

2024-2026

ESG STRATEGY

SUUS TAINABILITY

» ONE STEP AHEAD



**Piotr Iwo
Chmielewski**

Member
of the Board

For 7 years I have been comanaging ROHLIG SUUS Logistics – a family company and a workplace I am proud of. As a successor and a member of the Management Board responsible for the strategy, I attach great importance to our Company's contribution to a shared future. We are a family business. We have always thought about our development in the long term.

An indispensable part of the business strategy are the three pillars of sustainable development: environment, people, corporate governance, i.e. quality and management ethics. Our initiatives in this area will be based on: Step Towards Climate Credibility, Step Towards Social Empowerment and Step Towards Logistics of Value, respectively.

**I invite you to familiarize yourself with our strategy
for the FY24-FY26 period.**

OUR MISSION & VISION

MISSION

Our mission is to **increase the efficiency of our Customers' businesses by providing intelligent logistics solutions.**

We add value to logistics processes by providing professional, comprehensive and flexible services designed as a more efficient and cost-effective alternative to in-house operations. We achieve our goals thanks to the commitment and professionalism of our Employees.

OUR VISION

One step ahead

We are an expert in the logistics industry; we anticipate the expectations of the market and Customers by constantly expanding the range of services offered and improving internal processes through the use of modern and innovative solutions.

»ONE STEP AHEAD

Partnership

We build long-term business relationships with our Customers and Business Partners. We strive to make our service professional, comprehensive and flexible.



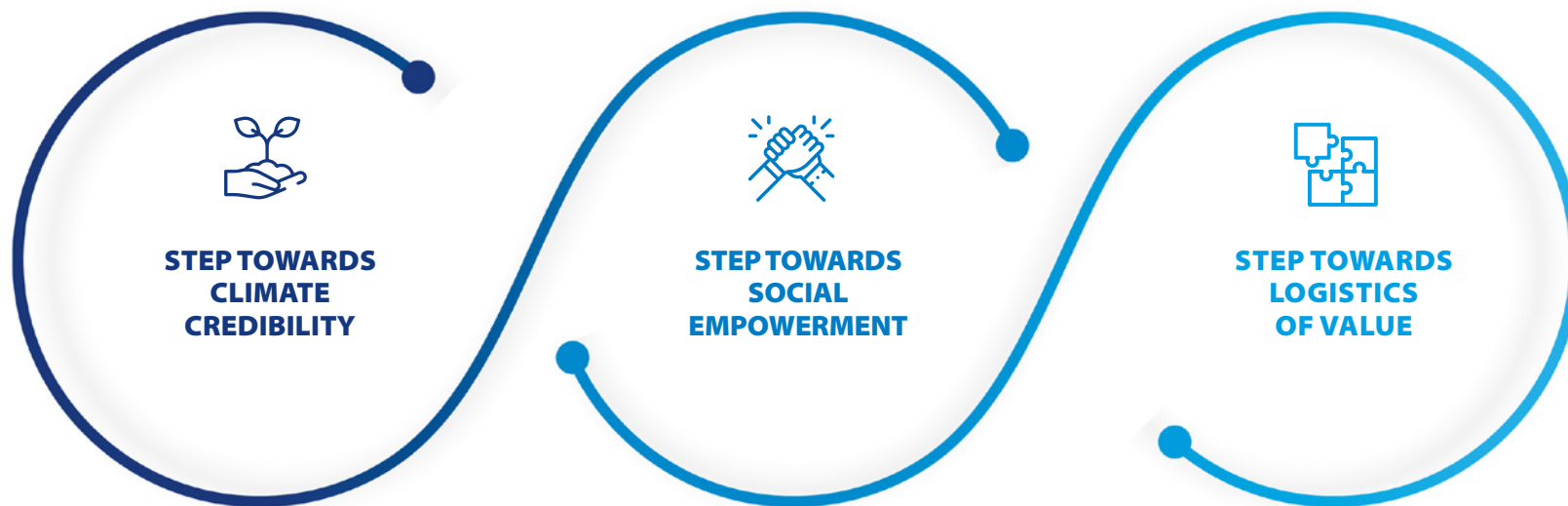
Self-improvement

We create an organizational culture focused on continuous improvement by fostering individual development and increasing employee engagement.



SUUSTAINABILITY STRATEGY 2024-2026

»ONE STEP AHEAD
ON THE SUUSTAINABILITY JOURNEY



The ESG (Environmental, Social, and Governance) strategy of Rohlig SUUS Logistics sets the direction for the company's further development for the FY24-FY26 period. We are aware of our impact on society and the environment, which is why we are undertaking numerous actions to maximize positive effects and minimize negative ones.



STEP TOWARDS CLIMATE CREDIBILITY

We are aware that the sector in which we operate is widely associated with negative environmental impact. In our endeavours, we are primarily focused on decarbonization and establishing closed-loop systems within our warehouses, continuously setting ourselves new challenges. We aim for more than the bare minimum – through ambitious targets and their achievement, we aim to set a direction for the entire industry.

LIABILITIES

- 1.1. **We are reducing greenhouse gas emissions** in our organisation and Value Chain in line with **SBTi**.
- 1.2. We are accelerating the development of a circular economy through **proper waste and resource management**.

GOALS

- » By **2030**, we will reduce our Scope I and II emissions by **42%** compared to 2022.
- » By **2028**, we aim to engage **71%** of our suppliers in achieving decarbonization goals.
- » By **2026**, **90%** of packaging mass directed to individual Customers will be returned to logistics centers.

We support
SDG's:





STEP TOWARDS SOCIAL EMPOWERMENT

People are at the core of our Company. We conduct operations that wield a significant impact on the sector and society, providing support and ensuring well-being. We strive to promote a diverse and inclusive workforce, while also providing our Employees and Business Partners with a secure work environment built on friendly relationships.

LIABILITIES

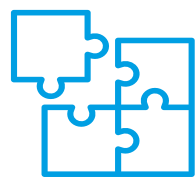
- 2.1. We are an **employer of first choice**.
- 2.2. We take care of our **Business Partners**.
- 2.3. We are **strengthening local communities**.

GOALS

- » We will create and implement a **diversity policy** by 2025.
- » We will calculate the gender **pay gap**, and if necessary, we will eliminate it by **2026**.
- » By **2026, 100%** of all new SUUS warehouses will have a designated **rest area** for drivers at standard A level.

We support SDG's:





STEP TOWARDS LOGISTICS OF VALUE

Managing sustainable development is not solely about compliance. Logistics of Value is a driving force for both business and people. We act responsibly within our own operations and we set standards throughout the Value Chain. We believe that working with our suppliers to address social and environmental challenges is fundamental to maintaining a resilient business model. We take ESG aspects seriously, integrating them into our daily operations to deliver real value.

LIABILITIES

- 3.1. We take action within our **Value Chain**.
- 3.2. **We work together** for a positive impact.
- 3.3. **We excel in ESG management**.

GOALS

- » In **SUUS Portal**, we will implement a tool allowing to compare services and routes in terms of environmental impact.
- » By **2025**, we will verify **100%** of our Business Partners.
- » We will develop the **Supply Chain Solutions** service: analysis and suggestions for improvements in customers' supply chains to support sustainable development.

We support SDG's:



What we do:

STEP TOWARDS CLIMATE CREDIBILITY

- We have developed and implemented a **decarbonization** strategy. Our goals have been approved by **SBTi**.
- We calculate carbon footprint and provide **emission reports** for clients.
- We are implementing **circular solutions** in warehouses, including recycling packaging and refurbishing forklifts.
- We are testing electric heavy-duty vehicles. We also have **our own fleet of electric** vehicles used for last-mile delivery.
- We have implemented an **electronic document circulation system**.
- **15 out of 26** of our warehouses have **BREEAM certification**.
- We use **LED lighting**.

STEP TOWARDS SOCIAL EMPOWERMENT

- We have an extensive **well-being program** called **“Stacja Dobrostan”** (Well-being Station).
- We offer a rich **benefits package** for employees, as well as drivers and carriers.
- We provide a wide range of **training programs**.
- We implement the **SUUS Active** program.
- **We collaborate with universities and vocational schools** and run a summer internship program.
- We implement a program supporting parents called **“Mama wraca do pracy”** (Mom Returns to Work).
- **We support startups** by collaborating with Mazovian Startup.
- We engage in partnerships with **local communities**.

STEP TOWARDS LOGISTICS OF VALUE

- We advise our clients on building more **sustainable supply chains**.
- **We collaborate with industry organizations** and transportation partners.
- We have implemented a **Code of Conduct for Business Partners**.
- We regularly train our employees on **business ethics**.
- We have an anonymous **whistleblowing system** called **“Twój Głos”** (Your Voice), available in **local languages** of the countries where we operate.
- We have created and implemented an **ESG management structure within the organization**.
- We meet the highest quality and management standards. **ISO 9001, 14001, 27001 certifications**.
- **We have undergone an SQAS** audit with a score of **93%**.
- We identify and investigate **ESG risks and opportunities**.



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