

F.H. Bertling Logistics Aberdeen Limited

**F.H. Bertling Logistics Aberdeen Limited**  
**Company registration number: SC463202**

### Section 172(1) statement

As directors of F.H. Bertling Logistics Aberdeen Limited (“the Company”), they have and continue to act in a way that is considered, in good faith, to be most likely to promote the continuing success of the Company for the benefit of its members, and in doing so had regard, amongst other matters, to:

- The likely consequences of any decisions in the long term;
- The interests of the Company’s employees;
- The need to foster the Company’s business relationships with suppliers, customers and others;
- The impact of the Company’s operations on the community and the environment;
- The desirability of the Company maintaining a reputation for high standards of business conduct; and
- The need to act fairly as between members of the Company.

The following are some examples as to how the directors have had regard to the matters set out within sections 172(1)(a)-(f) when discharging the directors’ section 172 duties:

The key strategic objective remains to build a sustainable business, for the benefit of current and future generations, whether that is in the form of members, employees, customers, suppliers, the community and environment. For this to be achieved, the management of the Company involves the directors taking both decisions for the present and future benefit of the business. The directors work within the business on a daily basis, so key internal and external relationships are maintained directly, and employees, suppliers and customers have appropriate access to them. The directors also ensure there is a wider understanding of the Company’s key strategic objectives, through distilling the key messages through the management teams within the business.

The Company’s employees are critical to the continued success of the business and it is key that the directors effectively engage with them. Examples of how they do this include:

- Regular updates on business performance KPIs through various channels (intranet, email, “town hall” meetings);
- Offering employees the opportunity for further professional and career development through relevant training courses and qualifications;
- Linking an element of employee reward to the financial success of the Company, amongst other appraisal criteria; and
- Having appropriate whistleblowing procedures that employees are comfortable using.

One of the Company’s core visions is to be the “Project Freight Management Partner” of choice, to both upstream and downstream oil and gas, energy, construction, mining, and government infrastructure sectors. The directors cannot achieve this without having strong relationships with both the Company’s suppliers and customers. These business relationships are fostered through utilising some of the following practices:

- Maintaining strong relationships across the Company’s supply chain through regular contact and meetings with key suppliers;
- Encouraging customers and suppliers to raise any issues or concerns they have over their relationship with the Company, incorporating all aspects (legal, commercial operational etc.);
- Continuing to focus on the qualities that appeal to the Company’s customer base and differentiating it from competitors; and  
 Offering dedicated points of contact within the team to promote the building of long-term business relationships with customers.

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Registered in Scotland | Company Reg. No. SC463202 | VAT No. GB 180 5670 05



Unless otherwise agreed, any of our business of whatsoever nature is conducted solely and exclusively on the basis of the BIFA Standard Trading Conditions (2017 edition, 1 October 2017). Our customers’ attention is drawn to the specific clauses hereof which exclude or limit our Company’s liability and those which require our customer to indemnify us in certain circumstances and those which limit time and those which deal with conditions of issuing effective goods insurance being clauses 7, 8, 10, 11 (A), 11 (B), 12-14 inclusive, 18-20 inclusive and 24-27 inclusive. Our customers’ attention is also drawn to clause 28 which permits arbitration in certain circumstances.



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### **Section 172(1) statement (continued)**

The directors are committed to supporting the communities that the Company works in and being environmentally responsible. To this end, the Company is part of the F.H. Bertling Logistics Holding GmbH group which have formal policies regarding Corporate Social Responsibility and the Environment, designed to improve the Company's contributions to these communities and promote the effective use of resources to avoid the unnecessary generation of waste and pollution, with a focus on sustainability and compliance with environmental standards and targets.

The directors are also committed to conducting business in an ethical manner and have a reputation for this, in accordance with the formal policy laid out by the Company's ultimate parent, F.H. Bertling Logistics Holding GmbH, entitled "Values and Code of Conduct". This policy encapsulates the directors' commitment to ensure the highest standard of ethical conduct in the way they conduct business. The core principals contained within the policy are:

- Respect for people;
- Preventing corruption and fraud;
- Upholding human rights;
- Promoting free competition; and
- Promoting financial transparency.

These principals are integrated into the Company's business culture and the way it operates.

The Company is a wholly owned member of the F.H. Bertling Logistics Holding GmbH group, so no conflicts exist between shareholders in relation to the Company.

