

Schotpoort Group B.V.

CORPORATE SOCIAL RESPONSIBILITY



Part of your success.

Corporate Social Responsibility

Schotpoort Group B.V.

Every day Schotpoort Group B.V. is committed to transporting, warehousing and having a positive outcome on its environment and that of its stakeholders. In this Corporate Social Responsibility (CSR) report the economic, environmental and social impacts caused by Schotpoort Group B.V.'s everyday activities are covered and measures against these impacts are established. It presents our values, governance model, and demonstrates our commitment to sustainability. The Sustainability Accounting Standard Board (SASB) Materiality Map is used as a guideline on topics for this CSR report and the Sustainable Development Goals (SDG) defined by United Nations (UNDP) are used to link Schotpoort Group B.V.'s targets to external international targets.

This CSR report applies to all subsidiaries within the Schotpoort Group B.V., unless stated otherwise.

CONTENTS

INTRODUCTION

Message from Fred Schotpoort
P.04

Sustainable Development Goals
P.05

Company Profile
P.06

Locations
P.06

SOCIAL

Challenge: Human Rights issues
P.12

Our performance
P.13

Our journey
P.15

Our targets
P.16

ENVIRONMENT

Challenge: Air quality
P.07

Our performance
P.08

Our journey
P.11

Our targets
P.11

BUSINESS

Challenge: Supply chain management
P.17

Our performance
P.18

Our journey
P.19

Our targets
P.19

MESSAGE FROM OUR MANAGING DIRECTOR

A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.

SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by all United Nations Member States in 2015 as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030. The seventeen SDGs recognize that action in one area will affect outcomes in others, and that development must balance social, economic and environmental sustainability. (Source: UNDP)

WHY IT MATTERS

Setting goals is important for many reasons. Adopting SDG's helps individuals, organizations, and governments to internationally agree on the direction and to create peer pressure. It spurs epistemic communities – networks of expertise, knowledge, and practice – into action around sustainable-development challenges and mobilizes stakeholder networks. (Source: World Economic Forum)

RELEVANT SDGS

Schotpoort Group B.V.'s Corporate Social Responsibility actively contributes and implements to the Sustainable Development Goals as defined by the UNDP in 2015. To help ensure a better and more sustainable future for all, we respond to 12 of the 17 UNDP SDGs.



COMPANY PROFILE

When it comes to offering transport, warehouse and supply chain solutions, Schotpoort Group B.V. goes beyond the usual in the industry. We offer tailor-made solutions for our clients' entire logistics operation. Based on a proven mix of knowledge, experience and transparency, coupled with advanced systems, where the presence of our own resources ensure a solid assurance of our solutions. Which gives our clients continuous insight into, and control over, variable logistics costs. From just-in-time delivery of raw materials and/or semi-finished products, to storage and transshipment, to the subsequent distribution of final products in our clients' sales network, as well as installation and assembly. Because 'part of your success' is our commitment.



70.000 M²
Warehousing



155
Employees



85.000+
Deliveries



325
Owned trailers

LOCATIONS

Schotpoort Group B.V.



Eerbeek
Kollergang 6, 6961LZ



Hoogezand
Productieweg 9, 9601MA



Best
Europaplein 1, 5684ZA



Wapenveld
Kloosterweg 3, 8191JA



Zutphen
Pollaen 59, 7202BW



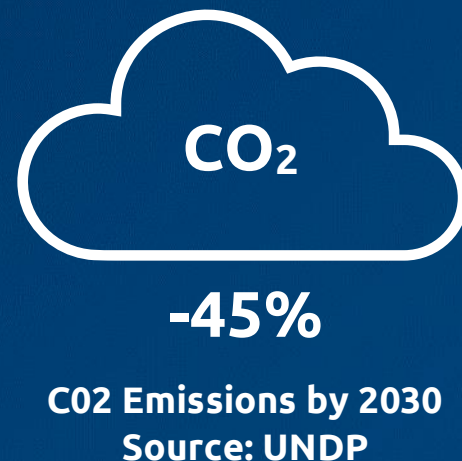
ENVIRONMENT



Every country is experiencing the drastic effects of climate change. Greenhouse gas emissions are more than 50 percent higher than in 1990. Global warming is causing long-lasting changes to our climate system, which threatens irreversible consequences if we do not act. (Source: UNDP) Schotpoort Group B.V. is minimizing its impact on the environment from everyday activities by having a constant focus on the reduction of its ecological footprint. The efficient management of our shared natural resources, and adequate disposal of toxic waste and pollutants, are important targets. Investing in solar power, improving energy productivity, and ensuring energy for all is vital if we are to achieve Sustainable Development Goals (SDGs) by 2030. Over the past few years we have made strong progress towards our long-term targets and we continue to search, improve and invest in durable solutions.

CHALLENGE: AIR QUALITY

Air pollution kills an estimated seven million people worldwide every year. World Health Organization (WHO) data shows that 9 out of 10 people breathe air containing high levels of pollutants. The European Union has developed an extensive body of legislation which establishes standards and objectives for a number of pollutants in air. The EU's air quality directives set pollutant concentrations thresholds that shall not be exceeded in a given period of time. (Source: EUR-Lex) The transport industry accounts for approximately 23 percent of global CO₂ emissions from fossil fuels according to the Fifth Assessment Report (AR5) from The Intergovernmental panel on Climate Change's (IPCC). Whereof about 73% of global CO₂ emissions is caused by road transport. (Source IPCC) In order to protect human health and the environment, it is particularly important to combat emissions of pollutants at its source and to identify and implement the most effective emission reduction measures at local, national and community level. Therefore, emissions of harmful air pollutants should be avoided, prevented or reduced. (Source: 2008/50/EC) To achieve the SDGs, global net CO₂ emissions must drop by 45% between 2010 and 2030, and reach net zero around 2050. (source: UNDP)



OUR PERFORMANCE

In 2009 Schotpoort Group B.V. joined the Lean & Green initiative. Lean & Green is an independent stimulus program being implemented by Connekt, a Dutch public-private network for sustainable mobility. Schotpoort Group B.V received its first Lean & Green award by achieving its goal of reducing CO₂ emissions by 25,59% in the period 2009-2012. By continuously monitoring our CO₂ emissions and implementing appropriate measures to further decrease our CO₂ emissions, we had reached a reduction of 48% CO₂ emissions by 2018 (compared to 2009), for which we were rewarded with the Lean & Green star.

REDUCING MILEAGE

By implementing new efficient planning software systems and training our employees we have significantly reduced our empty kilometres, superfluous CO₂ emissions are made due to unnecessary mileage. By optimizing routes and tactical route planning, such as efficient combining of various shipments, unnecessary mileage can be avoided and empty mileage is decreased to a bare minimum. The optimal route ensures minimal waiting times, shortest-path algorithms and offers the possibility to deliver more shipments and thereby increase the load rate. (Source: Ortec) To further reduce mileage we use longer and heavier vehicles (LHV) which are longer than conventional trailers, therefore fewer journeys are required with LHVs than with conventional trailers. (Source Lean & Green)

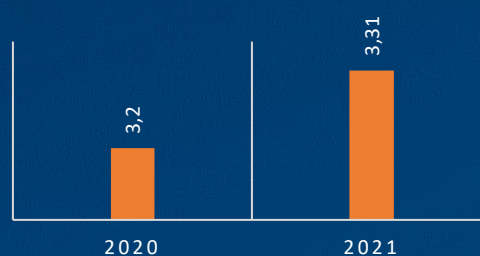


THE NEW DRIVING



At Schotpoort Group B.V. our drivers have completed '*the new driving*' course or an equivalent program. These courses teaches drivers how to be more efficient which reduces CO₂ emissions and vehicle attrition. Since 2012 all vehicles at Schotpoort Group B.V. have been equipped with a gauge which keeps track of our vehicles' fuel consumption and automatically records multiple data. By analysing the recorded data, drivers are informed and instructed on their driving behaviour. The final CO₂ emission reduction depends on the driver's current driving style.

AVERAGE KM PER LITRE



Further CO₂ emission is reduced via the following initiatives and precautions:

REPLACEMENT OF VEHICLES

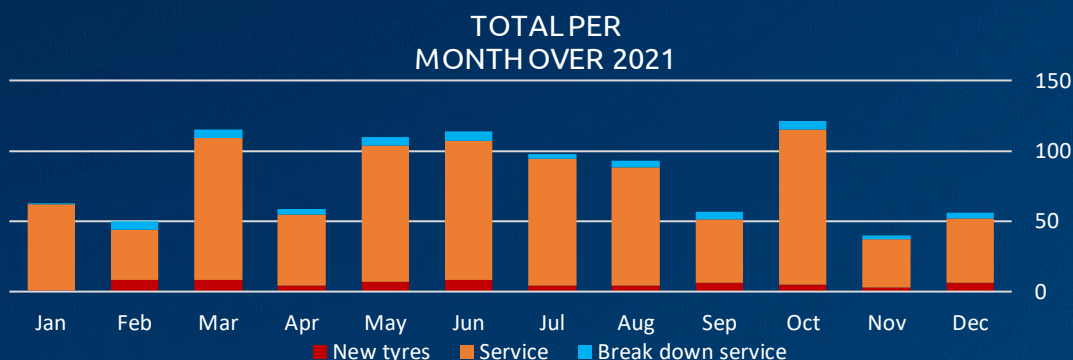
The replacement of old vehicles can result in significant CO₂ reductions. The extent to which vehicles become more efficient depends substantially on which additional savings measures are purchased with the vehicles, such as stop-start systems, driver assist or fuel management systems. (Source Lean & Green) All of our vehicles meet the Euro VI standard.



TYRE MANAGEMENT



Goodyear Fleet Online Solutions (FOS) and Proactive Solution (TPMS) provides real-time insight in the tyre pressure level. A decrease in pressure is always noticed in time, limiting tyre breakdowns and fuel consumption by less rolling resistance. (Source: FOS).



TRANSPARANCY

With the Schotpoort Logistics customer portal customers are able to gain insights regarding the status of their shipments, place orders and request various shipping documents. Aside from order related data the portal also shows customers their Key Performance Indicators so that the customer is able to accurately measure the performance per shipment or run. Recently implemented is the function for these customers to also monitor the amount of CO₂ emitted by their shipments, creating an extra layer of transparency towards Schotpoort's customers.



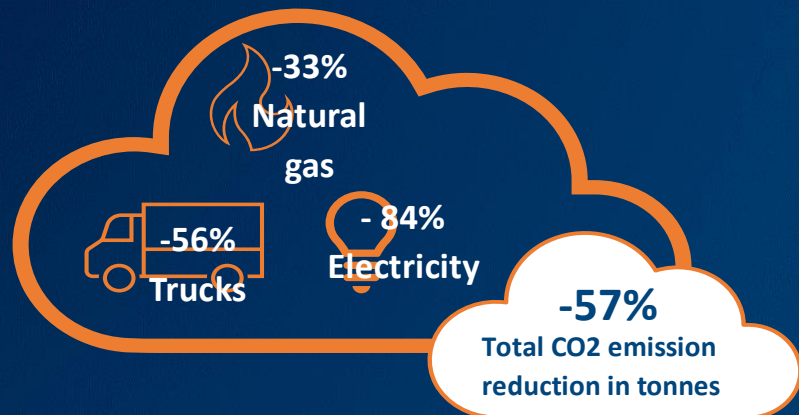
AUTOMATIC LED-LIGHTING

In 2017 Schotpoort Group B.V. achieved a reduction of 25-30% of CO₂ emission by installing automatic led lights in office and warehouses. The automatic led lights consume less energy than previous gas-discharge lamps and are activated on movement by motion sensors.



GUARANTEES OF ORIGIN

As from 1 January 2020 Schotpoort Group B.V. will only acquire renewable energy with a new energy contract at all of our locations. Our electricity supplier has Guarantees of Origin (GO) which guarantees sustainable electricity production.



WASTE MANAGEMENT



Schotpoort Group B.V. collects discarded material that has served its purpose or is no longer useful in 4 waste streams.



- Residual waste is retrieved in a container and emptied on demand
- Wooden pallets are repaired or recycled.
- Paper waste is collected and recycled by local paper mills.
- Hazardous waste such as chemicals from our car wash and oil containers from our workshop are collected and recycled, processed or disposed of.

Improper disposal of waste can create unsanitary conditions, and can lead to pollution of the environment and diseases spread by rodents and insects. Which is why we have included hygiene section in our basic condition program. All employees are familiar with this program.

OUR JOURNEY



OUR TARGETS



2021

AUDIT TENDERERS

We aim to screen and monitor our major suppliers and contractors on their commitment to environmental issues by 2021.



2022

INSTALLING SOLAR PANELS

Our slope and shadow analysis has turned out that by installing approximately 10.000 solar panels on the roof of our warehouses we will reduce an estimated 1180 tons of CO₂ emissions per year.



2025

COMPENSATING CO₂ EMISSION OF SHUNTING TRUCKS

By investing in sustainable alternatives and compensating the CO₂ emissions of our shunting fleet by 2025.



2030

REDUCE CO₂ EMISSIONS

Reduce our CO₂ emissions by 75 percent by 2030, against a 2009 baseline.

SOCIAL



Life quality has increased in developing countries while multiple Human Rights issues in the least developed countries are still being overlooked. Serious challenges are faced if we are to achieve Sustainable Development Goals (SDGs) by 2030. Schotpoort Group B.V. and all of its subsidiaries commit to meet their responsibility to respect internationally recognized labour and human rights standards. We respect and follow all local and national legislations and uphold the effective abolition of child labour and the elimination of all forms of forced and compulsory labour and the discrimination in respect of employment and occupation. Schotpoort Group B.V. supports its local community and international charitable organizations to increase development in lagging countries. Over the past few years we have made strong progress towards our long-term targets and we continue to search, improve and invest in durable solutions.

CHALLENGE: HUMAN RIGHTS ISSUES

The United Nations Environmental Programme Finance Initiative (UNEP FI) explains Human Rights issues by sector. According to the UNEP FI, working conditions in the transport industry may vary extremely. Global expansion, customer expectation and technological developments force companies to compete on flexibility which negatively impacts working conditions. It is common for employees to not have enough days off, involuntarily make overtime hours and earn a salary which does not meet minimum wage conditions. The initiative also recognizes risks of discrimination, human trafficking or forced labour within the transport industry. Employees with a different cultural background are sometimes discriminated against and may receive unequal treatment or are less likely to get promoted or receive education. The transport industry is a highly male-dominated industry therefore the gender ratio is widely imbalanced. Main risks regarding incidents in the transport industry are caused by lack of proper procedures and inappropriate tools, equipment, training and education. (Source: UNEP FI) To achieve the SDGs, businesses are encouraged to create jobs, eradicate forced labour and achieve full and productive employment, and decent work, for all women and men by 2030. (Source: UNDP)



**Achieve full
productive
employment, decent
work and equal pay
for all by 2030
(Source: UNDP)**

OUR PERFORMANCE

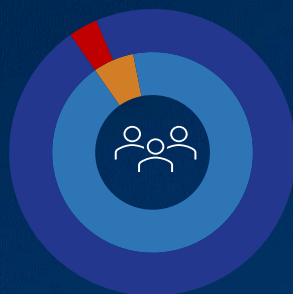


NON-DISCRIMINATION

Schotpoort Group B.V. upholds the elimination of discrimination in respect of employment and occupation. In order to protect our employees against discrimination, harassment or intimidation within and outside of the workplace and to prevent psychosocial workload pressure we have a grievance mechanism in place where incidents of discrimination can be reported. This grievance mechanism (PSA) guarantees employees confidentiality and anonymity and is distributed to all new employees upon hire.

- WOMEN 5,1%
- MEN 94,9%
- VULNERABLE 6,6%
- OTHER 93,4%

0% vulnerable employees or women in top positions



DIVERSITY

At Schotpoort Group B.V. we strive for diversity and make sure that job descriptions are clearly defined and frequently updated. Employees are hired and granted promotions only on the basis of the skills, qualifications and experience required for that position.



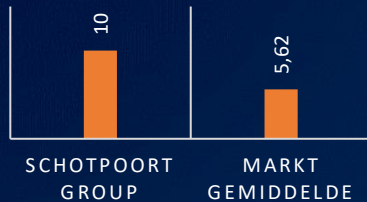
WORKING CONDITIONS



We won't achieve our vision without an engaged workforce, therefore we must offer our employees decent working conditions, reasonable salaries, fair working hours, and appropriate facilities which are defined by a collective agreement and further explained in our Human Rights policy which is published on our site. (Source: FNV)



AVERAGE ABSENTEEISM 2021



HEALTH

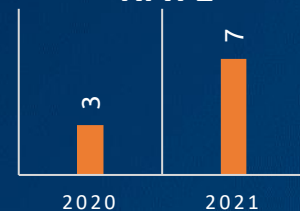
It's our duty to give logistic talent the opportunity to develop in a promising and enjoyable working environment, in which everyone is treated fairly and equally. To promote the wellbeing and development of our drivers we allocate a personal choice of budget (for each individual), this credit can be used for increase of salary, spare time or education. In addition it's possible for all of our employees to participate in a company fitness plan, we reimburse 50% of the monthly contribution.



SAFETY

Ensuring a safe and healthy workplace is a high priority at Schotpoort Group B.V. and is why our working methods are always based on safe operating situations and comply with international ISO 9001 standards. All employees, visitors, suppliers and partners working directly and indirectly with us, are responsible to behave safely and must strictly follow safety rules and procedures when visiting our premises or conducting activities on behalf of Schotpoort Group B.V.

ACCIDENT RATE



TRAINING

Individuals working in freight forwarding and other transportation support services have to comply with a range of national and international legislations covering a wide range of topics. Within the Schotpoort Group B.V training plan, employees follow necessary courses in the context of safety, welfare and health, such as: forklift certifications, code 95, securing of cargo, 'the new driving', first aids and company emergency response. Some of these certificates have a set date of expiry, therefore detailed administration is conducted to guarantee that each employee with said certificate is re-examined or re-evaluated in order for them to maintain their current licensing.



COMMUNITIES

To engage and support the community, Schotpoort Group B.V sponsors multiple local associations. Whenever possible we will purchase from small local entrepreneurs.

Schotpoort Group B.V. recently started participating in entrepreneurial network 'de Uitdaging'. De Uitdaging arranges cooperation between local communities, civil society organizations and local businesses. They mediate between supply and demand and encourage businesses to take social corporate responsibility and thereby support the liveability in the local community.

Schotpoort is very active in the local community in Eerbeek where its main office is located. Schotpoort financially supports multiple sports associations and various events one of these being a rally event where contributions go to *Stichting Leergeld* a non-profit organisation that supports families that have to live off of a minimal income. Aside from associations such as these Schotpoort also aims to educate younger generations by supporting events such as KIEMM (Kinderen In Eerbeek Maken Muziek) which grants children the opportunity to learn and create music. Roefelen in Brummen is another one of these educational initiatives, here children visit the company and learn all about trucks, trailers and how to safely deal with these vehicles on the road (Hazardous blind spots, visibility).

Schotpoort does not only support local communities, but has also been supporting and sponsoring multiple charitable foundations and will continue to do so. One example is New Day Impact (NDI).

New Day Impact and its many volunteers organise and arrange humanitarian support and sustainable and structural development in the field of healthcare, welfare and education. The organisation is primarily focused on assisting poverty stricken areas in Albania and Kosovo two of the most underdeveloped countries in Europe.

In these countries NDI provides support to local communities that want to set up or initiate a project or event, this done by the members of the organisation or groups of volunteers. These projects include: Building of housing, farms, community centres, schools and other educational facilities, day-care centres in poverty stricken areas. Since 2009 the organisation has been active in these two countries but has since grown to encompass more activities such as arranging trips and travel opportunities for volunteers and the inclusion of Women's bible study, linguistical education (English) and after-school projects for children.

Schotpoort Logistics is a proud member of the New Day Impact Business partners and a long-time financial sponsor, which assists NDI with realising their core values: to fight poverty and injustice, to assist projects of local communities and to allow these communities to utilise their strengths and talents to complete said project, to become a balanced and decisive organisation in the field of development, to challenge and call upon others to join our cause.



QUALITY EDUCATION & GROWTH OPPORTUNITIES

Schotpoort Logistics is currently cooperating with Sectorinstituut Transport en Logistiek (STL). People who, for example, are training to become drivers and who are following a career oriented education are registered with STL. These career oriented educations presents students with a visible career path. Students work 4 days a week as a logistical employee in one of Schotpoort's warehouses whilst attending classes on the 5th day. Currently Schotpoort is employing 3 young trainees in who are looking to become truck drivers. Aside from people aiming to become drivers, Schotpoort offers career oriented education to students pursuing a career as a Logistical supervisor.

Employees within Schotpoort that are looking to move from a certain position in the company to the position of Warehouse employee or Driver require the necessary education and training. Schotpoort promotes this with the help of SOOB (Stichting Opleidings- en Ontwikkelingsfonds Beroepsgoederenvervoer. This special program reimburses employees for the costs acquired by pursuing the education to become Warehouse employee or Driver.

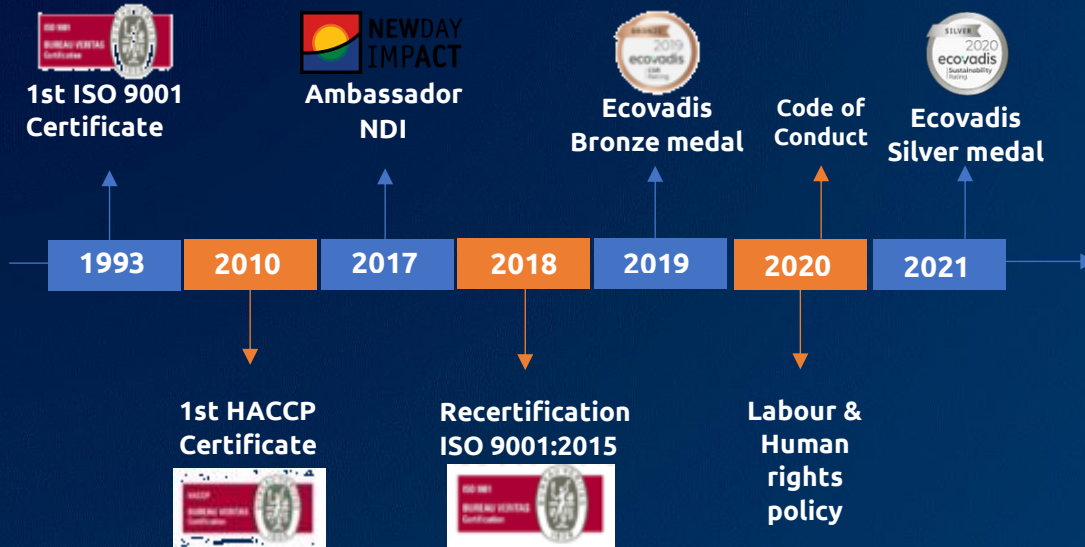


STRENGTHENING INTERNAL COMMUNICATIONS



With the introduction of the communication app COMTO Schotpoort is looking to stimulate the internal communication between the various departments of the company. In a logistics oriented company such as Schotpoort there is hardly any physical contact between the various departments, drivers are on the road and warehousing staff works from multiple locations. COMTO was implemented to connect all employees and to create unity within the company. The communication app is an easy way for management to announce developments and changes, employees are able to share news and respond to other posts similar to a Facebook timeline. The app also provides various other functionalities such as: Access to event calendar, report damages to vehicles, request leave of absence, order company clothing and request a conversation with HR. To ensure the safety and wellbeing of all of Schotpoort's employees all documentation regarding safety procedures and operating manuals are provided on the COMTO app.

OUR JOURNEY



OUR TARGETS



REDUCE OUR ABSENTEEISM AND ACCIDENT RATE

Renewing our absenteeism protocol and implementing technological innovations, training and awareness raising in 2022.



CONNECTING AND INTRIGUING EMPLOYEES

Modifying appropriate working conditions and expanding individual development by training, education and coaching in 2022.



IMPROVING INTERNAL COMMUNICATIONS

Utilizing our internal communication tool to further increase the communications between different departments, drivers and clients.



AUDIT TENDERERS

Schotpoort group B.V. aims to screen and monitor it's partners and clients on their opinion of and actions towards Human Rights issues in 2022.



OPTIMALISE JOB DESCRIPTIONS

Updating and reevaluating all job descriptions to inspect their relevancy and information regarding the job itself, editing job descriptions to provide applicants with the most recent information.

BUSINESS



Businesses are challenged to work collectively to realize sustainability and transparency. Along the supply chain Schotpoort Group B.V. is devoted to address ethical issues and pursue improvement for all. We conduct business in a responsible matter and we expect our business partners to do the same. That is why we expect our business partners to comply with our Code of Conduct. Together with all stakeholders involved we continue to search, improve and invest in durable solutions.

CHALLENGE: SUPPLY CHAIN MANAGEMENT

Corporate Social Responsibility risks can occur in any link in our supply chain: during transport, at our suppliers, during our own business activities and with other stakeholders. High competition for contracts equals the need for very competitive pricing. In combination with a lack of transparency throughout the supply chain, this might result in bribery, corruption, underpaying employees or other fraudulent activities. In order to achieve all the Sustainable Development Goals by 2030, governments, businesses, citizens and organizations must work together. This cooperation mainly concerns technology, transfer of knowledge and data, policy coherence and financial flows. (Source: UN)



Enhance policy coherence for sustainable development (Source: UNDP)

OUR PERFORMANCE

SUPPLY CHAIN IMPROVEMENT

Schotpoort Group B.V. continuously identifies areas of improvement and is searching for potential solutions to dilemma's within the logistics sector. Engaging with stakeholders allows us to learn and repeatedly develop our operations. To operate more sustainably we have to increase our focus on the supply chain. We expect our business partners to provide decent working conditions for their employees and improve the impact of sustainability. As of now, our business partners are signing an agreement to comply with our standards.



ANTI BRIBARY AND CORRUPTION



Schotpoort Group B.V. does not tolerate any form of corruption or bribery. The acceptance of entertainment or gifts could lead to a conflict of interest. We obligate our employees and business partners to execute with honesty at all times. Employees and stakeholders are to report any circumstances which disregard our norms.

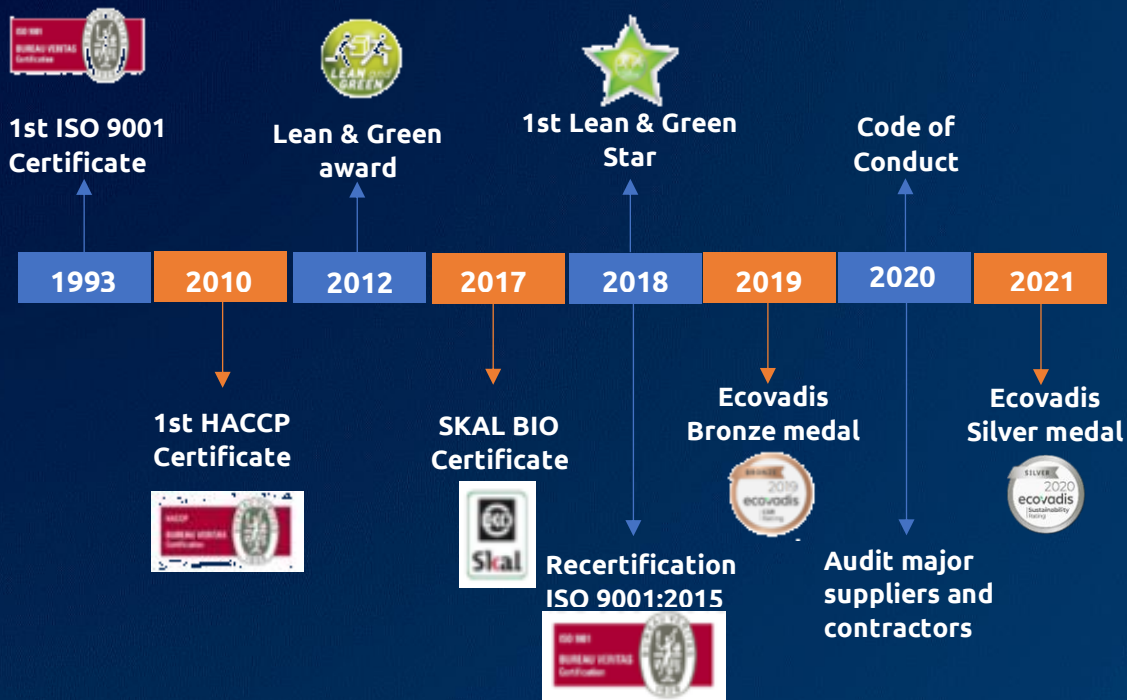
CODE OF CONDUCT

To describe our core values we have established a Code of conduct. This code outlines our norms, rules and responsibilities of, and proper practices for, our employees and stakeholders who carry out activities on behalf of Schotpoort Group B.V.



More information regarding the code of conduct of Schotpoort Group B.V. can be found on the website: <https://schotpoortlogistics.eu/downloads>

OUR JOURNEY



OUR TARGETS



SUSTAINABILITY

Sustainability has become one of if not the largest focus of many companies large or small. Therefore, our duty as Schotpoort Group B.V. is to consider sustainability and our impact on the environment with each decision made.



AUDIT TENDERERS

Ensure our major suppliers and contractors comply with our sustainability standards in 2022.

For more information concerning the corporate social responsibility report of the Schotpoort Group B.V., please contact:

Information about the various policies Schotpoort Group B.V. employs and the certificates the company has earned can be found on: <https://schotpoortlogistics.eu/downloads>

Fred Schotpoort
Managing Director

Eerbeek, The Netherlands
November, 2022



Part of your Success.

