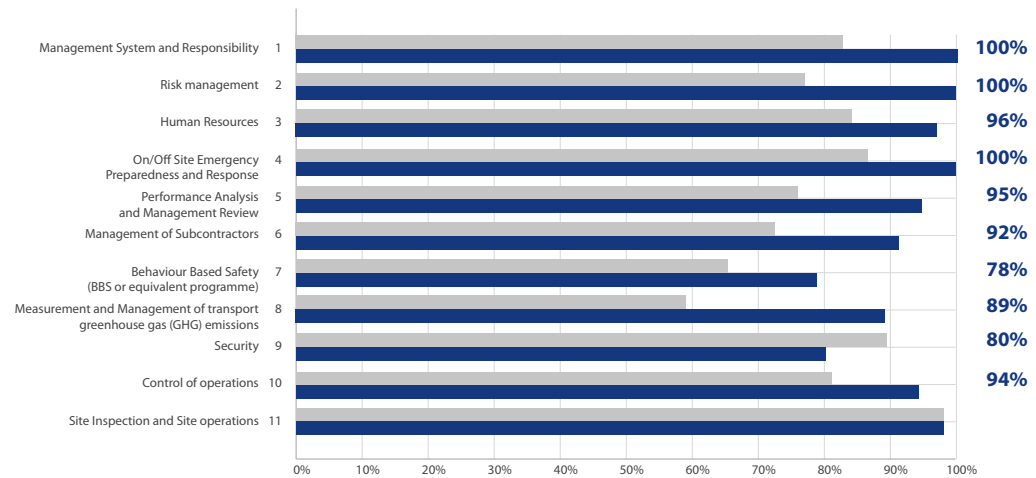


Report: 91365v2
 Date: 31/01/2024
 Location: Poland, Warszawa
 Module: Transport Service
 Expiration Date: 11/12/2026
 Assessor: Kaczmarek Grzegorz

Attestation
ROHLIG SUUS Logistics S.A.

Summary Report
Overall score of the company: 93%

Industry Range of scores per section
 This chart shows the average scores of every SQAS section and the European average scores of every SQAS section of all companies with active reports that belong to the same SQAS module and the same questionnaire version



The SQAS summary report is a statement of facts and this does not express any appreciation of the company's performance. The SQAS assessment is valid for 3 years.



European average score
 Company score

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BUSINESS ETHICS

The overarching document governing the way we make decisions is **the Code of Business Ethics**.

'For us, business ethics means honesty, integrity, responsibility and respect for all stakeholders. We want to promote the right attitudes in our everyday work. It is also important that any non-compliance is quickly detected and verified. A key role in building an ethical company is played by managers who set an example for the entire SUUS Group through their conduct.'



Małgorzata Zimna
Group Compliance Officer

It defines a set of our values, rules, standards and guidelines on ethics and morality that employees of RÖHLIG SUUS Logistics should follow in their operations.

THE CODE HELPS US:

- prevent the occurrence of unlawful or ethically questionable behaviour,
- promptly detect and address potential non-compliance and implement preventive actions,
- raise our awareness of health and safety at work, which reduces occupational risks and accidents,
- build trust,
- care for transparency, also in the context of conflicts of interest,
- keep the right balance between business development and environmental and social needs in this regard,
- conduct business in accordance with the rules of sustainable development,



- reduce the costs associated with potential penalties or compensation,
- protect the reputation of the RÖHLIG SUUS Group.

Each employee agrees to comply with the **Code of Business Ethics when signing the Agreement**. Ethics training is part of the induction process for every new employee; refresher training is organised regularly.

We have a number of documents extending the scope of the Code of Business Ethics. The most important are:

- Anti-corruption policy
- Policy to avoid conflicts of interest,
- Procedure for reporting violations and taking follow-up activities,
- Code of Conduct for ROHLIG SUUS Group Business Partners,
- Data Protection Policy,
- Information Security Policy.

The policies governing our business apply to all areas of our business. Each code, policy or regulation is approved by the Management Board after prior consultation with the directors of each department. Policies are communicated to employees, business partners and all interested parties through newsletters, e-mails, webinars, training sessions and onsite and online workshops. On top of this employees have access to policies on our Intranet. |



In the 2023/2024 financial year, **817 employees were trained**, which represents **41%** of the workforce



HUMAN RIGHTS

OUR HUMAN RIGHTS OBLIGATIONS.



Civil and political legal standards:

Personal freedom and security, freedom of conscience and religion, right to privacy, freedom of assembly and association, and freedom of expression.



Social legal standards:

labour rights, such as: prohibition of forced labour, prohibition of discrimination, fair remuneration and working conditions, right to special protection and health care, right to education (facilitating access to education), and family rights.

Documents that support respect for human rights in our organisation: Labour Code of Ethics, Work Regulations, Policy against undesirable behaviour, including harassment and discrimination, or declarations signed by our business partners and counterparties.

We are obliged to respect and uphold all human rights, as well as to comply with the provisions and guidelines in internationally recognised legal standards, such as:



- Universal Declaration of Human Rights,
- International Charter on Human Rights,
- OECD Guidelines for Multinational Enterprises,
- UN Guiding Principles on Business and Human Rights,
- ILO Convention.

In the 2023/2024 financial year, SUUS **had no human rights issues or incidents** related to its own workforce, and consequently no fines, penalties, damages or compensation for serious issues were paid.



Animal welfare

The company does not have a formal animal welfare policy as it has not identified any impact in this area. |

IRREGULARITY REPORTING SYSTEM AND WHISTLEBLOWER PROTECTION

We have a whistleblowing system, **'Your Voice'**, which guarantees anonymity and prevents any potential retaliation. This ensures that we focus on what we most care about: We create a sense of security for potential whistleblowers and maximise the chance of discovering and eliminating any irregularities as quickly as possible.

The platform is run by an external company – which guarantees **independence**. The tool is available in all the local languages in which we conduct operations. The irregularity reporting system can be accessed by our company's stakeholders, i.e. employees, business partners, including customers, local communities and all those affected by SUUS. If a report relates directly to a Compliance Officer, it is processed by the Management Board of the Company.

Topics that can be reported in the Your Voice system:

- Ethical **and legal non-compliance**,
- Non-compliance and **environmental concerns**,
- Non-compliance, **concerns and inconvenience to local communities**.

In the 2023 financial year, no penalties or non-financial sanctions for non-compliance with social, economic or environmental laws and regulations were imposed on us.

Violations or irregularities can be reported:



Via the Your Voice platform



In writing to the address:
ROHLIG SUUS Logistics S.A.
ul. Równoległa 4A
02-235 Warsaw,



In person to:

Compliance Officer,
HR Partner, immediate superior,
Management Board or
Supervisory Board,



by e-mail

compliance@suus.com.



QR code to the Your Voice tool.

» [Check](#)

NOTIFICATION HANDLING PROCESS:

We value feedback and encourage open communication, as only by working together can we prevent violations. **We ensure the anonymity of whistleblowers.** Compliance Officers and other people involved in the investigation are obliged to maintain the confidentiality of the information, personal data they have obtained as part of the investigation, and to undertake follow-up activities, even after the termination of the employment or other legal relationship under which they performed these tasks. Retaliation is strictly prohibited in the organisation. Within 7 days of receiving a Notification, the Compliance Officer shall acknowledge its receipt to the Notifier (unless this is not possible because the Notification was anonymous) and then initiate an investigation.

We have created and implemented **Procedure for reporting violations** and follow-up activities and trained all employees, spreading awareness of the possibility to report violations. Our system complies with applicable EU law (European Parliament and Council Directive (EU) 2019/1937). In the 2023/24 financial year we recorded **20 notifications on the Your Voice platform.** All proceedings were conducted fairly, impartially and with confidentiality. |

THE INVESTIGATION PROCESS INCLUDES THE FOLLOWING STEPS:

1

Preliminary findings

- Establishing all circumstances and gathering information about the notification Making notes about the conversations.
- After the initial arrangements, a plan of action is prepared including the scope of interviews, news gathering and documents relating to the notification.

2

Interview, factual assessment

- Detailed substantive assessment of all findings, documents or information obtained from conversations, interviews.

3

Verification

- Determining whether there has been a violation of the law, internal regulations or unethical behaviour.

4

Conclusions, recommendations, report

- Drafting a report indicating the violation and a recommendation for corrective measures, which the Compliance Officer forwards to the Management Board or the Supervisory Board if the notification concerned a member of the Management Board. Notification is not required if the report proved to be unfounded or if, in the opinion of the Compliance Officer, it does not need to be forwarded to the Management Board.

5

Implementation of corrective measures

- Corrective measures should be effective, preventing future violations, as recommended by the Compliance Officer.

CODE OF CONDUCT FOR SUPPLIERS

As ROHLIG SUUS Logistics, we are a Group of Companies that operates according to the highest ethical standards. We make sure that our Partners also act in this way. The rules of conduct described in the **Code of Conduct for Business Partners** of the ROHLIG SUUS Group reflect the core values and aspirations on which our business is based.

The success of our organisation is based on proper business relationships that are founded on mutual trust and integrity. We are aware that transparent and ethical business conduct involving the application of legal compliance rules and the promotion of honest behaviour is the basis for good relationships and helps to achieve our common goals. In the **Code of Conduct for SUUS Group Business Partners**, we oblige our partners to apply the described rules of conduct to ensure compliance with ethical principles throughout the supply chain. In situations in which the described rules of conduct do not apply then the laws of the respective country must be observed.

Each agreement carries a clause requiring partners and suppliers to comply with the aforementioned code. The company is currently in the process of developing a **Purchasing Policy** and a platform for collecting data from suppliers and verifying it more widely. The Director of Purchasing and Administration is responsible for the process.

We do not have provisions in the policies aimed at preventing late payments, particularly to SMEs.



When entering into partnerships, risks in the supply chain that may affect the ability to comply with the agreement are taken into account. This verification is the responsibility of the Debt Collection Department.

ANTI-CORRUPTION POLICY

We create a culture of honesty, trust, transparency and openness in our business relations, and avoid situations in which corruption may occur. We have developed and implemented an **Anticorruption Policy** intended to reduce the risk of corruption to a minimum. The document contains guidelines to identify and avoid corruption. The guidelines apply to all employees of the company regardless of position or length of service. **Anti-corruption clauses are attached to every Partner and Customer Agreement from 2021 onwards.** All new employees are obliged to attend an online anti-corruption training course. We also provide on-site training in the regions and regular refresher training.

During the reporting period

602 people

attended workshops
focusing on these
topics.



For reporting such concerns, the procedure mentioned in **G1-1 Reporting Violations and Follow-up Activities Procedure applies.** The Compliance Officer, who is independent of senior management and the Management Board, is responsible for conducting investigations. This year, as last year, we did not have any confirmed cases of corruption or bribery or any related incidents. Thus, the company did not receive fines for violations of Anti-Corruption Regulations and anti-bribery laws or sentences.

The policy identifies areas that are particularly vulnerable to corruption, and these are all positions that in their daily duties:

- establish business partnerships, building relationships with customers, carriers and suppliers,
- take part in public procurement, invitation for tenders,
- work with public institutions or government officials,
- receive invitations to conferences, events, shared meals.

At SUUS we adhere to the **rule of 'THREE TIMES NO'** not accepting, not offering, and not giving financial or non-financial benefits that have or may have an impact on business decisions.



0

confirmed
cases of
corruption

0

incidents

PARTNERSHIP

LOBBYING AND POLITICAL ACTIVITIES

In 2023, the RÖHLIG SUUS Logistics Group did not carry out lobbying activities or make financial or in-kind contributions of a political nature. No one in the company's governing bodies has held a comparable position in public administration, including regulatory bodies in the two years preceding such an appointment. The company is not registered in a transparency register nor is it legally obliged to be a member of a chamber of commerce or other organisation representing its interests.

However, RÖHLIG SUUS Logistics is a member of several industry organisations and chambers of commerce: Transport Logistika Polska (TLP), the Polish Business Council, the Scandinavian-Polish Chamber of Commerce (SPCC), the German-Polish Chamber of Industry and Commerce (AHK), the Polish-Spanish Chamber of Commerce (PHIG) and the European Plastics Processors Association (EuPC) - Operation Clean Sweep (OCS).

PAYMENT PRACTICES

The RÖHLIG SUUS Logistics Group attaches particular importance to timely payments in accordance with the Act on the Prevention of Excessive Delays in Commercial Transactions. We have a Cost Entry and Acceptance Procedure, which aims to ensure a transparent, consistent and correct workflow process.

We do not have a pre-imposed payment deadline. We set it individually with each counterparty.

Recorded payment delays in 2023 (calendar year): up to 5 days - 11.35%, from 6 to 30 days - 5.55%, over 30 days - 1.14%. We currently do not conduct a breakdown by counterparty type.

In 2023, SUUS was not party to legal proceedings in connection with late payments.

After the reporting period in May 2024, we **implemented a system** that allows carriers **to issue electronic invoices** directly in our system, which significantly **speeds up the payment process and reduces it to 5 working days**. The solution



is undergoing testing, we are going to present the results and effects in the next report. The conditions for using the fast payment option for a carrier are: an agreement with RÖHLIG SUUS Logistics, participation in the ALEO programme and access to the SUUS Portal. The solution is one element of a larger project to digitise partnerships with carriers. |

ABOUT THE REPORT

- Summary
- Sustainable development goals
- Compliance table
- Due diligence

SUMMARY

This document has been prepared on the basis of the **European Sustainability Reporting Standard (ESRS)**. The CSRD reporting obligation does not extend to the company until 2026 for 2025, so the 2023 report is part of the preparation of the subsidiaries for the collection of specific data. If any data applies only to selected companies, these values have been marked with an '*'. The data included in the report relates to the financial year extending from **1 April 2023 to 31 March 2024**.

This year's SUUSustainability report covers the **ROHLIG SUUS Logistics S.A. group**, the scope of the report is not the same as the financial statements, as the financial statements are prepared at the level of the holding company, ROHLIG SUUS Logistics S.R.O., and include all subsidiaries. Ultimately, the company's 2025 report shall include all holding companies. Currently, the company does not report on the full scope of the ESRS, but has started work on mapping and collecting the necessary figures for the next report. SUUS does not disclose information on intellectual property, know-how or innovation results. The ESG strategy

and goals set by the group include the ROHLIG SUUS Logistics S.A. group.

The SUUSustainability 2024 report has not been externally verified. In case of incomplete or missing data, the company has adopted estimated values.

The document was compiled by a project team comprising representatives from multiple departments responsible for providing information in our company's key areas and verifying the content developed by the Communications and ESG team.

The report is a comprehensive source of information about our company. The publication includes photos from employee sessions and photos from our employees' private photo galleries. The photographs show that behind every action of our company are the people, thanks to whom we move step by step towards sustainability.

We would like to thank everyone who contributed to the report for their involvement. We hope that reading the report has provided you with all the necessary information. If you have any questions, feel free to contact us.

Contact details

If you see any areas which we could improve or you have any questions about, please contact us.

esg@suus.com



Magdalena Lejman
Head of PR and ESG
magdalena.lejman@suus.com

SUSTAINABLE DEVELOPMENT GOALS

Our objectives and activities contribute to the **UN Sustainable Development Goals**. We have researched and defined **8 goals**, on which our organisation has the greatest impact, and these are:

3. GOOD HEALTH AND QUALITY OF LIFE. Providing decent working conditions and taking care of the mental health of our employees through prevention and education also directly affects the third goal. We educate our carriers and drivers to minimise the risks of accidents on the road. We take steps to reduce the amount of pollution generated by transport by replacing fleets, seeking less emission-intensive transport solutions and educating drivers on EcoDriving.



- 3.4 Reduce premature mortality from non-communicable diseases by one-third by 2030 through prevention and treatment and the promotion of mental health and wellbeing.
- 3.6 Reduce by half the number of all road injuries and fatalities worldwide by 2020.

5. GENDER EQUALITY is not just a universal human right, but also the basis for a sustainable world in which people live in peace and prosperity. We adhere to the rules of equality in the place of work in the areas of pay, accessibility, and promotion paths.



- 5.5 Ensure women's full and effective participation in decision-making processes at all levels in political, economic and public life with equal opportunities in leadership roles.
- 5.C Adopt and strengthen policies and effective legislation that promote gender equality and empower girls and women at all levels.

7. CLEAN AND RENEWABLE ENERGY.

To accelerate the achievement of the 7th goal we increase the use of renewable energy sources in our buildings, transport and key operations.



- 7.2 Significantly increase the share of renewable energy sources in the global energy mix by 2030.
- 7.3 Double the rate of increase in global energy efficiency by 2030.

8. ECONOMIC GROWTH AND DECENT WORK. We provide quality places of work, clear career paths and extensive opportunities for re-training. We recognise our significant role as an employer in transforming the labour market. We run partnership programmes to support our carriers and improve the drivers' working conditions by creating special social areas at our warehouses.



- 8.2 Achieve higher levels of economic performance through diversification, technological upgrades and innovation.
- 8.3 Promote development policies that support productive activities, the creation of decent places of work, entrepreneurship, creativity and innovation. Encourage the formalisation and development of micro, small and medium-sized enterprises, also through access to financial services.
- 8.5 Ensure full and productive employment and decent work for all men and women, including young people and people with disabilities, by 2030; ensure equal remuneration for work of equal value.

12. RESPONSIBLE CONSUMPTION AND PRODUCTION require a systemic approach and partnership of stakeholders participating in the entire supply chain, from producers to consumers. We recognise our role in educating partners and customers about sustainable supply chains and supporting them in developing such chains.



- 12.5 Substantially reduce waste generation by 2030 through prevention, reduction, recycling and reuse.
- 12.6 Encourage companies, particularly large and multinational ones, to implement sustainability practices and include information on this topic in their periodic reports.

13. CLIMATE ACTION. We contribute to the reduction of greenhouse gas emissions through reduction activities, designing sustainable supply chains and offering low-carbon products.



- 13.2 Incorporate action on climate change into national policies, strategies and plans.

17. PARTNERING TO REACH GOALS. Partnership is one of our ethical values. Effective implementation of the Sustainable Development Agenda is not possible without partnerships between governments, the private sector and civil society. We rely on partnerships based on rules and values, a shared vision and common goals that put people and the planet at the centre of what we do.



COMPLIANCE TABLE

ESRS disclosure requirements covered by the entity's sustainability statement

DISCLOSURE NUMBER	DISCLOSURE	CHAPTER IN THE REPORT	PAGE NUMBERS
ESRS 2	General disclosure of information		
BP-1	General basis for making sustainability statements	Summary	100
BP-2	Disclosure of information in relation to special circumstances	Summary	100
GOV-1	The role of the administrative, management and supervisory bodies	About us	11-13
GOV-2	Information provided to the entity's administrative, management and supervisory bodies and the sustainability issues they address	About us	11-13, 16-17
GOV-3	Inclusion of sustainability-related results in incentive schemes	About us	13
GOV-4	Due diligence statement	About the report	105
GOV-5	Risk management and internal controls on sustainability reporting	About us	18
SBM-1	Strategy, business model and the value chain	About us	11-13, 16-17
SBM-2	Stakeholder interests and opinions	About us	20-22
SBM-3	Relevant influences, risks and opportunities and their mutual relationships with the strategy and the business model	About us	19
IRO-1	Description of processes to identify and assess material impacts, material risks and material opportunities	About us	23
IRO-2	ESRS disclosure requirements covered by the entity's sustainability statement	About the report	103, 104
ESRS E1	Climate change		
E1-1	Transformation plan for climate change mitigation	Climate credibility	66, 68
E1-2	Policies related to climate change mitigation and adaptation	Climate credibility	69
E1-3	Actions and resources with regard to climate policy	Climate credibility	70-76
E1-4	Goals related to climate change mitigation and adaptation	Climate credibility	66-67
E1-5	Energy consumption and energy mix	Climate credibility	77
E1-6	Gross Scope 1, 2 and 3 greenhouse gas emissions and total greenhouse gas emissions	Climate credibility	78-80
E1-7	GHG removal and mitigation projects financed with carbon credits	Climate credibility	79
E1-8	Internal setting of greenhouse gas emission fees	Climate credibility	79
E1-9	Anticipated financial impacts from significant physical and transition risks along with potential climate-related opportunities	Climate credibility	79
ESRS E5	Circular Economy		
E1-1	Policies related to resource use and the circular economy	Climate credibility	
E1-2	Actions and resources with regard to resource use and the circular economy	Climate credibility	82-83
E1-3	Goals related to resource use and the circular economy	Climate credibility	84
E1-4	Resources introduced into the organisation	Climate credibility	84
E1-5	Resources drained from the organisation	Climate credibility	85-86
E1-6	Anticipated financial consequences from impacts, risks and opportunities associated with resource use and the circular economy	Climate credibility	81

DISCLOSURE NUMBER	DISCLOSURE	CHAPTER IN THE REPORT	PAGE NUMBERS
ESRS S1	People working for the company		
S1-1	Policies related to our own workforce	Strengthening communities	26-27
S1-2	Procedures for partnerships with our own workforce and employee representatives regarding impacts	Strengthening communities	28-29
S1-3	Processes for mitigating negative impacts and channels to report problems by the entity's employees	Strengthening communities	28-29
S1-4	Addressing significant impacts on its own employees and using approaches to mitigate significant risks and opportunities related to its own workforce and the success of these actions	Strengthening communities	30
S1-5	Goals for managing significant negative influences, increasing positive influences and managing significant risks and significant opportunities	Strengthening communities	30
S1-6	Characteristics of the entity's employees	Strengthening communities	31-35
S1-7	Characteristics of non-employees who are the entity's own employees	Strengthening communities	36
S1-8	Scope of collective bargaining and social dialogue	Strengthening communities	36
S1-9	Diversity indicators	Strengthening communities	32, 35
S1-10	Adequate wages	Strengthening communities	37
S1-11	Social security	Strengthening communities	37-39
S1-12	People with disabilities	Strengthening communities	36
S1-13	Training and skills development indicators	Strengthening communities	44-49
S1-14	Health and safety indicators	Strengthening communities	50-53
S1-15	Work-life balance indicators	Strengthening communities	40
S1-16	Remuneration indicators (wage gap and total remuneration)	Strengthening communities	37
S1-17	Incidents, complaints and serious human rights impacts	Strengthening communities	30
ESRS S2	Employees in the value chain		
S2-1	Policies related to employees in the value chain	Strengthening communities	55
S2-2	Partnership processes with people working in the value chain in terms of impacts	Strengthening communities	56-57
S2-3	Processes for negatively offsetting influences and channels for employees to report issues in the value chain	Strengthening communities	56-57
S2-4	Addressing significant influences on people working in the value chain	Strengthening communities	56-57
S2-5	Goals for managing significant negative influences, increasing positive influences and managing significant risks and significant opportunities	Strengthening communities	54
ESRS S4	Consumers and end-users		
S4-1	Policies related to consumers and end users	Strengthening communities	60
S4-2	Partnership processes regarding impacts on consumers and end-users	Strengthening communities	61
S4-3	Processes for remediating negative impacts and channels for consumers and end-users to report issues	Strengthening communities	61
S4-4	Addressing significant impacts on consumers and end-users	Strengthening communities	62-64
S4-5	Goals for managing significant negative influences, increasing positive influences and managing significant risks and significant opportunities	Strengthening communities	60
ESRS G1	Governance		
G1-1	Corporate Culture and Business Policies	Value logistics	88-95
G1-2	Supplier relationship management	Value logistics	96
G1-3	Prevention and detection of corruption and bribery	Value logistics	97
G1-4	Confirmed incident of corruption or bribery	Value logistics	97
G1-5	Political influence and lobbying activities	Value logistics	98
G1-6	Payment practices	Value logistics	98

DUE DILIGENCE

Basic elements of the due diligence process

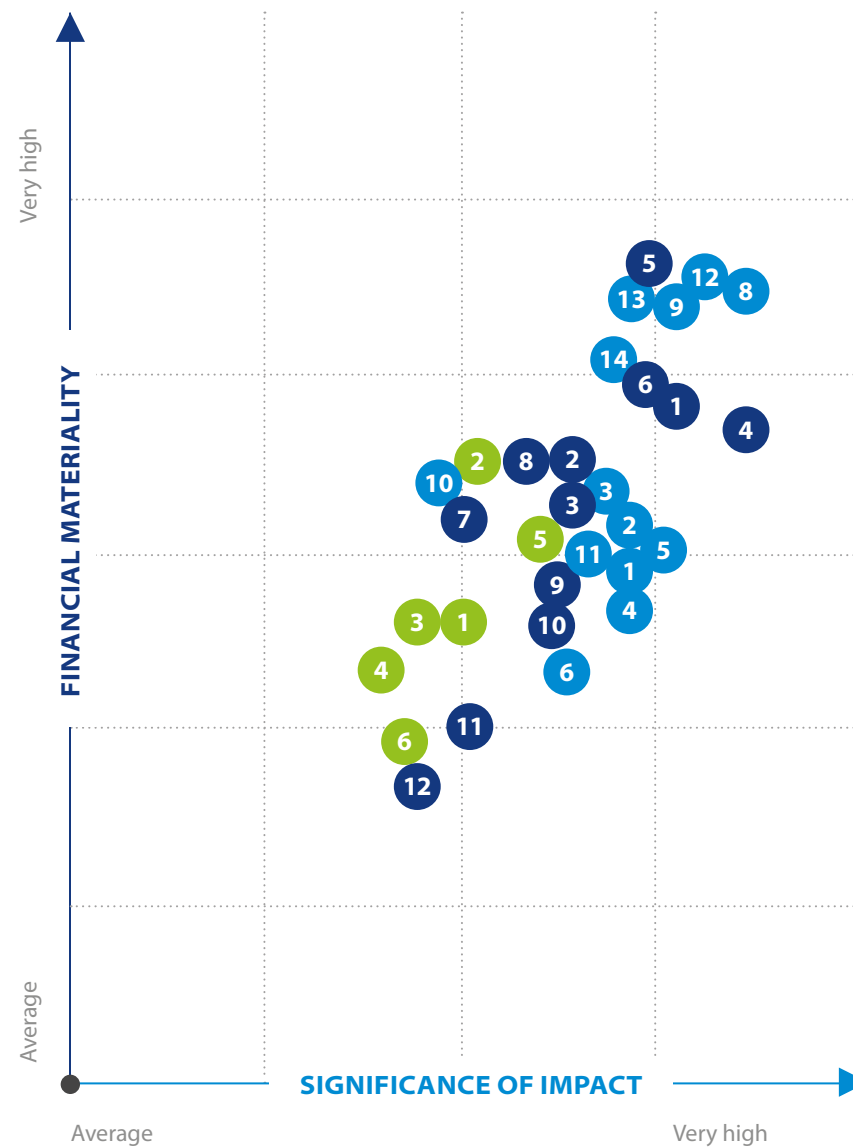
- a. Inclusion of due diligence in governance, strategy and the business model
- b. Partnerships with affected stakeholders at all key stages of the due diligence process
- c. Identification and assessment of adverse impacts
- d. Taking measures to reduce identified adverse impacts
- e. Monitoring the effectiveness of these efforts and providing relevant information in this regard

Where to find information in the report

- Our mission and values, ESG Strategies
- Sustainability management approach
- Employees in the value chain
- Stakeholders
- Dialogue and partnerships
- Working in partnership with drivers and carriers
- Risk analysis
- Risks, opportunities and impact management
- Customers
- Risk management
- Dialogue and partnerships
- Working in partnership with drivers and carriers
- Stakeholders
- Dialogue and partnership

KEY TOPICS

1	Decent working conditions at SUUS, including remuneration and benefits
2	Health and safety of RÖHLIG SUUS Logistics employees and drivers
3	Work-life balance (Work&Care and other programmes aimed at employees of RÖHLIG SUUS Logistics)
4	Training and development of employees
5	Employee engagement
6	Work atmosphere and relationship with the superior
7	Drivers' working conditions
8	Working in partnership with drivers and carriers
9	Initiatives for drivers and carriers
10	Communication with drivers and carriers
11	Charitable activities
12	Partnership with local communities
1	Greenhouse gas emissions and carbon footprint reporting
2	Energy consumption
3	Municipal and warehouse waste
4	Water and wastewater
5	Environmentally friendly solutions in the logistics industry and research into customer needs in this area
6	Environmental education of employees and suppliers
1	Ethics in action
2	Appropriate marketing communication
3	Anti-corruption measures
4	Compliance with human rights
5	Policies and procedures
6	Irregularities reporting mechanism
7	Management of company risks
8	Information security
9	Customer goods security and service stability
10	Transport of dangerous goods / hazardous substances
11	Employee and partner education on safety
12	Service quality and customer satisfaction
13	Supply chain stability
14	Technological progress and implementation of innovations





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