

RÖHLIG

SUUS»
LOGISTICS

SUUS SUSTAINABILITY

REPORT 2022

ROHLIG SUUS LOGISTICS

Dear All,

The past years of disruptions in the supply chains resulting from the pandemic as well as equipment and human shortages have made it painfully clear to us that logistics is a vital part of the economy. It depends on the stability of the supply chain whether the necessary products will reach the end user on time. This is one of the challenges that we are successfully facing. In spite of harsh conditions, we have not only provided our clients with security, but also dramatically increased the scale of our activities. That said, this increase translates into new obligations towards our stakeholders. Our intention is to grow, but also to nurture what is most valuable in our company: the satisfaction of our employees and customers, technological development, and close relations with local communities.

We can ensure the stability of supply chains thanks to the commitment and professionalism of our staff, cooperating drivers, and carriers. People are the core of what we do, and attracting new talent to work is a challenge and at the same time our priority for the years to come. That said, it is equally important to care for the safety and health of our people.

We also understand social responsibility as an obligation towards our neighbors, local communities that we try to be an important and valuable member of. We want them to benefit from our presence and we will support them in their development.

As an entire industry, we need to resolve another challenge in the form of climate change and our environmental footprint. We strongly believe that the proper response will be technological advances that will allow us to create more sustainable supply chains. At RÖHLIG SUUS Logistics, we are in the process of creating a new company strategy for the coming years. Our business objectives not only fit in with the goals of sustainable development, but also result directly from them. This is because we believe that our growth will not be possible if it does not create added value for our employees, drivers, customers, business partners, local communities, and the environment. I have confidence that our values - a partnership approach and continuous improvement - will make our world a better place to live.

There is no other way for the company today than sustainable, responsible development. And we want to be on this path, One Step Ahead.

Tadeusz Chmielewski

CEO of RÖHLIG SUUS Logistics S.A.

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COMPANY INFORMATION



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WE ARE A FULL RANGE LOGISTICS OPERATOR

We are a Polish logistics operator with global capabilities. Our company is in the business of logistics and supply chain management, whereby we attach particular importance to commitment and professionalism in customer service. We provide our services under the brands RÖHLIG SUUS Logistics and SUUS Logistics.

In fiscal 2021, we had branches in seven countries: Poland, the Czech Republic, Slovakia, Hungary, Russia, Slovenia, and Romania. **Our comprehensive logistics offer includes: road, sea, air, rail transport, warehouse services, Project Cargo and customs services.** Thanks to this, we provide our clients with comprehensive solutions that are matched to their needs. We are developing our supply chain management services, such as **VMI, Control Tower, 4PL, Logistics Solution Design**, as well as supply chain strategy consulting as part of the **SUUS Advisory** team.



Own groupage distribution system in Poland

– we are one of just a few logistic operators in the country with our own groupage distribution network and the possibility of 24-hour deliveries. We also provide the last mile delivery for e-commerce customers. Our offer includes, among others, options for moving up and down, collecting payments and returning pallets and documents, delivery based on a fixed time window, SMS notifications, temperature-controlled deliveries, ADR deliveries, and weekday deliveries.



National and international full truckload transport

– we arrange road transport of all groups of goods: neutral, dangerous, requiring controlled temperature, abnormal, and non-standard. We offer Just in Time deliveries. Our clients receive information about loading, customs clearance and unloading after a maximum of 5 seconds from reporting it by the driver, which facilitates KPI verification.



International groupage transport

– our service includes the collection and distribution of cargo, full customs service, short transit times, and high frequency of departures. Shipments up to 5 pallets are available with daily connections within the CargoLine system, of which we are the exclusive partner in Poland.



Sea freight – for LCL and FCL shipments, we work in partnership with the global logistics group Röhlig. As part of our services, we can provide consolidations from various suppliers, deconsolidation, terminal services (including sorting, palletization, marking). We deliver LCL and FCL shipments from and to all continents, except Antarctica.



Rail freight – we arrange FCL and LCL shipment service for Asian and European destinations. We provide reloading services, palletization, warehouse services, and shipment monitoring.



Air freight – the service is available in three variants: premium (including pharma cargo and DGR shipments), classic with weekend consolidations, and economy. We also offer charter solutions. Our air freight services include import and export orders as well as cross trade service. By partnering with the Röhlig group on four freight routes operated by Lufthansa Cargo (Frankfurt – Atlanta, Frankfurt – Mexico City, Frankfurt – Shanghai, Hong Kong – Frankfurt), CO2 emissions are compensated by investments in climate protection projects.



Contract logistics – is a range of services provided in warehouses and transshipment terminals which are often part of a much larger, comprehensive supply chain that we serve. As part of contract logistics, we provide added services, such as bonded warehouse, co-packing, labeling, packaging and comprehensive logistics for e-commerce. It is also possible to pre-install and test electronic devices.



Project Cargo – the implementation of non-standard, oversized projects around the world, carried out by highly qualified experts. As part of Project Cargo, we provide comprehensive services including cost study and monitoring, choice of means of transport, route analysis and planning, documentation consultancy, direct project supervision and reporting.



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



Supply chain management

– our specialists design entire supply chains which they effectively implement and manage as part of the 4PL service. In addition, we advise clients on how to optimize their logistics processes.

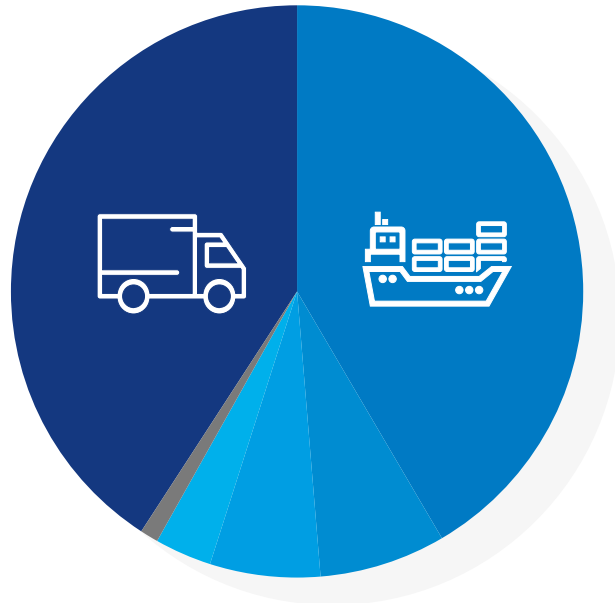
We combine the elements in transport, ensuring intermodal shipping. We are specialized in sea-air, road-air, sea-rail, and rail-road connections.

For customers using sea products, we organize container transport to and from Polish and European ports using rail. We develop intermodal transport to Turkey, Italy, and Great Britain.



To realize our services, we cooperate with various suppliers – road carriers that employ drivers, shipowners, airlines, rail carriers, managers of partner terminals in the groupage network. In order to provide our services, we cooperate with temporary employment agencies, employees of our global partner Röhlrig Logistics and agents in individual countries where we serve our clients and where we do not have a representative.

SHARE OF INDIVIDUAL SERVICES IN SALES:



40,94%

Road freight

41,55%

Sea freight

6,23%

Air freight

7,14%

Contract logistics

0,64%

Customs agency

3,49%

Rail freight

NUMBER OF ORDERS FULFILLED

Road freight

2 557 993



International LTL: **306 195**

Domestic LTL: **2 067 735**

International FTL: **41 760**

Domestic FTL: **142 303**

Sea freight

23 924



LCL: **7 788**

FCL: **16 136**

Air freight

4 643



Rail freight

3 316



Project Cargo

378



OUR MISSION AND VALUES

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.

VALUES:

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.



Continuous self-improvement

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



INFORMATION ABOUT ROHLIG SUUS LOGISTICS

The Polish company employs **1,785 people** from over **2,000 employees** of all ROHLIG SUUS Logistics companies in Europe. It plays the most important role for the operations of the Group companies in terms of the scale of business and environmental impact.

ROHLIG SUUS Logistics is a joint stock company, and all shares belong to SUUS Holding Sp. z o.o. which draws up the consolidated financial statements. In the reporting period, that is, from April 1, 2021 to March 31, 2022, there were no changes in the ownership structure of ROHLIG SUUS Logistics or in the composition of the management board and supervisory board.

ROHLIG SUUS Logistics S.A. is the owner of ROHLIG SUUS Logistics in the Czech Republic, Slovenia, Romania, Hungary, and Slovakia. Furthermore, in the reporting period ROHLIG SUUS Logistics was also the owner of SUUS Logistics in Russia and the Polish company Factory Warehouse Logistics.

One of our core values is partnership, understood as building long-term relationships, including with various business organizations. We participate in the European initiative PLANET, which aims to evaluate the development of the Trans-European Transport Network (TEN-T) and to prepare a proposal for the European Commission. Our business practices contribute to the Sustainable Development Goals of the United Nations for 2015-2030. We are a member or partner of such organizations as:

The Polish Chamber of Forwarding and Logistics, Institute of Logistics and Warehousing, Executive Club, Klaster LODZistics, Polish Road Transport Institute, Poland Business Council, Corporate Connections Polska.



ROHLIG SUUS LOGISTICS IN POLAND

WE OPENED THREE NEW FACILITIES IN THE REPORTING PERIOD:



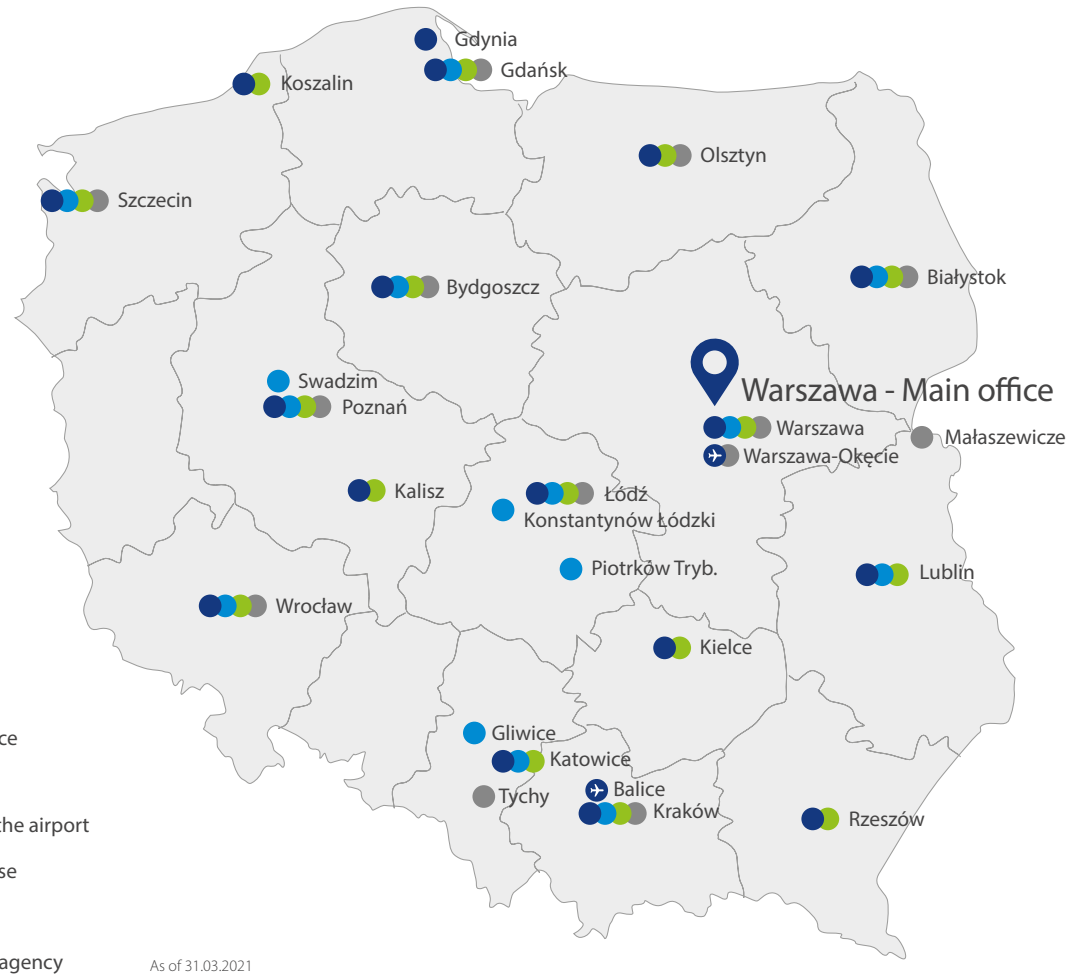
KALISZ BRANCH
the total facility area is **937 m²**



WAREHOUSE in Konstantynów Łódzki



Warszawa-Urzut WAREHOUSE



Total area of facilities rented
by RÖHLIG SUUS Logistics:

243 335,74 m²



	31.03.2022	31.03.2021	Change as a percentage
 Terminal area	44 604,25 m²	42 012,25 m ²	+ 6 %
 Storage area	186 540 m²	173 093,77 m ²	+ 8 %
 Terminal and storage area	231 144,75 m²	215 106,02 m ²	+ 7 %
 Total area	243 335,74 m²	226 777,01 m ²	+ 7 %

MANAGEMENT SYSTEM

Managing such a large organization requires **systematic processes and compliance with procedures.**

In order to ensure the highest quality of services, we have implemented an Integrated Management System compliant with **the ISO 9001:2015 standard.** This provides greater control over business processes and facilitates the implementation of good practices at ROHLIG SUUS Logistics S.A.

Our pro-environmental actions are based on the Environmental Management System, which complies with **the international standard ISO 14001:2015.**

We also hold the certificate of good distribution practices for pharmaceutical products, as well as the AEO (Authorized Economic Operator) certificate. The Kraków and Poznań branches are HACCP-certified, which is confirmed by our adherence to high food safety standards.

The effectiveness of our management system is evidenced by ISO 9001 and ISO 14001 certificates. In addition, in 2022 we plan to obtain the international ISO 27000 certificate, confirming the quality of our information security management system.



MANAGEMENT BOARD: COMPOSITION AND COMPETENCES IN 2022



**Tadeusz
Chmielewski**

Chief
Executive Officer



**Piotr Iwo
Chmielewski**

Corporate
Development Officer



**Adam
Galek**

Chief Executive
Officer Domestic



**Andrzej
Kozłowski**

Chief Executive
Officer International

The Management Board operates under the **Commercial Companies Code, the Company's Articles of Association, regulations, and other legal provisions.** The management board sets out the company's development strategy and long-term business plans, and approves, inter alia, the code of business ethics, internal regulations and policies, investment projects, and the method of their financing.

The Management Board composition in fiscal year 2021:

Tadeusz Chmielewski, Chief Executive Officer

Piotr Iwo Chmielewski,
Corporate Development Officer

Adam Galek, Chief Executive Officer Domestic

Andrzej Kozłowski, Chief Executive Officer International

Rafał Szydłowski, Chief Financial Officer

SUPERVISORY BOARD: COMPETENCES AND COMPOSITION

The Supervisory Board of RÖHLIG SUUS Logistics monitors the activities of the management board, which gives the right to audit company documents, request any information regarding the company, reports and explanations from the management board or employees.

The board also has the authority to inspect the company's assets. It operates under the Code of Commercial Companies and other legal regulations, the Articles of Association, Resolutions of the General Meeting, and the Regulations of the Supervisory Board. The tenure of a Supervisory Board member is 3 years. In 2021, the Board was composed of:

Zygmunt Grajkowski

dr Robert Gutsche

Friedrich Rather

REVENUE AND TAX STRATEGY

We are one of the most rapidly developing logistics operators in Poland.

Within 5 years, we doubled our revenues, which amount to **almost PLN 2 billion** for the fiscal year 2021.

SALES REVENUE IN FISCAL YEAR 2021:

1 978 782 837 PLN

+71 % YEAR TO YEAR



Our Company has a **tax strategy which lays out the rules and procedures** aimed at ensuring due diligence in the process of calculating tax liabilities, including the performance of the payer's obligations and other obligations provided for by the provisions of tax law. This strategy is subject to periodic reviews

and updates in order to adapt it to the changing legal, tax, and business environment. **Information on the present tax strategy for the tax year from April 1, 2020 to March 31, 2021** is available on our website: www.suus.com/strategiapodatkowa.

DEVELOPMENT STRATEGY

The ultimate goal of our business strategy for 2019-2022+ **is to become one of the most desirable employers in the logistics industry,** distinguished by an organizational culture focused on continuous improvement and joint building of an innovative future.

Our prime objective is to provide effective internal processes and

an appropriate level of flexibility towards the market and the needs of our customers, partners and employees.



We strive to remain an independent company dealing with the management of complex global, European and national supply chains. **Our strategy is based on three pillars:**



Strong management



Data management



Growth in new markets

The foundations of our business activities, without which success would be impossible, are:



Technological progress



Employee engagement

We focus on the development of intermodal transport using railways, as well as increasing the share of intermodal transports in the sea product. In 2020, we started a project to measure our company's carbon footprint. Thanks to the electronic exchange of documents, e-invoices and other accounting documents in digital form, we reduce consumption of paper. We use electronic waybills in air transport and electronic proof of delivery (e-POD).

STAKEHOLDERS

Through our actions, we contribute to:

17 PARTNERSHIPS
FOR THE GOALS



WE VALUE THE OPINION OF STAKEHOLDERS

Our approach towards contacts with stakeholders is included in the values of RÖHLIG SUUS Logistics.

We believe in partnership, understood as long-term relationships, and continuous improvement.

That is why we have conducted **a perspective study of the most important stakeholders**, such as our employees, drivers, road carriers, and customers. The study took place in the form of anonymous online surveys, and telephone interviews were conducted with selected stakeholders.

In May 2021, we conducted **an employee satisfaction survey**. In this way, we know that our employees positively assess the atmosphere at work, safety, stability, and the possibility of professional development.

We attach particular importance to contacts with road carriers. In the fiscal year 2021, we held **meetings with carriers and drivers** in our branches on topics related to safety at work and operational issues.

We also conduct

NPS research among recipients of shipments in the e-commerce channel, as well as recipients and senders of shipments in the international groupage road product.

In March 2022, we started

a satisfaction survey for customers using the groupage sea service.



WE KNOW THE PRIORITIES

Prior to publication of this year's ESG report, we prepared **a matrix of the most important ESG issues**, which takes into account the perspective of our key stakeholders and ROHLIG SUUS Logistics S.A. **It outlines the extent of the content presented in this report and sets out the priorities for our future activities.**

In preparing the ESG materiality matrix, we considered the feedback of our employees, drivers, carriers and customers. The areas considered decisive by us and requiring the most work are:

- health and safety
- work and cooperation conditions
- data safety
- service quality and customer satisfaction
- terms of cooperation for carriers
- business ethics (compliance with laws and regulations)
- environmental management efficiency
- low-emission or zero-emission logistic solutions
- relations with the local community and charitable activities

OUR STAKEHOLDERS

1 **Employees, drivers,**
co-workers

2 **Customers**

3 **Road hauliers,** shipowners,
airlines, developers
or owners of logistics facilities

4 **Suppliers,**
other business partners

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

WE ARE COMMITTED TO THE QUALITY OF SERVICES

Satisfaction of our customer is a key value of our work. **Taking care of the quality of services and keeping our commitments results directly from our values:** partnership, improvement, and always being One Step Ahead. We constantly strive to improve the quality of our services, understood as timely deliveries and secure shipments.

The ongoing NPS survey allows us to recognize customer needs and assess their customer service experience. NPS provides knowledge about problematic areas that reduce satisfaction with the services provided. We contact each recipient who has indicated a score lower than 7 in the NPS survey for clarification.

81,29

Average NPS score

among recipients in the e-commerce channel

72,71

Average NPS result

among recipients of international groupage shipments

47,44

Average NPS result

among senders of international groupage shipments

We measure the timeliness of deliveries for international and domestic groupage shipments (for the so-called last mile deliveries). In the case of domestic full truckload shipments, we do this for selected customers with whom it has been previously agreed.

95%

Timeliness for international groupage



97,5%

Timeliness for the last mile deliveries



Another factor affecting the quality of our services is the transport loss ratio. In fiscal year 2021, our clients filed 9,726 complaints, which concerned 0.38% of all orders in that period. More about our approach to the transport loss ratio is available in the Safety chapter.

WE IDENTIFY AND MANAGE RISKS

Our Quality Policy includes maintaining high quality of services, as well as ensuring the stability of the supply chain and security along with respect for the environment.

This policy is an integrated document which concerns both quality and the environment.

We identify and assess risks and threats, as well as monitor and limit them. The entire process is conducted in accordance with the requirements of ISO 9001. This applies to individual areas in which we operate: external risk, operational risk, environmental risk, HR risk, IT risk, Compliance risk.

We consider risks in the context of the entire organization, and documents containing risks, their impact on the company, as well as proactive risk management actions to be implemented are part of **the Integrated Management System** or individual policies and procedures (e.g., Environmental Aspects Management Procedures).

A major part of risk management is **the Business Continuity Planning**. The purpose of the Business Continuity Planning is to ensure continuity of service in the event of random events, such as fire, atmospheric phenomena (also due to climate change), lack of staff (e.g., due to epidemics), other events (e.g., cyberattack, plane crash, land traffic disaster). The current Business Continuity



Planning was approved by the management board on November 29, 2019, and its usefulness and effectiveness in the functioning of ROHLIG SUUS Logistics may be demonstrated by the company's development during the pandemic in Poland and by our financial results.

ETHICS IN BUSINESS



Through our actions, we contribute to:



ETHICS IN BUSINESS

We are confident that the foundation of success is proper business relationships based on mutual trust and honesty. Our employees, customers and business partners play a vital role in the development of our logistics solutions. That is why we believe that the same understanding of ethical values comprises the basis of good relationships and allows the implementation of common goals. To accomplish this, at ROHLIG SUUS Logistics S.A. we have implemented appropriate rules and started conducting business ethics training.

COMPLIANCE POLICY

The Compliance Policy aims to create an enterprise that reduces the risk of any irregularities to a minimum. That is how we protect our customer and provide employees and associates with the appropriate knowledge to identify, mitigate, and respond to compliance risks.

ANTI-CORRUPTION POLICY

We ensure high business ethical standards by applying the Anti-Corruption Policy. The Anti-Corruption Policy provides guidance on identifying and avoiding the risk of corruption, and helps us create a culture of honesty, transparency, openness and adherence to our business dealings.

CODE OF ETHICS

The Code of Business Ethics is a reflection of the core values and aspirations on which our business is based.

The current Code of Ethics was adopted on March 1, 2021 **and applies not only to our employees, but also to business partners,** including carriers. It is available on our Intranet and on our website.



HANDLING IRREGULARITIES AND WHISTLEBLOWER PROTECTION

We are committed to strong ethics and a friendly atmosphere in the workplace, which is why we have developed a Policy for counteracting unwanted behavior, including mobbing and discrimination. The Policy is an extension of the Code of Ethics in force and contains a list of undesirable behaviors with definitions of discrimination, mobbing and sexual harassment, as well as examples of specific behaviors that we do not tolerate in the workplace.

Anyone can report behavior that they believe has violated the principles of the code of ethics, as well as any actual, potential or suspected irregularities in the company. **For this purpose, we have created a special e-mail address and we can ensure the anonymity of the reporting person.** The report may also be submitted orally or in writing to the immediate supervisor, HR Partner or Compliance Manager. **The Compliance Manager** is responsible for rendering day-to-day reports about irregularities, and in the event of their absence from work, this task will be taken over by **the HR director.**

Even the best procedures will not minimize the risk of non-compliance if they are not accompanied by training and awareness-raising campaigns among

employees. That is why **we conduct training in the Code of Ethics on the e-learning platform.**

In the reporting period,

774 PEOPLE completed all three parts of the Code of Ethics training. That's **43% of all employees.**



The goal for the fiscal year 2022 is to train all employees of RÖHLIG SUUS Logistics S.A.

In addition, in fiscal 2021 we started recording **the „Compliance Break” podcast** for employees. **We publish 15-minute episodes once a month,** and employees can listen to it at any convenient time.

Our performance in the field of business ethics is reflected in our results. In fiscal year 2021, only one report of mobbing or discrimination was submitted. The investigation procedure did not confirm any mobbing or discrimination. In the reporting period, we registered no cases of corruption or proceedings related to our use of monopolistic practices.

0

Confirmed incidents

of discrimination, mobbing or corruption.

0

Proceedings

concerning monopolistic practices against the company



COOPERATION WITH CARRIERS

The carriers and drivers who work with us are very important stakeholders.

Many shipment recipients contact us through the driver whom they consider to be our employee. This is also how we treat our drivers.

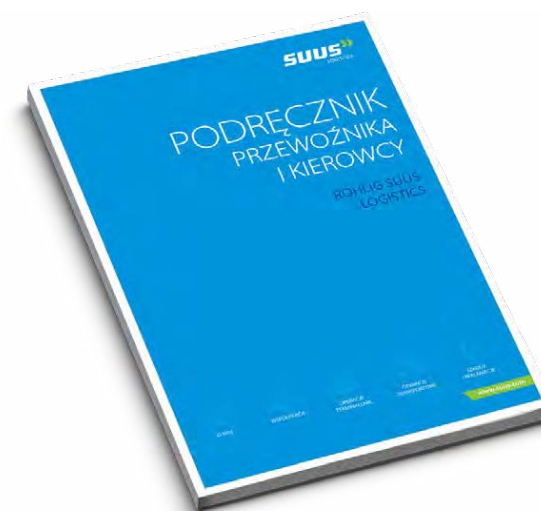
We establish transparent terms of cooperation by conducting open communication based on mutual respect. The annexes to contracts concluded with carriers are the General Terms and Conditions of Cooperation with Carriers and the Detailed Terms of Cooperation with Carriers, in which we have concluded provisions on ethical issues and environmental management.

Together with carriers, we make sure that the engines of vehicles used to transport our clients' shipments meet the highest EURO emission standard, and that the fleet is replaced periodically.

Furthermore, we organize trainings during which we discuss general terms of cooperation, terminal operations, transport operations and the transport of dangerous goods. In the fiscal year 2021, we trained 200 drivers.

Drivers also have access to training on contacts with shipment recipients. We also provide materials in the form of a handbook for carriers and drivers.

Drivers who work with us have the opportunity to participate in a training that entitles them to ADR transport for a period of 5 years.



AS PART OF COOPERATION WE ENABLE CARRIERS:

Permanent cooperation with full vehicle driving.



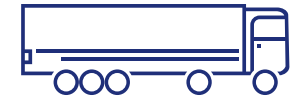
Fuel cards entitling to cashless transactions with a fuel discount.



Taking advantage of the attractive terms and conditions of third-party liability and comprehensive insurance.



Attractive vehicle rental offers



Access to the factoring service on the Aleo platform from ING Bank Śląski. The possibility of financing invoices before the payment deadline is used by 147 carriers cooperating with us.



Taking advantage of the attractive terms of carrier's liability insurance. This opportunity has been used by 250 carriers.



Use of the private medical care package and sports packages for the carrier's employees.



A mobile application that facilitates the flow of information between drivers and forwarders.



INFORMATION SECURITY

It is our belief that **information security is vital for the development of modern logistics services.**

This is one of the challenges faced by the entire industry, as the progressive digitization brings many benefits, but at the same time generates new types of threats.

We protect our clients' data and prevent their misuse. With training, we build employee awareness in the area of information security and cybersecurity. Our company is guided by the following rules:

- clean desk
- clean screen
- clean board
- clean printers
- data confidentiality
- not taking documents outside your organization
- clean trash can
- use of e-mail (instead of portable storage media)
- data encryption
- deleting files from storage media
- confidentiality of passwords and access codes

Our safety standards are set by national and international regulations. The confirmation of our activities will be

obtaining the international **ISO 27000 certificate** for the information security management system in 2022.



In the fiscal year 2021, we implemented a new Personal Data Protection Policy, which defines the rules and standards ensuring that data processing in RÖHLIG SUUS Logistics complies with the law, including the GDPR. We also keep a register of incidents related to the protection of personal data and a register of applications for the exercise of the rights of data subjects. In the reporting period, we reported no personal data breach to the Office for Personal Data Protection.

ENVIRONMENT

Through our actions, we contribute to:

3 GOOD HEALTH
AND WELL-BEING



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION



EFFECTIVE USE OF SPACE AND SELECTION OF PARTNERS

As part of environmental management, we are committed to **the best possible use of cargo space** thanks to appropriate route planning and vehicle departure times. This is measured on our domestic groupage lines, where the average cumulative **trailer fill percentage is 95.3%**. In the case of our international groupage lines, the average fill percentage is 90%.

We also measure the filling of cargo space in general cargo for consolidation containers. In the fiscal year 2021, the fill level of the cargo space was 93.12%. The target for this period was a 90% fill level.

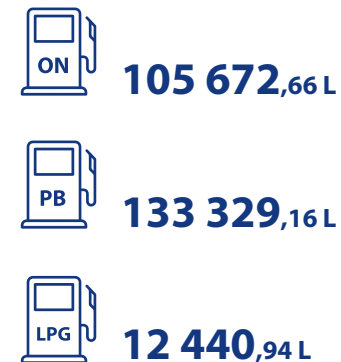
Equally important as the filling of trailers on our groupage lines is the selection of appropriate carriers. Our goal is that 1,700 vehicles used to transport our clients' shipments meet the highest possible emission standards and that the fleet is rejuvenated on a periodical basis. This is one of the criteria for selecting carriers that cooperate with us.

Division of vehicles according to meeting the relevant EURO emission standard:



In our operations, we use passenger cars for the business purposes of our employees. Most of these vehicles are from the Skoda range, with engines that meet the EURO6 standard. At the end of fiscal 2021, we had 185 company cars used primarily by sales staff and frequent business travelers. Part of these vehicles are so-called pull cars which are at the disposal of each employee for business purposes.

The sum of fuel consumed in company passenger cars:



OUR CARBON FOOTPRINT

Transport and logistics generate substantial emissions of carbon dioxide and other greenhouse gases into the atmosphere. This year for the first time we calculated our carbon footprint, which for the fiscal year 2021 amounted to a total of 517,990.99 tons of carbon dioxide equivalent (MgCO₂e).

TOTAL GREENHOUSE GAS EMISSIONS by RÖHLIG SUUS LOGISTICS S.A. in MgCO₂e:

Scope I	188,98
Scope II	4 090,50
Scope III	513 711,51

Our carbon footprint has been calculated on the basis of ISO 14064 (for Scopes I and II according to the „location-based“ method), ISO 16258 in the „Well-to-Weel“ approach, and the Global Logistic Emissions Council Framework standard.

Thanks to these measurements, we know which of the offered means of transport and individual services has the lowest carbon footprint.

SUM OF GREENHOUSE GAS EMISSIONS of individual logistics services:

330 137,84 MgCO₂e



Sea freight
(full container and groupage services)

142 710,20 MgCO₂e



Road freight
(domestic groupage and full truck loads, international groupage and full truck loads services)

34 766,12 MgCO₂e



Air freight

6 002,38 MgCO₂e



Rail freight

4 158,50 MgCO₂e



Contract logistics

SUM OF GREENHOUSE GAS EMISSIONS

of individual means of transport
in RÖHLIG SUUS logistics:

311 330,25 MgCO₂e

Ship



164 919,01 MgCO₂e

Truck



34 292,64 MgCO₂e

Plane



3 074,74 MgCO₂e

Rail

**GREENHOUSE GAS EMISSIONS**

of individual means of transport
in RÖHLIG SUUS logistics per ton-kilometer:

820,37 gCO₂e

Plane



94,64 gCO₂e

Truck



74,65 gCO₂e

Ship



28,00 gCO₂e

Rail



ELECTRONIC EXCHANGE OF DOCUMENTS

As part of our environmental management, **we strive to minimize paper consumption.** Our priority project are e-invoices and other accounting documents (including corrections, accounting notes) sent to our clients.

At the end of fiscal 2021, we had

5991 agreements with clients to receive invoices and other accounting documents **in electronic form.**

This document form was used by 58% of all our clients. From May 2017, when we signed the first agreement concerning e-invoices with a client, by the end of the fiscal year 2021 we sent over 481,000 electronic invoices. As a result, we saved a total of approx. PLN 841,000 on printouts, envelopes, and postage fees.

E-invoicing is just one of our many initiatives to reduce paper consumption. We also send cash reports in electronic form. Drivers can access transport orders,

information about shipments, instructions and other useful materials available on mobile devices (in the case of domestic distribution) or in the SUUS Tracker application (for drivers of full truck loads and linear services between our branches). We also use digital delivery notes (e-PODs).

Our air product involves the use of e-AWB, that is, an electronic air waybill. Thanks to this, we do not have to use paper consignment notes. In fiscal 2021, we had 64 agreements with air carriers to use this solution. In the same fiscal year, electronic documents accounted for 96% of all documents used in an aeronautical product. The target set for this period was 95%. In our sea product, we exchange documents electronically as part of cooperation with the global Röhlig group, as well as with selected shipowners.

SUSTAINABLE SOLUTIONS IN OUR FACILITIES

As we are concerned about the environment, we improve our activities aimed at reducing our environmental impact.

We therefore place great value on solutions used in our logistics facilities and the effective management of space and sunlight.

A total of 12 out of 26 logistics facilities that we use have received the BREEAM certificate for assessing buildings in terms of their environmental performance.



The **BREEAM** certificate with a „**very good**” rating was awarded to **7 of our facilities**

- **Białystok** branch,
- **Lublin** branch,
- **Warsaw** branch
(building at Sąsiedzka 6 Street in Sokołów near Warsaw),
- **Bydgoszcz** branch
(buildings at Ernsta Petersona 4A Street and 4C Street in Bydgoszcz),
- **Gdańsk** branch,
- **Szczecin** branch
(building at Kablowa 1 Street in Szczecin).

The **BREEAM** certificate with a „**good**” ratings was awarded to **4 facilities** that we use:

- **Katowice** branch
(at Wiejska 166 Street in Sosnowiec),
- **Poznań** branch
(at św. Mikołaja 1 Street, in Swadzim),
- **Wrocław** branch,
- **Łódź** branch
(building at Księdza Janika 14 Street in Konstancin Łódzki).

Our logistics facility of the Warsaw branch at Sokołowska 66 Street in Pęcice near Warsaw was awarded the **BREEAM Pass** certificate.

In addition, two other buildings where our branches are located are currently in the course of obtaining BREEAM certification.

GOOD SOLUTIONS FOR THE ENVIRONMENT:



LED lighting in 21 buildings with a system that detects movement in the warehouse and adjusts lighting to the intensity of sunlight



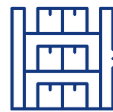
Skylights in roofs reducing the need for artificial light



Thermal curtains on building entrance gates



Thickened insulation layer of buildings



Column grid allowing for efficient use of space



Gas heating of logistic facilities

The logistic facilities we rent have gas heating. Exceptions to this rule include the Kalisz and Koszalin branches, where there is no heating in the terminal section. In addition to gas heating in the main office in Warsaw and in the office section of the facility in Tarnowo Podgórne, we use electric heating. In the fiscal year 2021, we used 701,734 m3 of gas to heat buildings*.

We also check electricity consumption in our branches. As a result, we know that in the entire fiscal year 2021 we consumed a total of 5,809,947 kWh (5,809.947 MWh) of electricity in our facilities and headquarters in Warsaw**.

Our total energy consumption per GJ in fiscal 2021 was 23,357.24 GJ.

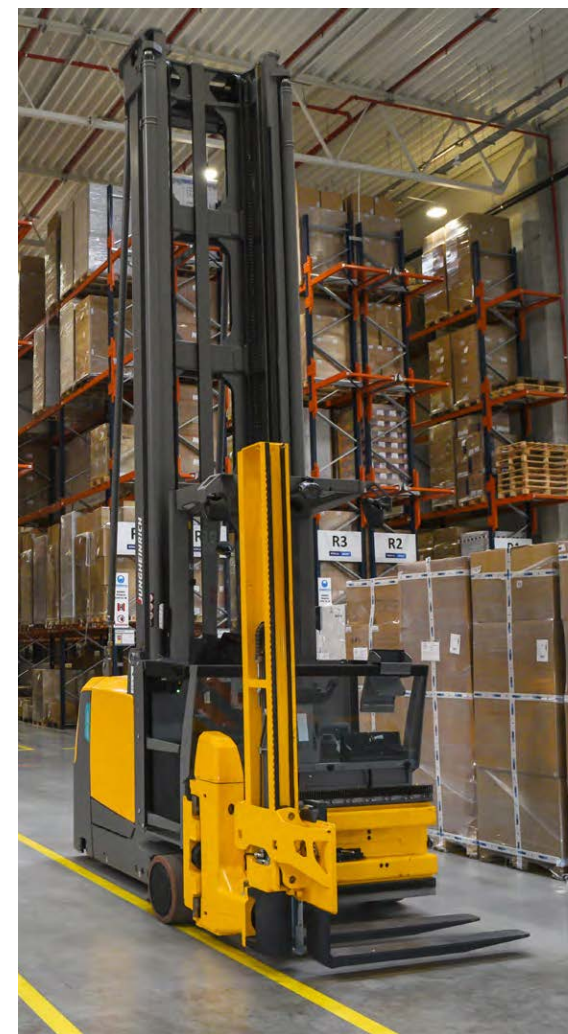
The effectiveness of environmental management is viewed as **a priority area related to our responsibility towards the natural environment.**

Although the waste generated by us is mainly the result of customer service, we check this aspect of our business.

We segregate waste into plastics and paper/cardboard in all terminals and warehouses. Furthermore, hazardous waste of various categories, which arises while handling our clients' shipments, is also segregated. The waste that we generate is reported to the Product, Packaging and Waste Management Database (BDO) which is administered by the Ministry of Climate and Environment (in the calendar year 2021, a total of 611,596 kg). It's how we know that almost 51% of waste is paper and cardboard, another 17.5% is wood waste, and plastics account for 14% of all waste that we generated in the period from January 1 to December 31, 2021. In total, this was more than 82% of all waste.

* The sum of gas consumed does not include the Rzeszów and Olsztyn branches and the two buildings of the Bydgoszcz branch (Szajnochy 4 Street, Fordońska 246 Street), where the cost of gas is at the expense of the owner of the facility, therefore RÖHLIG SUUS Logistics is not re-invoiced and there is no access to data on gas consumption.

** The sum of electricity consumed does not include the Rzeszów branch and the Bydgoszcz branch at Fordońska 246 Street in Bydgoszcz.



HAZARDOUS MATERIALS

We execute orders for the chemical industry and we can provide our clients with a special service of carriage of hazardous materials – ADR.

Ensuring the safety of this product category is especially important when it comes to environmental protection and human health.

We have created guidelines for dealing with hazardous materials in the terminal section and instructions for handling ADR materials for truck drivers. In addition, we provide drivers with training allowing them to carry out ADR transports. Sixteen of our facilities where hazardous materials may be handled are fit with stations for limiting and neutralizing possible leakages of hazardous substances. These stations are located directly at the storage place of such materials. We have trained selected employees to operate these posts and to carry out activities aimed at removing the effects of the leak. In the fiscal year 2021, there were 4 spills of hazardous substances in our facilities:

- 1000 liters of dichloromethane
- 500 liters of phosphoric acid and ethoxylated phenol phosphate
- 10 liters of resin
- 1721 kg waste adhesives and sealants containing organic solvents or other hazardous substances



PEOPLE

Through our actions, we contribute to:



THE ROHLIG SUUS LOGISTICS TEAM

Our mission is to increase the efficiency of our clients' operations by providing intelligent logistics solutions. We add value to the implemented logistics processes, providing professional, comprehensive and flexible services designed as a more effective and more economical alternative to our own activities. We achieve our goals thanks to the commitment and professionalism of our staff. None of it would be possible without them.

For this reason, one of our five strategic goals is employee commitment and satisfaction. Our internal initiatives and programs bring us closer to achieving this goal and becoming the most desirable employer in the logistics industry, attracting the best specialists.



GENDER OF THE WORKFORCE

38% 679 of women

62% 1 106 of men



AGE OF EMPLOYEES

31% 555 people under 30 years of age

6% 112 people over 50 years of age

63% 1 118 people aged 30-50

18 age of the youngest employee
72 age of the oldest employee

EMPLOYMENT STRUCTURE IN MANAGERIAL POSITIONS:

55% of women | 45% of men



EMPLOYMENT STRUCTURE



40% 707 warehouse and terminal employees
60% 1 078 employees in office positions

EMPLOYEES' SENIORITY



74% 1 325 less than 5 years | 15% 265 6-10 years
8% 143 11-15 years | 2% 43 16-20 years | 1% 9 over 20 years

SENIORITY OF WAREHOUSE AND TERMINAL EMPLOYEES



83% 586 less than 5 years | 9% 64 6-10 years
6% 41 11-15 years | 2% 15 16-20 years | <1% 1 over 20 years

SENIORITY OF OFFICE EMPLOYEES



69% 739 less than 5 years | 19% 201 6-10 years
9% 102 11-15 years | 3% 28 16-20 years | 1% 8 over 20 years

WORK AT ROHLIG SUUS LOGISTICS

We value **a stable work environment** because our conviction is that only such conditions ensure work comfort and allow our employees to focus on their professional development and engage in the implementation of entrusted tasks. Therefore, **in the fiscal year 2021, 96.54% of our employees were hired on the basis of a contract of employment.**



96,54 %
CONTRACT OF EMPLOYMENT

58,82% People 1 050
Open-ended contract

34,62% People 617
Fixed-term contract

6,55% People 117
Probation contract



2,76% People 49
Contract of mandate



0,7% People 12
Contract

In fiscal year 2021, **we hired 1,773 full-time employees, or 99.33% of our staff.** 0.67% of employed people worked part-time – most often 7/8 full time equivalent (FTE), 1/2 FTE, and 1/2 FTE. In accordance with the adopted Code of Business Ethics, we recognize and respect the right to conclude collective agreements in accordance with applicable

regulations. At the same time, in the fiscal year 2021 no employee was covered by a collective agreement and there was no trade union. Our organization of work involves the use of the Organizational Regulations, Work Regulations, Remote Work Regulations, Telework Regulations, and Remuneration Regulations developed by us.

CAREER DEVELOPMENT

With our activities, we build an organizational culture focused on broadly understood development and joint creation of an innovative future. This is only possible if all have equal opportunities in professional development.

The proof that our company holds its declarations concerning professional development is the number of upgrades of staff – only in the fiscal year 2021, we promoted 45 people.

In the fiscal year 2021, as part of voluntary additional training we trained 880 employees for a total of **720 hours**.

880 employees

Our training program covers classes in CRM, Power BI, SQL, customer service or issues related to individual products offered to our clients. **We are particular about training in soft skills:**



Communication
- teamwork skills



Stress - control skills and ability to cope with difficult situations



Conducting and organizing effective meetings



Conflict management



Assertiveness

Communication without disturbing relationships and assertive feedback



Emotions

Control skills



Building awareness – proactive attitude, efficiency in action



Prioritization and organization of work – time self-management



How to persevere

on New Year's resolutions

We care about **the development of managers employed at RÖHLIG SUUS Logistics**, as they have significant influence on shaping the organizational culture and creating a friendly atmosphere at work. In the fiscal year 2021,

we trained **57 managers** for a total of **200 hours**.



The aim of the training program is to raise their competences in people management and related elements such as motivation, delegation of tasks, as well as appreciation and giving feedback. A further aim of the funding program is **raising awareness of the manager's own role in the organization**, as well as promoting management based on the leadership model adopted in the company and unified management standards.

WE OFFER SEVERAL TYPES OF TRAINING:

Management Skills Training



Leadership Development Program

- training for managers



Leadership Development Program

- training for directors



EMPLOYEE HEALTH

We understand that **healthy and well-rested employees are crucial for the company's development** and providing the best possible services to our clients. We have great appreciation for balance in professional and private life, which is why we motivate employees to spend their free time actively; we provide sports programs and packages, health care and emotional support.

Work&Care Academy program supports both the emotional area, as well as health and mental balance. We organize training in emotions and stress management, as well as webinars. In the fiscal year 2021, on Women's Day we organized an online class **„Never do tomorrow what you can do... today“** which was conducted by Dr. Ewa Hartman, trainer, academic lecturer.

In the Work&Care Academy program, employees also receive psychological support as part of the cooperation between RÖHLIG SUUS Logistics and the HearMe online clinic. Everyone can arrange a 55-minute video session or a phone call. Psychologists are available from Monday to Friday from 8:00-21:30, and on Saturdays from 9:00 a.m. to 2:30 p.m.



SUUS Active is a program encouraging employees to take care of their health in sports rivalry. There are various sports to choose from, such as running, cycling, swimming, general-purpose exercises (including gym classes, yoga, dancing), as well as marches and walks. The program can be joined by any employee who has set up an account in the free WorkSmile app and joined the challenge carried out by RÖHLIG SUUS Logistics. In the fiscal year 2021, we launched a total of 13 competitions attended by 120 employees, which is approximately 6.7% of our staff members.

Employees and their families can benefit from co-financing for cards allowing

**access
to sports facilities
across Poland.**



As promotion of health and wellness,

we enable the purchase of
**additional private
medical care**



in three different packages: **Zdrowie Plus** (Health Plus) (for PLN 1 per month for employees), **Zdrowie Premium** (Health Premium), or **Pakiet Senior** (Senior Package). Apart from our staff, medical packages can also be used by people cooperating with us, such as drivers, as well as family members and seniors.

In the fiscal year 2021, a total of

2324 people
took advantage of
this opportunity.

1721 

Employees,
associates, seniors

282 

Partners of
our employees or associates

321 

Children of our employees

SUUS»
active

FOR THE FAMILY

In our daily decisions and actions, **we do not forget that we are a family business.** We invest our resources in ventures with loved ones in mind.

In the fiscal year 2021, we started preparations for „**Back-to-Work Program for Moms**“. Within its framework, a young mother receives a briefcase with all the necessary documents to be submitted in connection with the birth of a child and maternity leave, and a calendar that helps to find all formalities. After the maternity leave, apart from a welcome gift, our employees have the opportunity to participate in the „Why You Shouldn't Be The Perfect Mother and How to Stop Trying“ training, because a calm and happy mother is a happy child.

Our every employee who has become a parent receives a gift from us. Women are given the Whisbear, which help babies fall asleep. Men receive infant carriers because we want to support them in taking care of their babies. In the fiscal year 2021, we presented our employees with **55 gifts.**

From April 1, 2021 to March 31, 2022, parental leave was taken by **147 employees**, including **144 women** and **3 men**. 53% of women and 67% of men who have taken parental leave work at RÖHLIG SUUS Logistics S.A for at least a year after returning from it.



EMPLOYEE BENEFITS

Group life insurance

(the upper age for joining is an age below 69)



Multisport sports card



Medicover Sport sports card



Co-financing of sports equipment

for employees' children



Support in participation

in sports competitions



Medicover private medical care



English courses

(the employer will finance half the course price)



LOTOS and Circle K fuel cards



Co-financing of a 14-day holiday leave

holiday leave



Aid payments

(difficult life and material situation)



Christmas bonuses





Total funds transferred to the Employee Capital Plans

524 164,54 PLN Sum of employee contributions

393 124,83 PLN Sum of employer contribution

ŁĄCZNIE

917 289,37 PLN



Total annual leave subsidy

906 700,00 PLN

for 1 194 employees

AVERAGE

759,38 PLN per person



Total holiday gifts and Christmas bonuses

1 529 566,00 PLN

for 1 825 people

AVERAGE

838,19 PLN per person

Total co-financing for sports cards

41 115 PLN
for 443 people



Total amount of employee aid payments

51 600 PLN



Total benefits from the Company Social Benefits Fund

2 687 224,36 PLN



Total salaries and employee benefits

135 958 824,24 PLN



Average percentage salary increase in the company

7,97 %



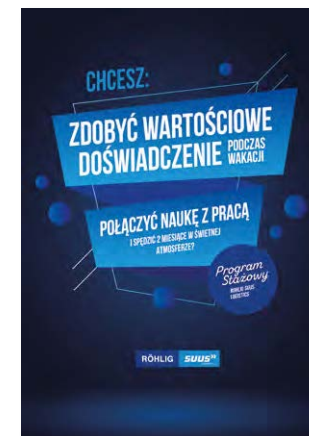
SUPPORT IN ENTERING THE LABOR MARKET

In our activities, we cooperate with **the academic and student community.**

We share our knowledge about logistics as part of lectures, exercises, workshops, study visits, scientific conferences, as well as during **the Summer Internship Program.** In this way, we are building our recognition as an employer among students, primarily of logistic faculties.

In the fiscal year 2021, we organized the fifth edition of the Summer Internship Program, which

was attended by **26 students.**
The internships lasted from July 1 to August 31, 2021, and the participants received a minimum wage salary.



The Summer Internship Program in 2021 was addressed to students of transport and logistics as well as law and administration. For two months, the interns worked in domestic, international and sea freights teams, as well as in the legal, administration and customer service departments.

Students have the opportunity to gain firsthand experience in logistics and a chance to be introduced to the specificity of duties at individual work positions. In addition, under the supervision of professionals, trainees carry out projects related to the development of ROHLIG SUUS Logistics S.A. We have provided the possibility of continuing cooperation for the most committed interns.

SUPPORTING LOCAL COMMUNITIES

What we care about is contact with local communities.

The COVID-19 pandemic and the war in Ukraine have highlighted the importance of **ensuring continuity of supply chains and local commitment.** In our activities, we focus on what we do best – in cooperation with our clients, we organize humanitarian transports to places where this type of support is most needed.

For years we have been supporting non-governmental organizations. In the fiscal year 2021 alone, we allocated PLN 129,408.89 to donations or sponsorship of initiatives for local communities in Poland. **We are a long-standing sponsor of the „Moto Mikołajki” (Moto St Nicholas) campaign,** in which the participants collect packages for children from orphanages and household chemicals for these institutions. In the fiscal year 2021, we provided support to, inter alia, the Virtuosa Foundation, Andrzej Zawada Memorial Polish Himalayan Mountaineering Foundation, Technology Incubator Foundation, Youth Business Poland during the second edition of the Mazovian

Startup Accelerator Program, and Społem Cycling Club.

In March 2022, we started cooperation with the Food Bank in Warsaw. We are deeply committed to close cooperation with local communities, which is why many of our activities are carried out locally, in our branches. Precisely these employees are best aware of the needs of their community. They support local orphanages, including organizing the Saint Nicholas' Day initiative in Kraków, helping in the transport of Christmas packages for the wards of the Social Welfare Center in Rokietnica near Poznań, or supporting the hospice for children in Gdynia.



OUR RESPONSE TO THE WAR IN UKRAINE

On February 24, 2022,
we woke up to the reality of
the Russian invasion of Ukraine.
**As an organization, we decided
that our activities would consist
in long-term aid.** We are very
proud of our team's commitment
in the face of war.

During this difficult time, we took care of employees who operate on the eastern market, engaging them in supporting other teams in sea and intermodal freight and customs services. In addition, we have allocated a pool of funds from the Social Fund for the possibility of relocating families from Ukraine to Poland. Our employees also had an opportunity to receive psychological support through the HearMe platform.

Our staff members in the departments began to organize collections of the necessary items and cooperate with our clients, foundations, and associations supporting refugees.

The Łódź branch has provided free warehouse space to the Happy Kids Foundation, which was involved in helping Ukrainian children. Only during the first five weeks of the Russian invasion (until March 31, 2022), we delivered shipments on 621 pallets with a total weight of 232 tons at our own expense.

The necessary items included household appliances, mattresses, pharmaceuticals, respirators, oxygen masks, dressings, camp beds, X-ray machines and items from collections organized by foundations supporting Ukrainians.

In the first days of the Russian invasion, we declared that the total value of our aid would amount to
one million PLN.

We have decided to support non-governmental organizations that require an appropriate scale of operation in transport and storage. On this account, we have set up a special e-mail address: pomoc@suus.com, where you can report transport needs.

SAFETY

Through our actions, we contribute to:

3 GOOD HEALTH
AND WELL-BEING



EMPLOYEE SAFETY

We want to be a safe workplace with a friendly atmosphere, and our activities in this area are meant to ensure this.

Safety management at ROHLIG SUUS Logistics is based on the continuous identification of potential threats and assessment of occupational risks at workstations, which prevents accidents and occupational diseases. We provide personal protective equipment that is appropriate to the type of work performed, and we implement safe techniques and work technologies. Our activities in the area of occupational health and safety are aimed at employees and people working under our supervision in all company branches in Poland, and result from applicable law, as well as recognizing health and life as the basic value on the way to the company's progress and development.

Safety at work is ensured by means of the Occupational Health and Safety Policy, OHS instructions, occupational risk analysis cards, safety rules for people at warehouses, rules of traffic on internal roads or the procedure for line painting on transport routes. Due to the storage of hazardous materials (ADR) in our facilities, we also have instructions for the warehousing and storage of materials, as well as instructions for hazardous material release. All this

adds up to our security management system. Matters related to ensuring safety at work are handled by our Health and Safety Department. Occupational risk assessment cards, policies, instructions and procedures are available on the company's Intranet as well as at branch offices.

In 2021, we established the Occupational Health and Safety Committee, composed of employee representatives, the chief occupational health and safety specialist, an occupational medicine doctor, and the employer's representative. The tasks of the committee include:

- review of working conditions;
- periodic health and safety assessment;
- reviewing proposed solutions and ideas to prevent accidents at work, occupational diseases and to improve health and safety at work;
- recommending solutions that enhance working conditions, including improvements and actions;
- cooperation with the ROHLIG SUUS Logistics management board in the implementation of health and safety obligations.

OSH TRAINING IN THE FISCAL YEAR 2021:



OHS introductory training

286
170

IN TOTAL

456



OHS periodic training
for warehouse employees

129
6

IN TOTAL

135



OHS periodic training
for employees in administrative and office positions

88
130

IN TOTAL

218



OHS periodic training
for employees in managerial positions

82
15

IN TOTAL

97



In addition, **we are raising the awareness of our employees in the field of health and safety** through internal communication campaigns using mailing and posters in branches.

**OUR ACTIONS TO PREVENT WORKPLACE ACCIDENTS
are reflected in their numbers
throughout the fiscal year 2021.**

7

**Number of
all registered
employee accidents**



The causes and effects of workplace accidents, as well as recommendations of safety-improving changes are handled by occupational health and safety specialists. As a result of their work, we know that the consequences of accidents at work were superficial skin cuts, contusions, ankle sprains, and bone fractures.

0

**Number of
fatal accidents**



To help prevent workplace accidents, each employee can report near misses. There is a possibility of filing anonymous reports to a special e-mail address. **We did not record any such reports in fiscal 2021.**

We take care not only **to prevent accidents at work, but also to minimize their effects.**

4

**Number of all registered
accidents of associates
in warehouses and terminals**



To this end, we have developed **a first aid manual** and a procedure that is applicable in the event of shock or loss of consciousness. Moreover, we organize first aid courses for employees and there is a list of trained people available in each department.

OUR RESPONSE TO COVID-19

Since the outbreak of the COVID-19 pandemic, **we have been concentrated on maintaining continuity of supplies for our customers and ensuring the safety of our employees**, associates, customers, subcontractors, and other stakeholders. We continued these activities in the 2021 fiscal year.

COVID-19 Business Continuity Plan



Protective measures available at our branches



Remote and hybrid work, also applicable after the pandemic



Crisis Management Team



COVID-19: Best practices for a safe work environment



Safety information materials and infection prevention principles



Team to analyze the current situation in the country and abroad



COVID-19: Best practices for drivers for a safe work environment



Guidelines for dealing with suspicion or occurrence of COVID-19 among staff



SECURITY OF SHIPMENTS

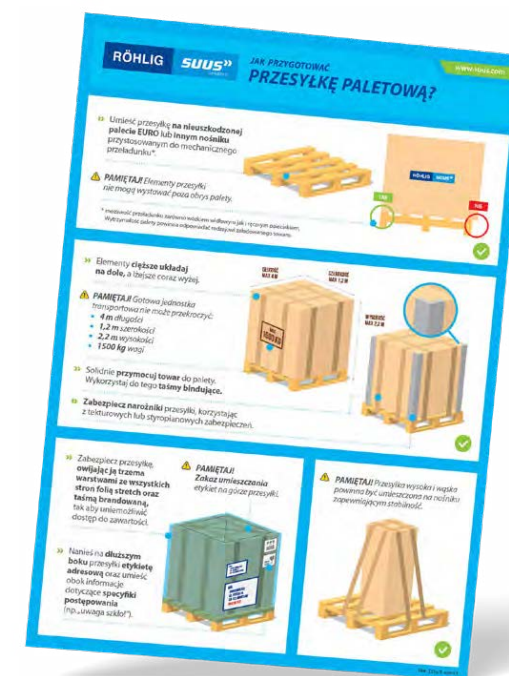
Shipment delivery to end recipients without damage is a testimony to the highest quality of services that our customers care about most. We pay particular attention to safety, which is why we have developed Shipment Packing Standards. As a result, we increase our clients' knowledge on the preparation of goods for safe transport, improving the level of safety and lowering the loss ratio.

Shipment Packing Standards are simple tips on how to protect various types of shipments (pallets, cartons, rolls, etc.) before sending them to our network. They are available on our website. If in doubt about the correct preparation of the shipment, customers can contact their account manager.

The number of complaints submitted in the fiscal year 2021 proves the effectiveness of our actions in the area of shipment security. There were 9,726 complaints submitted, which concerned 0.38% of all orders in this period.

At the same time, during this period we completed 10,105 complaint processes, in which the complaint was accepted in whole or in part for 6,985 shipments. This accounts for 0.27% of all orders for road, sea, air, rail and Project Cargo products.

In fiscal 2021, 843 shipments were lost in our network, which is 0.03% of all shipments entrusted to us.



ABOUT THE REPORT

Through our actions, we contribute to:

17 PARTNERSHIPS FOR THE GOALS



ABOUT THE REPORT

This is the first ESG report called „**SUUSustainability Report**” regarding **the corporate social responsibility** of ROHLIG SUUS Logistics S.A., with its registered office at Równoległa 4A Street, 02-235 Warszawa. The report raises the issue of ESG – environmental, social, and corporate governance.

We have prepared **the SUUSustainability Report** based on the GRI Standard at the Core level. Before starting work on the report, we analyzed internal documents and our ESG activities, as well as best market practices. The report was prepared taking into account the opinion of employees, drivers, carriers and customers, commissioning an external consulting company to conduct a perception survey of our most important stakeholders. We also conducted an analysis of the relevance of the topics discussed, which involved the participation of the ROHLIG SUUS Logistics S.A. management board and the highest-ranking executives in the company. We consider the following to be important topics for the company and its stakeholders: health and safety, working and cooperation conditions, data security, service quality and customer satisfaction, cooperation conditions for carriers, business ethics (compliance with laws and regulations), efficiency of environmental management, low-emission or neutral-emission logistics solutions, as well as relations with the local community and charity activities.

The report covers the operations of ROHLIG SUUS Logistics S.A. from April 1, 2021 to March 31, 2022.

This corresponds to the company's fiscal year, unless the report states that the data relates to a different period.

We plan to publish ESG reports on an annual basis, which means the next reports should be released in 2023.

Prior to publication, the report was approved by a member of the ROHLIG SUUS Logistics S.A. Management Board, Corporate Development Officer Piotr Iwo Chmielewski.

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GRI 305-1	Emissions 2016	Direct (Scope 1) GHG emissions	30
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GRI 305-4		GHG emissions intensity	31
GRI 306-1	Waste 2020	Waste generation and significant waste-related impacts	35, 36
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GRI 308-2	Supplier Environmental Assessment 2016	Negative environmental impacts in the supply chain and actions taken	29
Low-emission or neutral-emission transport solutions			
GRI 103-1	Management Approach 2016	Explanation of the material topic and its Boundary	29, 33
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own indicator no. 8		Number of facilities with BREEAM certificate	38
Low-emission or neutral-emission transport solutions			
GRI 103-1	Management Approach 2016	Explanation of the material topic and its Boundary	49
GRI 103-2		The management approach and its components	49
GRI 103-3		Evaluation of the management approach	49
own indicator no. 9		Sum of funds transferred as donations	49

CALCULATION METHODS

COMPANY INFORMATION	
Number of projects completed	Data from internal systems
Warehouse, terminal, and total area	Data from internal systems
Revenue	Data from internal systems

STAKEHOLDERS	
NPS	NPS is a measure used to gauge customer loyalty, which is divided into promoters, neutral and critics of the company. For this purpose, a 10-point scale is used, where answers below 7 points are treated as critical votes. The NPS score is given on a scale from -100 to 100 and the percentage of critics is subtracted from the percentage of promoters.
On-time deliveries	Data from internal systems

ETHICS IN BUSINESS	
Employees trained on the Code of Ethics	Data from internal HR systems
Confirmed incidents of discrimination, mobbing, corruption	Data from the internal register
Number of carriers using Aleo	Data from the Fleet Department internal register
Number of carriers using third party insurance conditions	Data from the Fleet Department internal register

ENVIRONMENT	
EURO standards for engines of trucks used in the contract fleet	Data from the Fleet Department's internal register
Fuel economy data for company cars of RÖHLIG SUUS Logistics S.A. employees	Data from the internal register
Greenhouse gas emissions	Greenhouse gas emissions for the fiscal year 2021 were calculated by an external company in accordance with the methodological approach based on the GLEC methodology (Global Logistic Emissions Council) version 2.0. This methodology is designed for the emissions of organizations in which the main source of emissions are transport and logistics processes. The GLEC methodology is compatible with the GHG Protocol, „Corporate Accounting and Reporting Standard“, PN-EN ISO 14064-1 „Greenhouse gases. Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals at an organizational level“, and PN-EN ISO 16258 „Methodology for calculation and declaration of energy consumption and GHG emissions of transport services (freight and passengers)“. Scope I includes the conversion of the so-called direct emissions, that is, generated during fuel combustion at RÖHLIG SUUS Logistics S.A. Scope II includes the conversion of direct emissions and the so-called indirect emissions (related to the purchase of electricity). Scope III calculations involve transport of goods performed by external suppliers, business trips, generated waste. The carbon dioxide equivalent is reported, which consists of: CO ₂ , CH ₄ , N ₂ O, HCF, PFC, SF ₆ . To calculate emissions, we used emission factors for „Well-to-Wheel“ transport from the GLEC database; emissions from the generation of purchased electricity were calculated according to the location-based method. In addition, the indicators of the National Centre for Emissions Management (KOBIZE), Revised 1996 IPCC Guidelines for National Greenhouse Gas Inventories, Intergovernmental Panel on Climate Change - Fifth Assessment Report (AR5) were used. The baseline year was assumed as fiscal year 2021, that is, the period from April 1, 2021 to March 31, 2022.
Energy consumption	Data on the consumption of natural gas and electricity come from the internal registers of RÖHLIG SUUS Logistics S.A. and invoices. The indicators of the National Centre for Emissions Management (KOBIZE) were used to calculate energy consumption in GJ.
Number of e-invoice agreements and percentage of customers using e-invoices	Data from internal systems

Percentage of electronic documents used in air freight	Data from internal systems
Number of BREEAM-certified facilities	Data from the internal register
Waste	Data from internal registers and reported to the Product, Packaging and Waste Management Database (BDO).
Number of leaks	Internal data

PEOPLE

Number of employees, including breakdown by gender, age, seniority, employment structure	Internal data. The number of employees applies only to staff employed directly at RÖHLIG SUUS Logistics S.A. on the basis of an employment or commission contract, or on a contractual basis.
Number of employment contracts and employment dimension	Internal data
Number of employees trained as part of voluntary additional training and total number of training hours	Data from the internal HR register
Training of managers and number of training hours	Data from the internal HR register
Number of people covered by private medical care	Internal data
Number of gifts presented after childbirth	Data from the internal HR register
Sum of funds accumulated for ECP	Data from internal systems
Co-financing for employee recreation, sports cards	Internal data
Total amount of aid payments and resources of the Company Social Benefit Fund	Internal data
Total salaries and employee benefits	Internal data
Average percentage increase on wages	Internal data. Percentage increase calculated as the average (median) of increases in the entire company, not including the highest earning employee in the average.
Total value of employee gifts	Internal data
Total donations – data from the accounting	Internal data from accounting systems
Number of pallets transported and load weight as part of aid for Ukraine	Data from the internal register

SAFETY

OHS training	Data from the internal health and safety register
Number of accidents at work	Data from the internal health and safety register
Number of submitted complaints	Data from internal systems
Number of completed complaint processes and their result	Data from internal systems
Number of shipments lost	Data from internal systems

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