

BERTLING'S  
ROAD TO ZERO



**Bertling** 



WE DELIVER RESPONSIBLE  
LOGISTICS SOLUTIONS

## SUSTAINABILITY AND CSR REPORT FOR BERTLING LOGISTICS

Last Update: March 2024

## MESSAGE FROM COLIN MACISAAC CEO OF BERTLING LOGISTICS



At Bertling Logistics, we are aware of the environmental impact of global logistics services via air, rail, road and ocean freight. Without these essential services, global supply chains would stop moving and the distribution of goods around the world would not be possible.

To closely monitor, proactively reduce and compensate for these impacts, we have developed corporate environmental, social and ethical standards, key performance indicators (KPIs) and targets to ensure we support the well-being of the local communities and regions in which we operate.

We see the fight against climate change and the achievement of zero emissions targets as a two-way street where each of us and each of our businesses can make a contribution by:

1. committing to the reduction and/or compensating for corporate emissions and
2. supporting customers to reduce and/or compensate for their emissions to meet their sustainability goals.



Bertling Logistics as a business has committed to CO<sub>2</sub> neutral operations by 2030 and follows a 3-step approach which is:



We apply this approach to all our global offices and engage with our worldwide customers and subcontractors to follow the same or similar approach. In doing so, we work with industry leaders to support high-impact, positive change projects and have developed an IT system – our Bertling Ecological Footprint Tracker – to clearly inform our clients about the environmental impacts of transport operations.

## Bertling Logistics Group

Bertling logistics with its global presence in over 30 countries always strives to implement western HSE standards, employee rights and equal rights for men and women when dealing with its employees.

We take it for granted that the local laws of the countries in which we operate are complied with in everything we do, and we apply more extensive rules and controls to meet western standards. It is our goal to support the UN in achieving its Sustainable Development Goals by acting responsibly, and we work every day to expand their reach.

This is what we stand for and strive for at Bertling Logistics every day and in everything we do in all our worldwide offices, with our dedicated staff and end-to-end sustainability solution to our customers across all industries.



Bertling's modern warehouse facility in Middlesbrough, UK with electronic car

» We will continue to develop sustainable logistics solutions for our customers and business partners and are committed to drive positive change and the decarbonization of our industry among our global network now and in the future. At Bertling Logistics, we offer an end-to-end sustainability solution to support our clients' as well as our corporate sustainability goals as climate change cannot and does not wait. «

Colin Maclsaac

## WHO WE ARE

Bertling was founded in Germany more than 159 years ago and has since then developed from a local chartering and ship-owning business to a globally recognized logistics and shipping company offering complex project freight forwarding, GFF and resupply transport solutions as well as worldwide leading ship-owning, chartering and brokerage services to its global clients. Bertling's value add in-house IT services encompass state-of-the-art transport management tools, real-time tracking/tracing, reporting and overall digitalization solutions to build sustainable, highly visible and efficiently-run supply-chains for transports and projects of any scale.

Working with an international network of 50 offices in 30 countries and dedicated partners plus 700 logistics employees, Bertling is ideally positioned to provide end-to-end turnkey logistics and shipping services to the power generation, oil & gas, mining & construction, infrastructure, renewables and petrochemical industry. To Bertling's highly specialized logistics services also belong Bertling Enviro, Bertling Bulk Liquids, Bertling Class 1 and Bertling Trucking solutions.



More information is available on [www.bertling.com/about-us](http://www.bertling.com/about-us).

## OUR SUSTAINABILITY VALUES



**Innovation:** We are sustainability pioneers in logistics and emission measuring, reduction, and compensation solutions to our clients while reducing our corporate emissions.

**Trust:** Our clients come first, and we do all we can to offer high-quality services and solutions at any time. We jointly take on responsibility, support each other and communicate openly.

**Passion:** We love what we do and would like to grow together. We are proud of successes and will jointly work on a sustainable future.

**Inclusion:** We promote an open and diverse work environment based on transparency, diversity, feedback, and mutual support.

**Impact:** We work hard to find sustainable solutions for clients, which inspire our clients and support their goals.



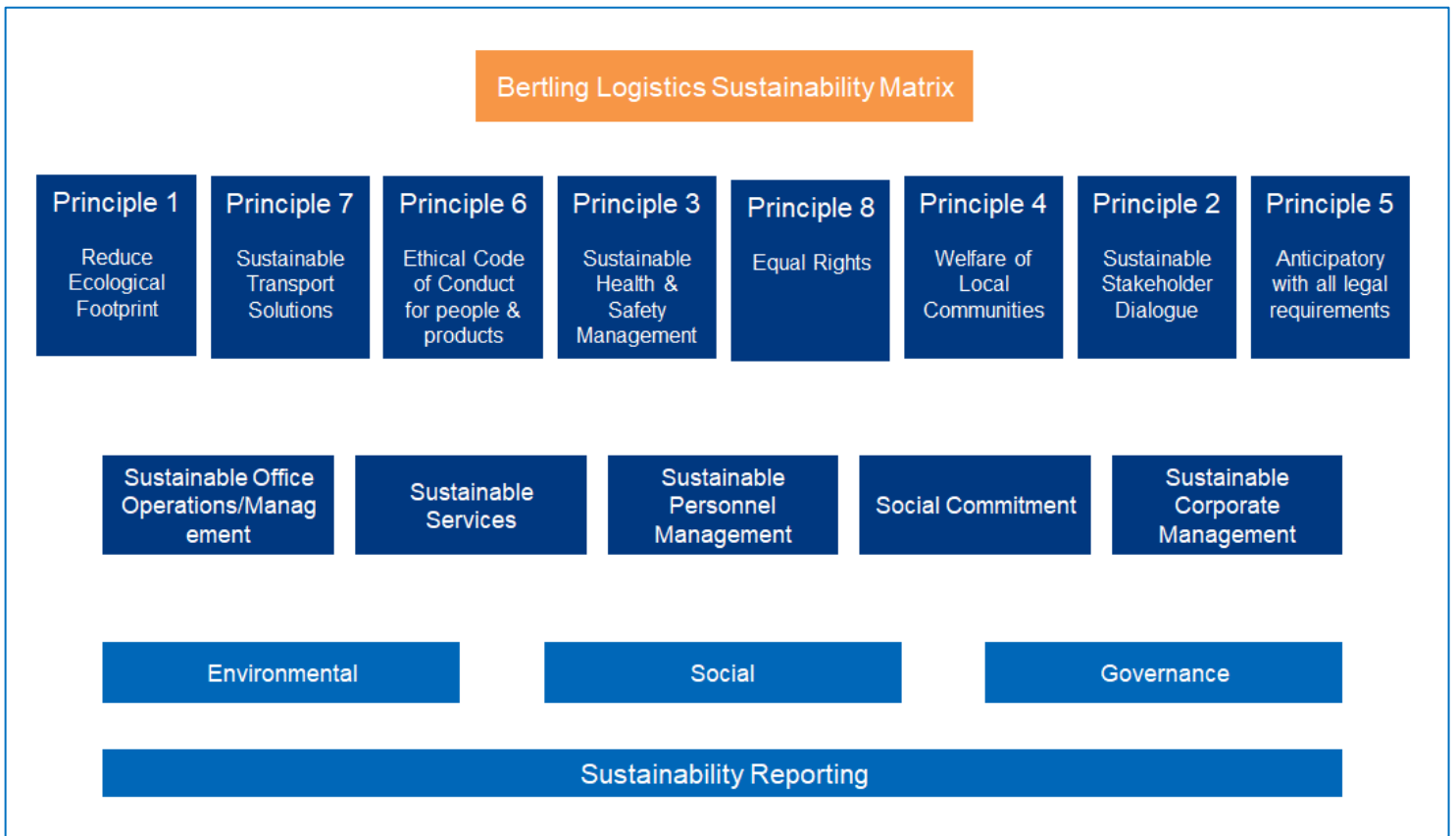
## OUR SUSTAINABILITY APPROACH AND PRINCIPLES

In all business we undertake we follow a comprehensive local content strategy and try to support local companies and resources in line with our customers' in-country values and local regulations. Taking this into account, we have defined three fields of action:



We have based our sustainable principles and actions on these three areas.

They are reflected in the 8 principles according to which we conduct our business from an environmental, social and governance perspective.



This voluntary report is based on the requirements of the GRI reporting standards 2016 for material topics and contains the key sustainability factors that were relevant to Bertling Logistics' business in 2022. The reference to the respective GRI topics (GRI 201.to 418) can be found in an index at the end of the document.

### GRI Topics Considered Not Material

Bertling provides logistical services to clients who are engaged in projects often involving a countries national resource and/ or infrastructure. Bertling's client is the organisation that owns the relationship with the national government, and is responsible for the management of the project, including its location, the development of the worksite and the impact its operations have on the local environment, infrastructure, and community.

Bertling has a policy of no political contributions and has no influence over local governments to direct policy. Bertling typically owns no assets in the country the project is located and therefore it has no indirect influence or impact on the country's infrastructure investment, the local eco system or the indigenous population in country or at the project site.

As a result of Bertling's lack of impact and influence in these areas the following GRI Standard topics were considered not to be material and are not reported.

- 203 Indirect economic impact
- 304 Biodiversity
- 410 Security practices
- 411 Rights of indigenous peoples
- 415 Public policy
- 417 Marketing and labelling.

Under the overall supervision of the CEO, a team of internal and external experts has assembled to regularly examine the impact of Bertling Logistics' business activities on its environment and stakeholders and vice versa. The team consists of:

- Global Director of Risk Management
- Global Director of Tendering & Marketing
- Global Director of Health and Safety
- Head of Digitalization & TMS
- Head of Sustainability (ext.)

Bertling Logistics is a pure service provider and does not have its own production facilities or vehicles such as vessels or trucks. All services are purchased from third parties. Therefore, the careful selection of these third-party providers is of the highest relevance for the services provided to the customers and the independent selection is therefore given high relevance.

Nevertheless, Bertling has decided to report GHG-emissions generated by external subcontractors selected by its customers as part of its own Scope 3 emissions.

*We would like to note that the influence on the level of these emissions is only indirect through the selection of our suppliers. The final decision will be taken by the client.*



## Bertling Logistics Group

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Bertling maintains warehouses in various countries that serve as interim or delivery warehouses.

Blue collar worker's share is < 10%. The predominant part of our workforce is working in an office environment.

The main reporting topics resulting from our 8 principles are:

### Environmentally related topics:

- Water, energy and material consumption
- Waste management
- Scope 1 to 3 GHG emissions
- Handling of hazardous materials or waste



### Employment related topics such as:

- Gender policy
- Diversity
- Non discrimination
- Whistleblower policy
- Payment equality
- Trainings
- Benefit and retirement plans
- Occupational HSE
- Local labor
- Local communities



### Corporate and corporate governance related topics such as:

- Double materiality of climate change
- Anti-corruption, anti-bribery policy
- Anti-competitive behaviour
- Child/ Compulsory Labour
- Tax policy



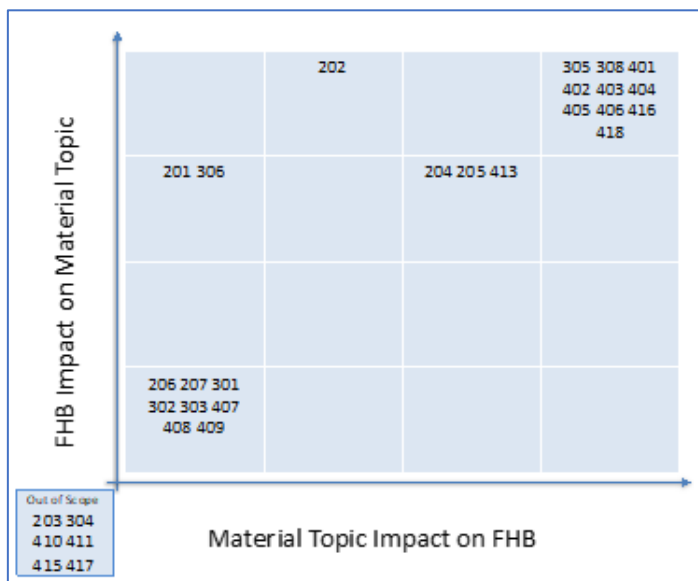
All of the above-mentioned topics and the related policies will also be applied to our subcontractors and suppliers and are part of our selection and monitoring process.

### Bertling has no particular contact to the following topics and is therefore not reporting on:

- Direct Scope 1 GHG emissions in significant volumes
- Any other hazardous direct emissions
- Direct impact on nature and biodiversity
- Impact on indigenous people
- Status of production processes and labour
- Political contributions



GRI Index	Material Topic GRI	Material Topic Impact on FHB	FHB Impact on Material Topic
201	Economic Performance	1	3
202	Market Presence	2	4
203	Indirect Economic Impact	0	0
204	Procurement Practices	3	3
205	Anti-Corruption	3	3
206	Anti-Competitive Behaviour	1	1
207	Tax	1	1
301	Materials	1	2
302	Energy	1	1
303	Water and Effluents	1	1
304	Biodiversity	0	0
305	Emissions	4	4
306	Waste	1	3
308	Supplier Environmental Assessment	4	4
401	Employment	4	4
402	Labour Management Relations	4	4
403	Occupational Health and Safety	4	4
404	Training and Education	4	4
405	Diversity and Equal Opportunity	4	4
406	Non-discrimination	4	4
407	Freedom of Association and Collective Bargaining	1	1
408	Child Labour	1	1
409	Forced or Compulsory Labour	1	1
410	Security Practices	0	0
411	Rights of Indigenous People	0	0
413	Local Communities	3	3
414	Supplier Social Assessment	3	3
415	Public Policy	0	0
416	Customer Health and Safety	4	4
417	Marketing and Labelling	0	0
418	Customer Privacy	4	4



Bertling Logistics will fall from reporting year 2025 under the EU Corporate Sustainability Reporting Directive (CSRD) and must report under the European Sustainability Reporting Standard (ESRS).

This requires an in-depth materiality assessment process that will be conducted throughout 2024 and used voluntarily in a slightly deviating reporting format and content for the reporting year 2023.

The Bertling integrated management system has been revised over recent years with a focus on risk-based business relevant processes and building in Plan; Do; Check; Act (PDCA) frameworks that enable continuous improvement and simplification. We are continually working on formalizing processes that reflect real life operations in each office. The management system is certified to:

- ISO 9001 2015 Quality management system
- ISO 50001 Energy Management System
- ISO 14001 Environmental management system
- ISO 45001 Occupational Health and safety management system
- ISO 37001 Anti-bribery-management system.

### OUR SUSTAINABILITY APPROACH AND THE 17 UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Our sustainability concept focuses on the 17 UN SDGs but would like to be very transparent on where we stand on each of them. We understand our sustainability report and concept as a “living process/document”, which we will update in line with new accomplishments made. At this stage, we are on a good way and have put some adequate measures and processes in place, but it would be presumptuous to say that we fulfil all the 17 SDGs.

Therefore, we have set a focus and have defined those SDGs, which are on track, on which we still must improve and the ones that need stronger support or are out of our business scope.



SDGs on track:



These goals are our primary focus and we constantly maintain and develop them.

SDGs in progress:



These goals are of high importance to us and require further support in the years to come.

SDGs to do:



These goals will either need much stronger support in the future (SDG 14) or are not directly effected by our business and will therefore be supported via donations to selected projects.

Road to Zero



## Overview of Key ESG Figures

Key Financial Figures	Mio EUR	2022	2021	2020
Gross Revenues	Mio	443,795	337,500	311,204
Gross Profit	Mio	51,908	41,412	53,451
Personnel Expenses	Mio	-30,057	-26,222	-30,279
Other Expenses	Mio	-16,167	-10,096	-15,303
EBIT	Mio	5,685	5,094	7,869
<b>Sustainable Personnel Management</b>		<b>2022</b>	<b>2021</b>	<b>2020</b>
Number of Employees		546	522	552
Proportion of female workers	%	42.3%	44.8%	44.9%
<b>Sustainable Office Management</b>		<b>2022</b>	<b>2021</b>	<b>2020</b>
Power consumption	MWh	925.82	705.36	728.83
GHG emissions total (% base year 2019)	t CO2e	981 (-54%)	703(-67%)	791(-63%)
<b>Social Commitment</b>		<b>2022</b>	<b>2021</b>	<b>2020</b>
Donations for social and ecological projects	Euro	25,089	9,460	3,030
<b>UN Sustainable Development Goals</b>		<b>2022</b>	<b>2021</b>	<b>2020</b>
SDG achieved		5	5	4
SDG on track		9	7	7
SDG to do		3	5	6

## ENVIRONMENT

### PRINCIPLE 1



WE WORK HARD TO REDUCE  
OUR ECOLOGICAL  
FOOTPRINT



### OUR GOALS

- Bertling operates climate neutral by 2026 (Scope 1 and 2) (SDG 9,11,12,13)
- Climate neutral business operations by 2030 (Scope 3) (SDG 9,11,12,13).
- Reduction of CO<sub>2</sub> emissions by 3 percent every year (SDG 13)
- Reduction of energy, water, waste, and raw materials usage by 3 percent every year (SDG 6,7,11,14,15)
- Increased recycling quote by 3 percent every year (SDG 11,15)
- Run all Bertling offices with green electricity by 2025 (SDG 7,13)
- Long-term strategy for electrical company vehicles by 2035 (SDG 13)
- We help to improve the air we breathe and thereby reduce respiratory diseases (SDG 3,11)



We are defining 2019 as the base year for our comparison to avoid unwanted effects generated by pandemic-related effects. 2019 was also the first year in which Bertling Logistics conducted a full assessment of its emissions-related activities worldwide. We are also still in the process to define regular ways of reporting of numbers our staff is not used to in its day-to-day business. Although these processes are slowly stabilizing, there can still be sudden discrepancies due to missing figures from previous years.

Sustainable Office Management		2022	2021	2020	2019
Power consumption	kWh	925.82	705.36	728.83	825.95
Energy consumption	kWh	1021.84 <sup>1</sup>	805.00	822.56	924.11
Paper consumption	Euro	19,477	16,595	12,838	32,200
Water consumption	Euro	6,159	3,955	7,831	12,206
Waste generation	t	130	59.5	59	196
GHG emissions direct (Scope 1) (caby <sup>2</sup> )	t CO2e	77 (-44%)	92(-34%)	85(-39%)	138
GHG emissions indirect (Scope 2) (caby <sup>1</sup> )	t CO2e	277 (-31%)	220(-45%)	326(-19%)	400
GHG emissions indirect other (Scope 3) (caby <sup>1</sup> )	t CO2e	627 (-61%)	391(-75%)	380(-76%)	1595
GHG emissions total(caby <sup>1</sup> )	t CO2e	981 (-54%)	703(-67%)	791(-63%)	2133
Per capita (FTE <sup>3</sup> ) (caby <sup>1</sup> )		1.8 (-44%)	1.5(-53%)	1.4(-56%)	3.2

Water consumption comes exclusively from office use as well as wastewater. KPIs for economical water consumption are communicated.

Waste is generated exclusively in the offices, with one exception (material), and is sorted and disposed of in accordance with local waste regulations. KPIs have been placed for reducing waste.

### Material Use

The Middlesbrough warehouse is using timber for securing loads and a minor amount of plastic banding, screws and staples.

The total amount of timber used (April 22 – April 23) is 263,15t 22,57t or a quota of 8,58% are recycled. The biggest part stays with our customers. We talk to our customers to ensure sustainable use of the materials.



<sup>1</sup> The rise in energy and power consumption between 21 and 22 is largely based around additional headcount and the New Middlesbrough Warehouse Facility becoming fully operational in 2022 after opening in late 2021. We have since implemented ISO 50001 in the warehouse in order to reduce energy usage to as low as reasonably practicable and have made a number of energy efficiency improvements.

<sup>2</sup> Change against base year (2019) caby

<sup>3</sup> Full time equivalent FTE

## Our goals

Since we still see a fairly large reduction potential in our GHG emissions before we have to compensate the unavoidable emissions, we have decided to increase the annual reduction target to 5% in order to make a stronger contribution to achieving the 1.5°C target (Paris Agreement).

Goal	SDG	Achievements 2019 – 2022
Become carbon-neutral by 2030	13	A yearly 5% reduction in our total CO2 emissions is equivalent to -15% as of 2022, the current figure is -54%
Bertling operates climate neutral by 2026 (Scope 1 & 2)	9,11,12,13	With a reduction of -37,5% in place we are moving closer to an unavoidable baselevel in Scope 1 and 2 emissions.
Climate neutral business operations by 2030 (Scope 3) Third party emissions not included	9,11,12,13	We have yet to reach pre-pandemic levels of work capacity utilization in 2022. The very positive reading of -54% is expected to increase cp and will be more than compensate by planned additional measures. Scope 3 still offers room for reductions and counts for 64% of our total emissions caused.
Reduction of energy, water, waste, and raw materials usage by 3 percent every year	6,7,11,14,15	The average reduction figure for our energy, water, waste and raw material usage as of 2022 is -28% <sup>4</sup>
Increased recycling quote by 3 percent every year	11,15	Recycling in our global offices will be a sustainability KPI in 2024. For all offices which do not have a local concept in place, we will come up with recycling standards, guidance on waste separations and bins.
Run all Bertling offices with green electricity by 2025	7,13	Some offices have switched to green electricity already. For all office that move to new locations, we are looking for green electricity at options when selecting the new premises. Some offices reported that they cannot switch. We are reviewing the status quo in 2024.
Long-term strategy for electrical company vehicles by 2035	13	The option to select an electronic company car is reviewed whenever a new car gets leased. We are also looking into the option to install charging stations in office locations where many electrical cars are driven.

Bertling Logistics is certified under ISO 14001 Environmental Management Standard.

Scope 3 emissions of the transport services initiated by Bertling Logistics Group for their clients in 2022 by transport mode (absolute):

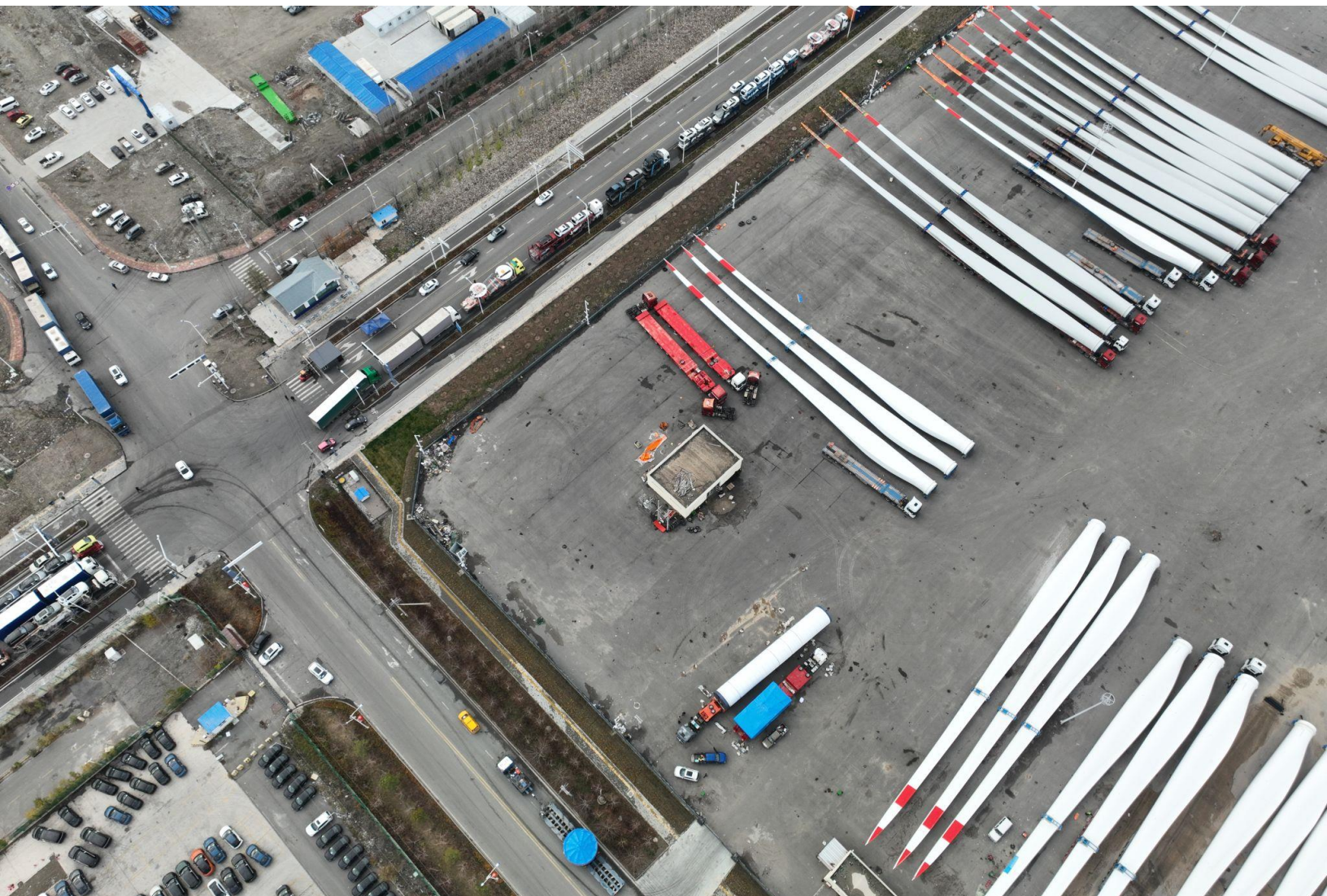
1. Rail	2.103t
2. Road	29.291t
3. Sea	691.408t
4. Waterways	225t
5. <u>Airplane</u>	<u>28.014t</u>

Total 751.040t

The target size for our transport solution now and in the coming years will be defined in relative terms (GHG emission intensity) as the average CO<sub>2</sub>-emissions per tonne-kilometer. The number for 2022 is:

**108,52g/tonne-kilometer**

**Please note:** Bertling Logistics has only limited influence on these emissions. We try through our subcontractor selection process to provide the most environmentally friendly services for our clients. But the final decision lies with the customer.





## PRINCIPLE 2



WE ENGAGE IN A DIALOGUE WITH OUR STAKEHOLDERS AND SUPPORT SUSTAINABLE DEVELOPMENT IN THE TRANSPORT SECTOR.



### OUR GOALS

- Involvement of staff through an idea competition every two years.
- Include green logistics aspects in the subcontractor approval process by 2022.
- Build strong relationships to subcontractors that focus greener logistics solutions.



We've conducted a stakeholder analysis that has led to the following ranking considering different requirements by the ISO Standards we follow:

Nr.	Interested Party	Relevance (effect on System)
1	Senior Management	4,4
2	Key Customer Accounts	4,2
3	Staff	4,2
4	Owners/Shareholders	3,8
5	Joint Ventures/Network Agents	3,6
6	Certification Bodies	3,6
7	Regulatory Bodies	3,4
8	Key Subcontractors	3,2
9	Landlords	2,8
10	Ad-hoc Customers	2,6
11	Banks	2,6
12	Insurance Providers	2,4
13	Equipment/Service Providers	2,2
14	Transactional Subcontractors	2,0
15	Neighbours/Communities	2,0
16	Public/Society	1,6
17	Local Utility Companies	1,4



## SOCIETY

### PRINCIPLE 3



WE PROTECT THE HEALTH AND WELL-BEING OF PERSONNEL DURING OPERATIONAL ACTIVITIES AND ENSURE THAT SAFETY IS A PRIME CONSIDERATION IN THE CONTRACT EXECUTION



### OUR GOALS

- Ongoing development and adaptation of training formats regarding new contents on trends and the related challenges (SDG 4,8)
- Regular global communication on HSSE topics with safety moments, posters, and presentations, etc. (SDG 3)
- Performance of regular risk assessments in the context of a preventive approach to employees' psychological and physical health (SDG 3)
- Zero fatalities, zero lost time injuries, zero restricted work, zero medical treatment and zero injury cases every year (SDG 3,8) – We can confirm this for 2021.

2022 & 2023: We suffered 1 LTI in both reporting years, we've taken steps to mitigate the hazards highlighted by those events. We continue to pursue our zero incidents goal, with strong communication and sharing of lessons learned across the group.

Bertling Logistics is certified under ISO 45001 Occupational Health and safety management system.



## PRINCIPLE 4



WE SUPPORT THE WELFARE OF LOCAL COMMUNITIES IN THE REGIONS IN WHICH WE OPERATE

### OUR GOALS:

- Cooperation with charitable organisations that provide benefits and improvements in the regions in which we operate, e.g., projects like Friends of Green Suriname and Kazakhstan Orphanage.
- Centralize all donations via [betterplace.org](https://betterplace.org), Germany's largest online donation platform



## BERTLING IMPACT ON THE LOCAL COMMUNITY

Bertling's business and operation impact local communities in four key areas:

- Bertling Local Offices
- Government Interfaces (customs, tax authorities)
- Transportation Chain
- Delivery Project/ Site/ Location

### Bertling Local Offices

- Local employment
  - Staff
  - Service providers
- Skill development
- Training
- Instilling Bertling values
  - Ethics
  - Health and safety
  - Diversity
  - Inclusiveness
- Sustainable Office Culture
- Community engagement/ charity work

### Government Interfaces (Customs, Tax Authorities, Local Government)

- Ethical behaviour
  - No money directed away from the community or appropriate public authority due to bribery and corruption.
  - Support local government fighting corruption- transparent transactions.
- Profit Sharing Policy- financial contribution to the local economy

### Transportation Chain

- Employing local companies
- Developing skill set of local companies.
- Sustainable supplier selection
  - Air quality - pollution minimisation (sustainable selection option for the client)
  - Considerate suppliers
  - Safe operators

### Delivery Location

- Employ local companies.
- Develop skill set of local companies.

In all business we undertake we follow a comprehensive local content strategy and try to support local companies and resources in line with our customers' in-country execution strategies. In doing so, we try to employ local experts as part of our project teams and support local investments in infrastructure, which also benefit the project execution (e.g., construction/repair of local roads). During the project execution we work closely with local sub-contractors and business partners to use their in-country resources and expertise to ensure overall project success, create jobs in the country and thus contribute to the local society and economy.

Bertling Logistics spent 75,6% on average locally with the highest number being 100% in CIS Countries and the lowest being Spain with 13%.

### ENGAGEMENT WITH COMMUNITY INITIATIVES AND IMMEDIATE HELP VIA DONATIONS

Overview (see also more detailed explanations at the end of the report):

Social Commitment		2022	2021	2020
Donations for social and ecological projects	Euro	25,089	9,460	3,030



**BERTLING DONATES WARM WINTER CLOTHES AND BLANKETS TO HANSEATIC HELP**  
14 February 2024 | CSR

Back in December last year, we started collecting donations for Hanseatic Help to help people in need during the cold winter season here in Germany.

[READ MORE](#)



**BERTLING KAZAKHSTAN SUPPORT CHILDREN'S HOSPITAL OF ATAYRAU WITH 5 PLAY ROOMS**  
18 January 2024 | CSR

More than seven thousand children received treatment at this medical facility in 2023 and to make their stay more comfortable, Bertling helped to create a cozy environment for these children.

[READ MORE](#)



**BERTLING LOGISTICS SOUTH AFRICA DONATES CHRISTMAS PARTY PACKS TO KIDS HAVEN**  
22 December 2023 | CSR

Bertling Logistics South Africa recently made a meaningful contribution to Kids Haven's cause by donating Christmas Party Packs.

[READ MORE](#)



**BERTLING LOGISTICS UK DONATES AND VOLUNTEERS AT THE BURNT OAK COMMUNITY FOOD BANK**  
13 December 2023 | CSR

Members of staff from the Harrow office took part in donating and volunteering at the Burnt Oak Community Food Bank.

[READ MORE](#)

Read more: <https://www.bertling.com/news-pool/#CSR>

## Charitable Donations Bertling Logistics 2022

Organisation	Project	Donation Month	Lead Office	Type of Donation	Related Announcement
Shanyrak orphanage	Donations for different equipment for the new facility	January	Kazakhstan	Financial Donation & Donation in kind	<a href="https://www.bertling.com/news-pool/csr/giving-tuesday-today-on-29-november-2022-recap-of-our-initiatives/">https://www.bertling.com/news-pool/csr/giving-tuesday-today-on-29-november-2022-recap-of-our-initiatives/</a>
Better place	Donation for emergency relief for Ukraine	February	Hamburg	Financial Donation	<a href="#">Bertling Intranet (fhhbertling.local)</a>
Hanseatic Help	Collection of relief goods to Ukraine	March	Hamburg	Donation in kind	<a href="#">Bertling Intranet (fhhbertling.local)</a>
Unicef	Donation for emergency relief for Ukraine	March	Sweden	Financial Donation	<a href="https://www.bertling.com/news-pool/csr/giving-tuesday-today-on-29-november-2022-recap-of-our-initiatives/">https://www.bertling.com/news-pool/csr/giving-tuesday-today-on-29-november-2022-recap-of-our-initiatives/</a>
Global Peace Mission	Donation for the Operasi & Kebajikan project	April	Malaysia	Financial Donation	<a href="https://www.bertling.com/news-pool/csr/giving-tuesday-today-on-29-november-2022-recap-of-our-initiatives/">https://www.bertling.com/news-pool/csr/giving-tuesday-today-on-29-november-2022-recap-of-our-initiatives/</a>
Traperos de Emaus Samaritano	Support for children, adolescents and poor families	April	Lima	Donation in kind	<a href="https://www.bertling.com/news-pool/csr/giving-tuesday-today-on-29-november-2022-recap-of-our-initiatives/">https://www.bertling.com/news-pool/csr/giving-tuesday-today-on-29-november-2022-recap-of-our-initiatives/</a>
ClimatePartner	Ocean cleanup project	June	Hamburg	Climate offsetting	<a href="#">Bertling Intranet (fhhbertling.local)</a>
Stella's Voice	Protect from human trafficking	June	UK	Financial Donation	<a href="#">Bertling Intranet (fhhbertling.local)</a>
Orphanage in Shanyrak Village	Continuous donations to the Orphanage in Shanyrak Village	June	Kazakhstan	Donation & Donation in kind	<a href="#">Bertling Intranet (fhhbertling.local)</a>
Conservation International	Donation to become a "Friends of Green Suriname"	June	Miami	Financial Donation	<a href="https://www.bertling.com/news-pool/sustainability/bertling-logistics-supports-friends-of-green-suriname-on-world-rainforest-day/">https://www.bertling.com/news-pool/sustainability/bertling-logistics-supports-friends-of-green-suriname-on-world-rainforest-day/</a>
Hanseatic Help	Donation of school items for refugee children	August	Hamburg	Donation in kind	<a href="https://www.bertling.com/news-pool/csr/giving-tuesday-today-on-29-november-2022-recap-of-our-initiatives/">https://www.bertling.com/news-pool/csr/giving-tuesday-today-on-29-november-2022-recap-of-our-initiatives/</a>
Hanseatic Help	Donations of relief goods to Ukraine	September	Hamburg	Donation in kind	<a href="https://www.bertling.com/news-pool/csr/giving-tuesday-today-on-29-november-2022-recap-of-our-initiatives/">https://www.bertling.com/news-pool/csr/giving-tuesday-today-on-29-november-2022-recap-of-our-initiatives/</a>
Plant-my-tree	Participation in Tree Planting in Itzehoe	November	Hamburg	Financial Donation & Volunteering	<a href="https://www.bertling.com/news-pool/csr/giving-tuesday-today-on-29-november-2022-recap-of-our-initiatives/">https://www.bertling.com/news-pool/csr/giving-tuesday-today-on-29-november-2022-recap-of-our-initiatives/</a>

## Charitable Donations Bertling Logistics 2022

Organisation	Project	Donation Month	Lead Office	Related Announcement
Bertling and Malin Group	Ethiopian Medical Project (EMP)	January	Hamburg	<a href="https://intranet.fhbertling.local/news-archive/2023/january/bertling-and-malin-group-deliver-a-container-full-of-donations-to-ethiopia/">https://intranet.fhbertling.local/news-archive/2023/january/bertling-and-malin-group-deliver-a-container-full-of-donations-to-ethiopia/</a>
Children's Center	Children's Village and Youth House Shanyrak	January	Kazakhstan	<a href="https://intranet.fhbertling.local/news-archive/2023/january/bertling-logistics-kazakhstan-donates-new-year-surprises-to-local-children-s-village/">https://intranet.fhbertling.local/news-archive/2023/january/bertling-logistics-kazakhstan-donates-new-year-surprises-to-local-children-s-village/</a>
Swedish Children's Cancer Fund	Anton's fundraiser	March	Sweden	<a href="https://intranet.fhbertling.local/news-archive/2023/march/help-fundraise-for-the-swedish-childrens-cancer-fund/">https://intranet.fhbertling.local/news-archive/2023/march/help-fundraise-for-the-swedish-childrens-cancer-fund/</a>
Hanseatic Help	Relief goods to Ukraine	March	Hamburg	<a href="https://intranet.fhbertling.local/news-archive/2023/march/april-charity-kpi-bertling-germany-will-collect-donation-items-for-hanseatic-help-and-will-volunteer-in-one-of-their-donation-points/">https://intranet.fhbertling.local/news-archive/2023/march/april-charity-kpi-bertling-germany-will-collect-donation-items-for-hanseatic-help-and-will-volunteer-in-one-of-their-donation-points/</a>
Betterplace	Turkey/Syria earthquake	March	Johannesburg	<a href="https://intranet.fhbertling.local/news-archive/2023/march/bertling-johannesburg-donates-main-part-of-sustainability-team-prize-to-victims-of-turkeysyria-earthquake/">https://intranet.fhbertling.local/news-archive/2023/march/bertling-johannesburg-donates-main-part-of-sustainability-team-prize-to-victims-of-turkeysyria-earthquake/</a>
Plant-my-tree	Global tree planting initiatives	March	Hamburg	<a href="https://intranet.fhbertling.local/news-archive/2023/march/happy-international-day-of-forests-from-bertling/">https://intranet.fhbertling.local/news-archive/2023/march/happy-international-day-of-forests-from-bertling/</a>
Hanseatic Help	Donations in kind & Volunteering	May	Hamburg	<a href="https://intranet.fhbertling.local/news-archive/2023/may/bertling-donates-to-hanseatic-help-and-volunteers-at-one-of-their-help-stores/">https://intranet.fhbertling.local/news-archive/2023/may/bertling-donates-to-hanseatic-help-and-volunteers-at-one-of-their-help-stores/</a>
Teesside District Sea Cadets	Tees river boat charity race	June	Middlesbrough	<a href="https://intranet.fhbertling.local/news-archive/2023/june/bertling-middlesbrough-participates-in-tees-river-boat-charity-race/">https://intranet.fhbertling.local/news-archive/2023/june/bertling-middlesbrough-participates-in-tees-river-boat-charity-race/</a>
Texas Children's Hospital	Healthier future for children and women	August	Houston	<a href="https://intranet.fhbertling.local/news-archive/2023/august/bertling-houston-donates-to-a-local-children-s-hospital/">https://intranet.fhbertling.local/news-archive/2023/august/bertling-houston-donates-to-a-local-children-s-hospital/</a>
KBR	Golf Tournament	October	Houston	
Ayrau Children's Hospital	Donation of play rooms for Ayrau Children's Hospital	December	Ayrau	<a href="https://intranet.fhbertling.local/news-archive/2024/january/play-rooms-for-ayrau-childrens-hospital/">https://intranet.fhbertling.local/news-archive/2024/january/play-rooms-for-ayrau-childrens-hospital/</a>
Henry's Home	Charity cook off event supporting Henry's Home	December	Houston	<a href="https://intranet.fhbertling.local/news-archive/2023/december/bertling-houston-volunteers-and-participates-in-a-charity-cook-off-event-supporting-henry-s-home/">https://intranet.fhbertling.local/news-archive/2023/december/bertling-houston-volunteers-and-participates-in-a-charity-cook-off-event-supporting-henry-s-home/</a>



## SUSTAINABLE CORPORATE GOVERNANCE

PRINCIPLE 5

WE ACT EXCLUSIVELY IN ACCORDANCE WITH THE LAW



### OUR GOALS

- Continuously increasing transparency about risk identification, risk assessment and risk management.
- Preparation for upcoming regulatory requirements (Rise of fuel prices due to carbon taxation, EU Taxonomy, Non-financial reporting etc.)

Bertling Logistics deliberately does not pursue an explicit international tax optimization strategy and strives to pay taxes in the countries where they are incurred. For this reason, among other things, an internal profit share policy was implemented in 2023, which grants each office involved a minimum share in a transaction.



### PRINCIPLE 6

WE CONDUCT OUR BUSINESS IN AN ETHICAL MANNER, IN ACCORDANCE WITH THE VALUES AND PRINCIPLES SET OUT IN OUR VALUES AND CODE OF CONDUCT:



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

### OUR GOALS:

- Cooperation with charitable organizations that provide benefits and improvements in the regions in which we operate, e.g., like Friends of Green Suriname and Kazakhstan Orphanage.
- Centralize all donations via [betterplace.org](https://www.betterplace.org), Germany's largest online donation platform.

## ETHICS AND COMPLIANCE TRAINING

Bertling has an on-line compliance training program which was developed in conjunction with Trace International. The program explains the importance of our ethics and compliance principles and how everyone can contribute to fighting bribery and corruption. In addition, there is in-depth training involving interactive case scenarios taking employees through situations they may face in their daily working life.

Face to face compliance training is provided by the Head of Compliance and the Regional Compliance Officers and compliance is a standard agenda item the CEO raises with staff at every office he visits in the organization.

Specific policies and guidelines have been developed for those members of staff that are at greater likelihood of exposure to bribery and corruption, such as sales agents and those staff that interface with government officials. All higher risk staff receive focused face to face training from the Head of Compliance and additional guidance in the form of the Sales ABC Compliance Manual (B\_L-QHSSE-0022 D). Procedures and guidelines such as those on gifts and hospitality and conflict of interest target these specific areas of compliance (B\_L-QHSSE-0022 A; B & C). Feedback from and reviews of internal audits enable the evaluation the effectiveness of existing training and support frameworks and identify areas and methods, of additional future support.

Bertling Logistics is certified under ISO 37001 Anti-bribery-management system.

Bertling Logistic offices exposure to worldwide bribery and corruption risks is best visualized by applying the Transparency International Corruption Perception Index (TICPI) to the locations of our offices weighted by the turnover generated locally.

The TICPI in general is characterized by the highest No in the overall Index being Denmark at 90. The lowest No being Somalia at 12.

Bertling Logistics reaches a globally weighted average of 68.

In the fiscal year 2022 and 2023 there were no incidents reported regarding child labour, forced or compulsory labour issues, bribery, corruption, or anti-competitive behaviour at Bertling Logistics group or any of its suppliers.

## Bertling Logistics Group

Bertling Office	% Spent by Office
<b>19</b>	0,0%
Turkmenistan	
<b>30</b>	0,1%
Egypt	
<b>34</b>	2,7%
Indonesia	
<b>36</b>	5,3%
Kazakhstan	
Peru	
Turkey	
<b>38</b>	1,1%
Brazil	
<b>39</b>	1,6%
Colombia	
<b>43</b>	7,5%
South Africa	
<b>45</b>	6,5%
China	
<b>47</b>	1,9%
Malaysia	
<b>51</b>	0,5%
Saudi Arabia	
<b>56</b>	0,1%
Georgia	
<b>60</b>	1,4%
Spain	
<b>67</b>	3,5%
Chile	
United Arab Emirates	
<b>69</b>	9,4%
United States of America	
<b>73</b>	8,7%
United Kingdom	
<b>79</b>	6,1%
Germany	
<b>83</b>	42,9%
Singapore	
Sweden	
<b>Grand Total</b>	<b>100,0%</b>

## MARKETS & CLIENTS

### PRINCIPLE 7



WE OFFER SUSTAINABLE TRANSPORT SOLUTIONS TO OUR CUSTOMERS TO HELP THEM ACHIEVING THEIR SUSTAINABILITY GOALS



### OUR GOALS

- We offer our clients compensation solutions and dedicated projects.
- We help our clients to analyze their carbon footprint and offer a carbon compensation payment calculation in every tender we submit.
- We are a competent partner in greener logistics and can offer our customers opportunities for more sustainable transport solutions.
- We stay informed about the latest trends and engage in relevant networks.
- We offer route optimization through efficient networks and planning.
- To sum up, we offer an end-to-end sustainability solution to our customers to manage all transports with Bertling carbon-neutrally.
- Bertling is following a rigorous selection process for evaluating its global suppliers and is constantly adjusting the criteria for supplier selection

### CODE OF CONDUCT FOR BERTLING SUPPLIERS AND THIRD-PARTY INTERMEDIARIES (2022)

This Code of Conduct defines the basic requirements expected of Bertling's suppliers and third-party intermediaries concerning their responsibilities towards their stakeholders and the environment. Suppliers are expected to make a commitment to operate in line with Bertling's social, ethical and environmental values and principles.

Any material breach of Bertling's Values and Code of Conduct could lead to sanctions and the possible termination of the contractual relationship. The following core values are expected of the supplier and/or third-party intermediary:

- Legal Compliance
- Prohibition of Corruption and Bribery
- Fair Competition, Anti-Trust Laws and Intellectual Property Rights
- Conflict of Interest
- A Fair Working Environment and Respect for the Basic Human Rights of Employees
- Health and Safety of Employees
- Environmental Protection
- Supply Chain.

## Bertling Logistics Group

Subcontractors and service providers are approved and overseen following a risk-based evaluation process against documented selection criteria of which ESG compliance is one category.

Our in-house transport management system has been enhanced to record and monitor subcontractor approval and oversight in accordance with our subcontractor management procedure B\_L-QHSSE-0014 another Critical High Risk Support procedure within our Integrated Management System.

The BLU transport management system contains a subcontractor management module, from where each subcontractor is monitored, and non-conformances and denied party screening can be overseen. 289 of these subcontractors received our Green Leaves label which confirms a sustainable business concept. Of these 33 were new ones in 2022 from a number of 130 screened.

The process enables high risk service providers to be identified, the risk they may be exposed to mitigated and appropriate oversight put in place. All Bertling service providers are required to meet our ethical business standard and operate according to our subcontractor values and code of conduct. We maintain a register of our business partners that formally commit to our supplier standard. We also offer on-line training to all our subcontractors through the Bertling portal of the Trace International website.

As an example, in our Enviro business we work in collaboration with refuse derived fuel (RDF) provider. In their process recyclable waste is sorted by hand typically by foreign migrants. In this industry wages are low and forced labor a significant potential risk. We collaborate with our RDF providers and audit them to ensure that mitigations and procedures are in place to protect these vulnerable workers.

As part of its supplier policy, Bertling Logistics also takes into account the indirect effects that are reflected in the German [Lieferkettensorgfaltspflichtengesetz \(LkSG\)](#). The law requires from companies > 3000 employees in Germany (> 1000 from 2024) a minimum of social and environmental standards in their supply chains. With its strict selection process for subcontractors, Bertling Logistics helps its customers comply with the requirements of the law.

See also the “Green Leaf Flagging” approach [for the evaluation of our subcontractors](#) at the end of the report.

See also our engagement in supporting GHG-reduction projects at the end of the report.



PRINCIPLE 8



WE PROMOTE EQUAL PAY, EDUCATION, GENDER EQUALITY, INCLUSION FOR OUR EMPLOYEES AND THEIR FAMILIES

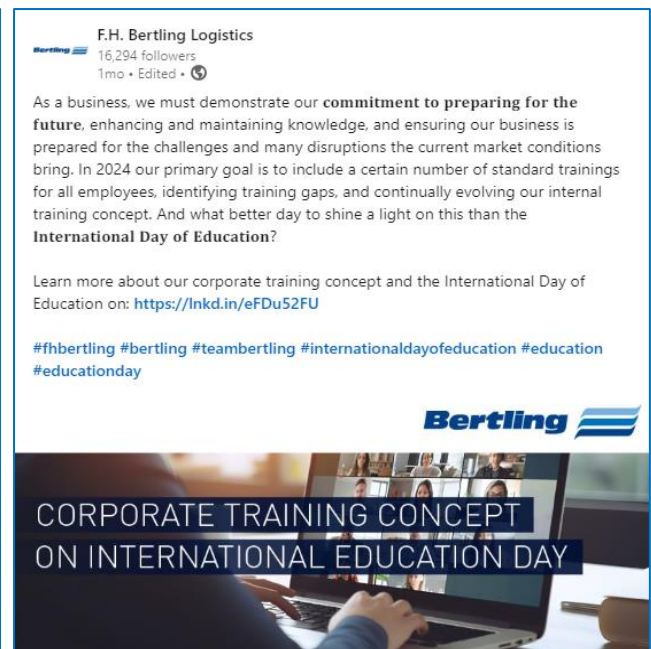
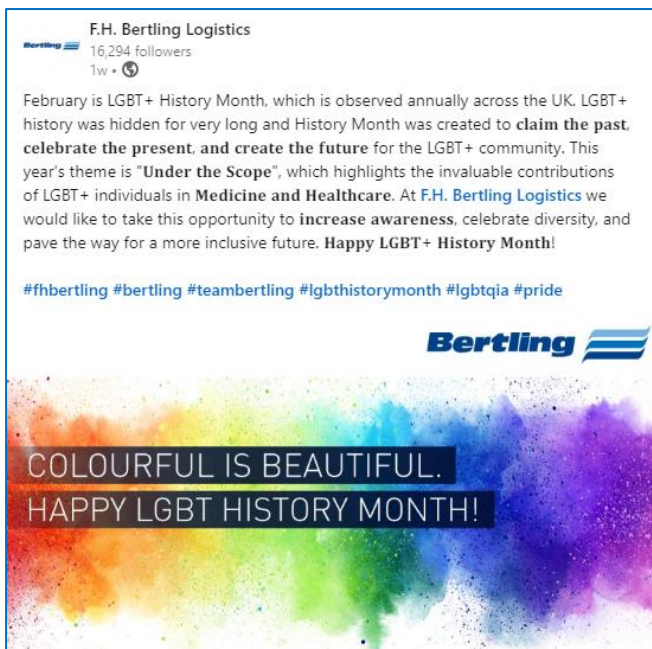


OUR GOALS:

- We conduct regular global trainings.
- We hire for talent, know-how and expertise, not for gender.
- We care for our staff's work life balance.

Gender equality, equal pay and fair pay are key pillars of our corporate values to reward our employees for their contribution to our success – regardless of their gender, sexual orientation, or place of work.

Colin Maclsaac



## Staff and Wage Overview

Sustainable Personnel Management Overview		2022	2021	2020
Number of Employees		546	522	552
Proportion of female workers	%	42.3%	44.8%	44.9%
Proportion of female workers in management positions	%	54.5%	50.0%	33.3%
Wage by gender compared with local minimum		All countries pay wages in line with local employment legislation. Our offices are spread throughout the world so there is no overall local minimum as a corporate group.		
female				
male				
% of local senior managers				
female		23.2%	20.4%	20.2%
male		35.0%	35.8%	32.2%
New employees (yoy)		189	118	97
Employee turnover rate	%	30.3%	26.5%	30.8%
Benefits provided to FT and not PT		0	0	0
Min notice period for operational changes*		1 month	1 month	1 month
Ave hour training		23		
Programs for upgrading skills		33		
Diversity of governance bodies and employees		50/50 male/female	50/50 male/female	50/50 male/female
Salary ratio women to men		80,90%	74,20%	77,70%

There were no incidents on discrimination issues, or any violations of labor or freedom of association rights reported throughout 2022 and 2023 at Bertling Logistics group or any of its suppliers.

For over a decade Bertling has maintained an ethics and compliance helpline maintained by independent third-party service provider Navex. The helpline, called EthicsPoint, is a reporting tool which enables staff and 3<sup>rd</sup> parties to report unethical behavior, via phone or web-based app, anonymously if they wish. Bertling investigate any compliance issue raised, following a documented investigation and reporting protocol supported by Navex. Through EthicsPoint Bertling reports back regularly to the initiator of the case until its conclusion and eventual closure. Case investigations, findings corrective and mitigating actions are all recorded and retained in the Navex system in a documented independently verified audit trail.

The Reporting aspect of the tool is now being developed to cope with a wider range of interested parties and broadened to include more reporting capabilities including the key areas of discrimination, child, forced labour, bribery, and corruption concerns.

### Benefit and Retirement Plans

Bertling Logistics does not maintain its own benefit and pension plans but supports all social and pension insurance plans in the respective countries.

Trainings for employees in 2022

HSE
ABC Compliance Training
Special Compliance Training for high-risk staff
Modern Slavery Act Training
Menopause Awareness
Mental Health Awareness
Stress Awareness
IMO 2023
Incoterms
Market Intelligence
Super User Meeting 1-8
Specific BLU Trainings
CRM Super User Meeting 1-9
Country Rate Cards
BLU Training
Rate Cards



Trainings for employees in 2023

Pier2Pier
ABC Compliance Training
Special Compliance Training for high-risk staff
Modern Slavery Act Training
Xeneta
Marine Insurance
Incoterms
IMO 2023
Security Awareness Training
Assertiveness Training
Breast Cancer Awareness
Stress Awareness
BLU Super User Meeting
CRM Super User Meeting
Mental Health Training
Menopause Awareness
HSE Training
PDA Training Warehouse
BLU Update Trainings
Phishing Training
BLU Trainings Offices
BLU Training Joiner
CRM Training Joiner
CRM Update Training
Quotation Tool Training
BTS Training



Yearly reviews

All employees receive an annual assessment of their performance and career prospects.



## HOW WE STAY ON TOP

### Internal and External Auditing

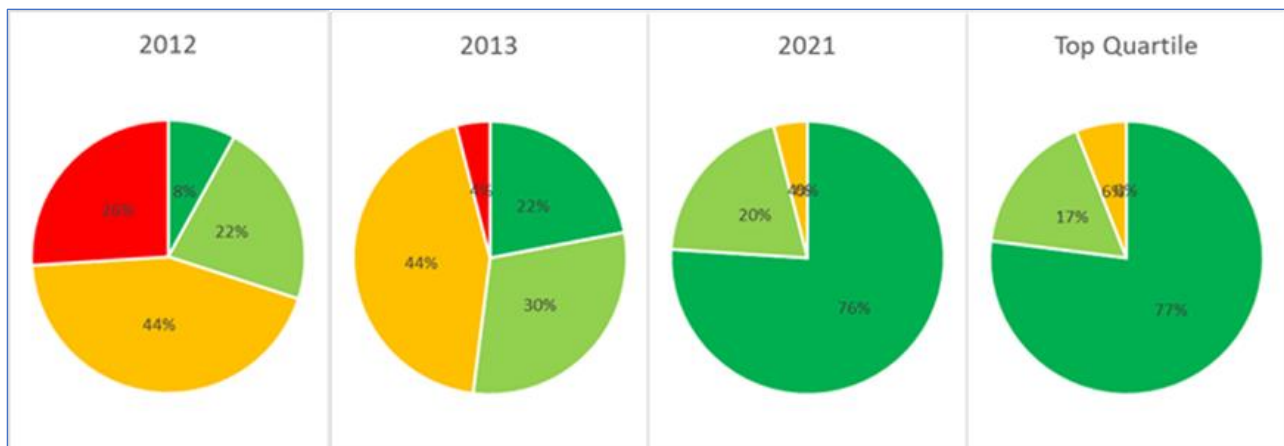
The ESG Compliance program is audited on three levels.

Internal audits of the ESG Compliance program are undertaken by the Head of Compliance according to a schedule agreed with the CEO.

External auditing of the Bertling compliance processes is undertaken by certified 3<sup>rd</sup> party auditors, to ensure these processes meet the ISO 9001 2015 and ISO 37001 standards.

Thirdly, Bertling is also audited by specialist 3<sup>rd</sup> party compliance auditors Good Corporation. In May 2022 Bertling’s Global Compliance Program was audited by Good Corporation and was awarded top quartile status.

The charts below represent Good Corporation Audits of the Compliance Program over the years, and demonstrates how the program has developed and improved to get to where it is today.



In addition to the auditing of the compliance program we have the compliance procedures of our offices assessed via on-site audits to ensure that they are implemented, effective and to best industry practice. This is undertaken by specialist ethics and compliance auditors Good Corporation, who most recently audited our offices in Harrow, Aberdeen, and Middlesbrough in May 2021 and where each office achieved top quartile performance.

<https://www.bertling.com/about-us/ethics-compliance/>

## DATA PRIVACY AT BERTLING LOGISTICS

Data Privacy refers to the protection of personal data of natural persons against misuse. Data protection thus supports the right to informational self-determination, e.g. the freedom of individuals to determine for themselves how their data is processed.

As an essential concept within data protection, data privacy clarifies a guideline on how certain data should be collected. This initially includes fundamental questions as to which data are actually worthy of protection.

At the latest, cases of data misuse make it obvious: in order to protect the identity of individuals, personal data must not fall into the hands of third parties without hindrance. One result of this in EU law, for example, is the General Data Protection Regulation, the GDPR. It establishes uniform rules for the processing of personal data.

The protection of personal data has a very high priority at Bertling. This is evidenced by various measures.

Bertling Logistics has a "Data Protection Officer" who always keeps abreast of the latest developments about data protection, keeps the offices worldwide informed of the latest developments and takes action when necessary.

To enable our employees to report incidents at any time, the inbox [dataprotection@bertling.com](mailto:dataprotection@bertling.com) has been set up so that action can be taken quickly.

In addition, security awareness training has been established at Bertling, which all employees must attend. Approximately one new training will be released per month. In addition to the training videos, the system will send out faked emails to train and test your learned skills.

[Besitec, our IT company, is also ISO 27001 certified. Their servers are run on green power.](#)

DIN EN ISO/IEC 27001 is an international standard for information security management systems (ISMS). It offers companies of all sizes orientation for the planning, implementation, monitoring and optimization of information security.

Processes and communication are increasingly taking place digitally. This is why information security is so important, and many consider a good management system in this area to be essential.

This certification demonstrates our commitment to ensuring the highest level of security for our customers' sensitive information, as well as our dedication to continuously improving our processes and practices.

In 2022 and 2023 there were no complaints received from:

- outside parties and substantiated by the organization
- regulatory bodies.

There were no leaks, thefts, or losses of customer data in 2022 and 2023.

**WE STAY INFORMED**

We follow the latest news and develops about climate change, climate ways, (reporting) obligations for companies on a regular basis and have proactively subscribed to related news sources and initiatives. Furthermore, we attend sustainability related events either virtually (Covid-19 related) or in person, take actions, develop connections, and follow up on the actions taken.

On our Road to Zero and in the process of further developing our sustainability concept, we regularly seek advice from an external Sustainability Consultant, who will continue to support us as we develop our sustainability concept further.

**Events 2024**

We will again attend many industry events this year around the global (with own stands, on visitor basis and also virtual), most of them include sustainability related expert panel, discussions and other course we can attend. We will review this specifically for each event and ensure our event attendance will be as sustainable as possible.

Special sustainability related sessions and events, we have signed up for already or are attending on a regular basis:

BIMCO ETS Webinar	January 2024
NEPIC Decarbonisation Innovation SIG	March 2024
Sustain 2024	March 2024
SMS/PROLOG Nachhaltigkeit in der Projektlogistik	April 2024
Webinars Held by EcoVadis	Regular



**BERTLING AT THE IADC DRILLING MIDDLE EAST CONFERENCE & EXHIBITION 2023 IN SAUDI ARABIA**  
9 November 2023 | Event

We are pleased to inform you that we will attend the IADC Drilling Middle East Conference & Exhibition, which will take place in Al Khobar, KSA on 14 - 15 November 2023.

[READ MORE](#)



**BERTLING AT LONDON PULP WEEK 2023**  
4 November 2023 | Event

We are pleased to inform you that we will attend the London Pulp Week, which will take place in IET London, Savoy Place on 5-10 November 2023.

[READ MORE](#)



**BERTLING AT THE TRANSPORT LOGISTIC EXHIBITION IN SINGAPORE**  
30 October 2023 | Event

The transport Logistic exhibition will take place in Singapore on 1-3 November 2023 and is one of the world's largest trade show for transportation and logistics industry.

[READ MORE](#)



**BERTLING AT THE AIR CARGO AMERICAS & SUPPLY CHAIN AMERICAS NEXT WEEK**  
30 October 2023 | Event

We are pleased to inform you that our team from Bertling Miami will attend Air Cargo Americas & Supply Chain Americas on 31 October until 2 November 2023, which will take place in Miami.

[READ MORE](#)

Read more on: <https://www.bertling.com/news-pool/#Event>

## CLIMATE WEDNESDAY AT BERTLING LOGISTICS

In 2022 we have rolled out a Global Sustainability KPI to our global offices. All our employees have been asked to contribute and participate to jointly achieve our goal and reduce our corporate carbon footprint. In doing so, we announce one KPI goal per month and share input and ideas on how to accomplish the targets set. We have nominated one “Sustainability Advocate” per office, who helps us to put all corporate measures in place locally. Corporate initiatives include but are not limited to:

- No plastic bottles in our offices
- Adaptation of paperless processes
- Switch to green electricity by 2025
- Support of global/local charity organisations
- Updated travel policies
- Enhanced local subcontractor criteria, including sustainability
- Electronic/hybrid work vehicles.

Our accomplishments are shared internally on the Bertling Intranet in our special “Sustainability Section” and our website and LinkedIn to keep our employees and network informed. Examples are:



## 2023 KPIs

- January: Change to LEDs in the office
- February: Paperless Office – Input and reduction targets
- March: Travel Guidelines
- April: Charity/Volunteering in line with corporate procedures
- May: Office Lease
- June: Paperless Office

- July: Sustainable Marketing
- August: Biodiversity
- September: Office Clean Up
- October: Staff Health/Team Activity
- November: Movember/Cancer Awareness
- December: Volunteering

2024 KPIs

- January: Mandatory Sustainability Training
- February: Paperless Office KPI – 1 Printer/Scanner per Office
- March: Sustainable Office Decoration
- April: Employee Commuting – 1 Measure per Office based on survey feedback
- May: Travel KPI – No Business Class Flights & Emission Compensation (+HSE guidance on Eco Flights)
- June: Recycling in the Office
- July: Sustainable Marketing
- August: Sustainable usage of electrical devices in the Office
- September: Clean Up Day
- October: Follow Up – Green electricity in the Office
- November: Staff Health/Volunteering/Biodiversity
- December: Volunteering/Charity or “Off is Off Concept”

Visit our website [www.bertling.com](http://www.bertling.com) and LinkedIn profile for more information: <https://www.linkedin.com/company/fh-bertling/>



**LEDS IN OUR GLOBAL OFFICES FOR A GREENER TOMORROW**  
24 January 2023 | Sustainability

We have asked our global offices to switch to LED light bulbs to support our emission reduction goals and complete our Sustainability goal for January.

[READ MORE](#)



**OFFSETTING PROJECTS UPDATED – NEW PROJECT IN COLOMBIA ADDED**  
18 January 2023 | Sustainability

The previous biomass global offsetting project was replaced by the forest protection project in Colombia.

[READ MORE](#)



**RENOVA AND BERTLING SWEDEN OFFSET EMISSIONS FOR A RECENT CONTAINER TRANSPORT**  
18 January 2023 | Sustainability

Bertling Sweden convinced their client Renova to offset the emissions generated during a recent Container transport from Felixstowe to Gothenburg.

[READ MORE](#)



**LEASE-A-BIKE WITH BERTLING: GET YOUR DREAM BIKE**  
23 November 2022 | Sustainability

All Bertling employees in Germany have now been offered the opportunity to lease a discounted company bike!

[READ MORE](#)

Read more on: <https://www.bertling.com/news-pool/#Sustainability>

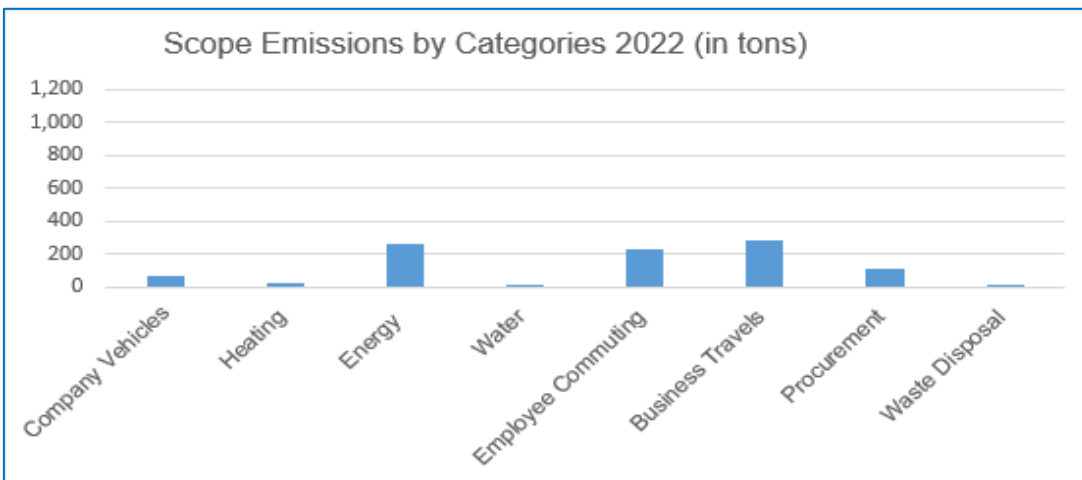
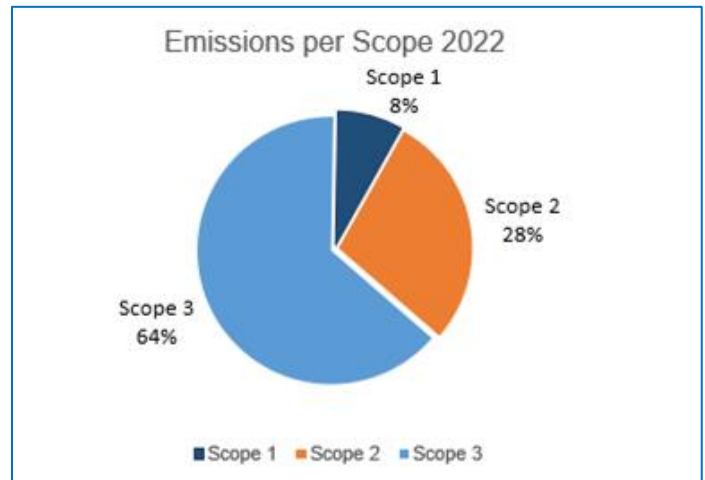
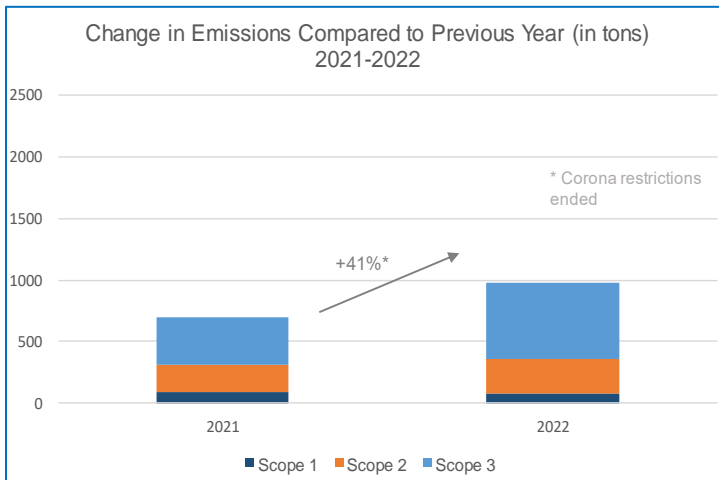
# OUR CORPORATE CARBON FOOTPRINT



We have measured and evaluated our corporate Carbon Footprint at Bertling Logistics since 2019. Below is a detailed breakdown of our carbon footprint for 2022 based on the data and feedback received from our global offices. In doing so, we used an updated carbon footprint questionnaire so that we can get a better overview of our carbon emissions with a view to implementing measures to reduce Bertling's carbon footprint.

Since the form was issued, it has been updated, with the assistance of an external Sustainability Consultant as part of a suite of improvements to Bertling's sustainability systems. The changes expand on elements in the report, for example, District Heating is now split by the fuel type used to produce it, air travel has been split by travel class, etc. as this affects the emission factors used to calculate the

## 2022 CORPORATE FOOTPRINT PER SCOPE



Our footprint saw a rise of 41% from 2021 to 2022, though this was largely due to a return to normal business operations globally after COVID-19.

More detailed reporting and numbers are available upon request to [sustainability@bertling.com](mailto:sustainability@bertling.com).

**ACTIONS TAKEN BY OUR WORLDWIDE OFFICES (EXTRACT ONLY)**

We make our Global Office Sustainability KPI as true team effort as we need the support of all our colleagues to become a more sustainable business. We are very proud of the input, ideas and feedback we have received from our global teams so far and look forward to the coming months.

In doing so, we measure the actions taken by each office and if they have accomplished the target for the month. By the end of the year, we nominate a winning Bertling team in one of our global offices, that put the most efforts in place to fulfil the Sustainability KPI. This winning team will be rewarded with a nice team event then – the competition is on!



**BERTLING DONATES WARM WINTER CLOTHES AND BLANKETS TO HANSEATIC HELP**  
14 February 2024 | CSR

Back in December last year, we started collecting donations for Hanseatic Help to help people in need during the cold winter season here in Germany.

[READ MORE](#)



**BERTLING KAZAKHSTAN SUPPORT CHILDREN'S HOSPITAL OF ATAYRAU WITH 5 PLAY ROOMS**  
18 January 2024 | CSR

More than seven thousand children received treatment at this medical facility in 2023 and to make their stay more comfortable, Bertling helped to create a cozy environment for these children.

[READ MORE](#)



**BERTLING DUBAI ORGANISES "A GIFT OF READING" INITIATIVE**  
2 January 2024 | CSR

Bertling in Dubai recently initiated a significant project aimed at promoting literacy and providing the gift of reading to those facing challenges.

[READ MORE](#)



**BERTLING HOUSTON VOLUNTEERS AND PARTICIPATES IN A CHARITY COOK OFF EVENT SUPPORTING HENRY'S HOME**  
29 December 2023 | CSR

On November 12<sup>th</sup>, the Bertling Houston Team volunteered and participated in a charity cook off event supporting Henry's Home.

[READ MORE](#)



**BERTLING LOGISTICS SOUTH AFRICA DONATES CHRISTMAS PARTY PACKS TO KIDS HAVEN**  
22 December 2023 | CSR

Bertling Logistics South Africa recently made a meaningful contribution to Kids Haven's cause by donating Christmas Party Packs.

[READ MORE](#)



**BERTLING LOGISTICS UK DONATES AND VOLUNTEERS AT THE BURNT OAK COMMUNITY FOOD BANK**  
13 December 2023 | CSR

Members of staff from the Harrow office took part in donating and volunteering at the Burnt Oak Community Food Bank.

[READ MORE](#)



**GIVING TUESDAY ON 28 NOVEMBER 2023**  
28 November 2023 | CSR

Today on 28 November is Giving Tuesday, a day with the mission to build a world where generosity is part of everyday life.

[READ MORE](#)



**BERTLING DUBAI PARTICIPATES IN GREEN INITIATIVE - CAN COLLECTION SUCCESS**  
24 November 2023 | CSR

Bertling Dubai collects 8 kg of tin cans, saving approximately 13.6 kg of CO2 emissions in the Can Collection Drive Campaign.

[READ MORE](#)

Read more on: <https://www.bertling.com/news-pool/#CSR>

## LOCAL SUSTAINABILITY MEETINGS

The offices are asked to form local sustainability teams led by the local sustainability advocate to discuss sustainability at their office on a regular basis and agree on how they can adapt and fulfil the sustainability KPIs given by head office. A regular dialogue as well as regular training, awareness session and local actions are important to achieve our corporate sustainability goals.

Also, every meeting at Bertling (internally and externally) will from now on start with a sustainability moment to keep raising awareness for this important subject. For this purpose, we created a list of sustainability moment slides, which people can include in their presentations.

## EVALUATION OF OUR SUBCONTRACTORS

A significant potential for emission reductions comes with our global subcontractors. Therefore, Bertling Logistics has extended its usual subcontractor questionnaire by a set of sustainability-related questions to learn more about the sustainability-consciousness of our global partners.

As a result of the enhanced review process, we have reached out to those subcontractors of Bertling Logistics with insufficient or no sustainability concept in place by offering them support in developing a sufficient sustainability approach. We have started a dialogue with those who have future-looking concepts in place already, to learn from them and help to reduce emissions generated during operations further. Going forward, we mark all sustainable subcontractors with a green leaf in BLU, our global transport management software, and will be able to show our offices the most sustainable one to help our clients to reduce their Scope 3 emissions. Using our internal sustainability rating our offices can give our clients different options for operations with a reduced carbon footprint. We will further enhance this concept in the future and will make sustainability a standard element of our subcontractor evaluation.





## AN END-TO-END SUSTAINABILITY SOLUTION FOR OUR CLIENTS

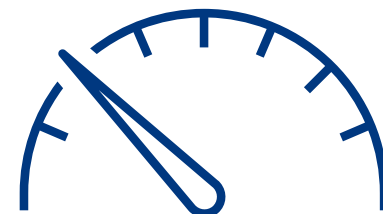
We are constantly working on new concepts, projects, and service offerings for more sustainable solutions to our clients based on business intelligence, better processes, less administrative work, and overall smart IT solutions, which we also educate our employees on to ensure we all fully support these sustainable approaches. For us at Bertling Logistics, awareness needs to come from within and, therefore, we work closely with our local teams to share common goals on sustainability and CSR, so that they can share these as well with their customers and local business partners.

As mentioned already, we have based our end-to-end sustainability solution on these three key elements:



### 1. MEASURE

Every carbon neutral program starts with knowing the environmental impact resp. emissions your business and operations have on the environment. With Bertling's Ecological Footprint Tracker you will have this visibility from now on, at your fingertips and in real-time.



#### How it works

With our Ecological Footprint Tracker, you will be able to calculate your CO2 footprint and all shipment-related emissions from the project start to end. To offer this service based on the most recent technologies, we have partnered with **EcoTransIT**, a globally recognized software for automated calculation and analysis of energy consumptions and emissions across the whole supply chain. At Bertling clients will receive this additional IT service for free, as we, as UN Global Compact signatory and supporter of the UN Sustainable Development Goals would like to raise the awareness for carbon neutral programs among our customers.

Customers can calculate your estimated footprint, when the shipment is created, and/or your actual footprint, when the shipment is conducted, taking all transport modes into account. The latest results are presented in real-time on highly visual dashboard attached to client's IT platforms to manage and track their projects.

Read more on: <https://www.bertling.com/news/april-2021/know-your-emissions-with-bertling-s-ecological-footprint-tracker/>.

## 2. REDUCE

With every tender we submit and every project and transport we start to investigate, we take our customers as well as our corporate sustainability KPIs into account to offer the most sustainable and efficient transport solution.




We also provide our clients different alternatives and let them decide for which of the solutions they would like to go for. Sometimes the options to reduce emissions generated during a transport are limited (due to local conditions, missing alternatives, budget constraints, etc), but all our transport offerings now come with a detailed writeup about our sustainability concept at Bertling Logistics to align our clients' and our corporate sustainability goals and agree with the most efficient solution.

### A sustainable approach from the beginning

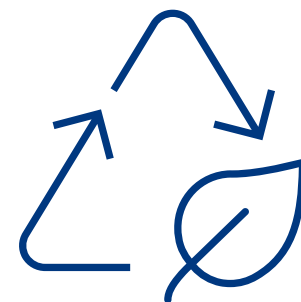
Even at bidding stage, we give our customers an indication of the estimated carbon footprint for a transport or even for a whole project as starting point for our sustainability discussions and to be able to identify the most efficient way of transport. This is also the basis for potential compensation solutions for emissions which cannot be avoided.

We are also reviewing our subcontractor selection criteria and have issued an updated questionnaire with a set of sustainability-related questions. First feedbacks are currently being evaluated. This will enable us to offer our clients different subcontractor options, depending on the sustainability level they are looking for.

<div style="display: flex; justify-content: space-between; align-items: center;"> <span>since 1865</span>  </div> <div style="text-align: center; font-size: small; margin-top: 5px;">                     F.H. BERTLING LOGISTICS GMBH Willy-Brandt-Strasse 49 20457 Hamburg Germany                      PHONE: +49 40 32 33 55 0 FAX: +49 40 32 33 55 11 <a href="http://www.bertling.com">www.bertling.com</a> </div>			
<b>Estimated Footprint Overview</b>			
	Pre-Carriage	Main-Carriage	On-Carriage
Energy [MJ]	227,06	2.937,04	926,46
CO2 [t]	0,02	0,20	0,07
GHG-emission [kg]	15,85	205,65	66,75
NOx [kg]	0,02	3,44	0,07
NMHC [kg]	0,00	0,22	0,02
SO2 [kg]	0,01	0,60	0,02
PM [kg]	0,00	0,18	0,00
Distance [km]	100,18	11.078,30	300,27

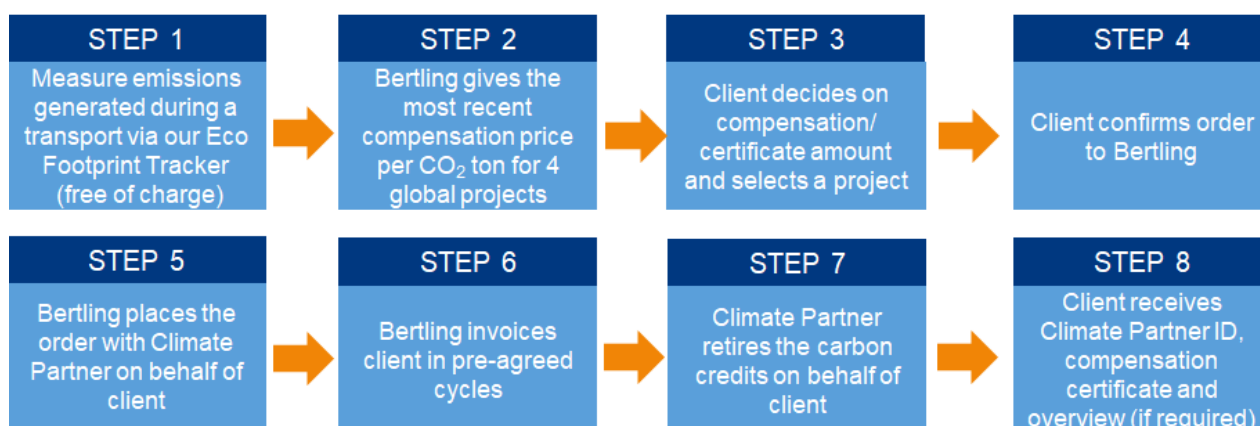
### 3. SUPPORTING GREENHOUSE GAS REDUCTION PROJECTS

Global supply chains will continue to generate emissions and sometimes, especially in remote areas, effective emission reduction opportunities are limited. Therefore, we offer compensation solutions for emissions, which cannot be avoided.



Thanks to our partnership with ClimatePartner the climate impact of every transport handled by Bertling can now be reduced by supporting projects that have a positive climate impact and can mitigate the emissions generated during the operations all automatically via our advanced IT system.

With every quotation we offer, our clients already receive an indication of the estimated emissions. The negative impact of the unavoidable emissions can now be reduced by purchasing reduction certificates via us from Climate Partner. The process works as follows:



Together with ClimatePartner, and in line with our Sustainability Concept, we have selected four global GHG-reduction projects\* (officially certified and regularly vetted) our clients can choose from request. These are:

#### Assisted Natural Regeneration in Ethiopia

The Ethiopian highlands are facing intense degradation and loss of biodiversity. That is why so-called "exclosures" have become increasingly important. In these areas, vegetation is being regenerated and protected. Livestock and uncontrolled woodcutting are excluded from these areas. In this way, the project aims to protect about 540 hectares of "exclosures", which will remove about 5,530 tonnes of CO2 emissions per year from the atmosphere, further improve the vegetation and reduce soil erosion.



<https://fpm.climatepartner.com/project/details/1449/en>

### Forest Projection Project in Rimba Raya, Indonesia

Tropical swamp forests belong to the world's most efficient carbon sinks. In the project area on the Indonesian island of Borneo, this type of forest has another unique function: it is one of the two remaining habitats for wild orangutans. Not only orangutans, but also countless other animal and plant species are severely affected by the ongoing deforestation, driven by the palm oil industry. At the same time the clearing of the swamp forest releases CO<sub>2</sub> as well as large amounts of the particularly climate-damaging gas methane.

<https://fpm.climatepartner.com/project/details/1064/en>



### Forest Protection Project in Colombia

As the biggest REDD+ Project in Colombia, this initiative protects 1,150,200 hectares of tropical forests, safeguarding its biodiversity. It provides education, healthcare, sanitation, food security, nutrition, and further social benefits for 16,000 indigenous people. The project works hand-in-hand with the communities to constantly inform and train them, improve living conditions and promote sustainable economic growth. The project follows a holistic approach to make a lasting change in the behavior towards sustainable practices, forest protection, and conservation.

<https://fpm.climatepartner.com/project/1288/en>



In addition to our GHG-reduction projects we offer the **Global Clean the Ocean Project** which contributes to the avoidance and removal of plastic waste and delivers strong support for the global SDGs

Over 8 million tons of plastic waste end up in the sea/year. Especially developing countries often lack infrastructure for proper waste disposal. Stopping ocean plastic & improving the lives of those who are most affected - this is the approach taken by the Plastic Bank. In Haiti, Indonesia, Brazil and the Philippines, people collect plastic waste. At local collection points, they can exchange it for money, food, drinking water or even school fees. The project ensures that less plastic ends up in the sea. Instead, it is recycled and turned into Social Plastic, which serves as raw material for new products such as packaging.

<https://fpm.climatepartner.com/project/1087/en>



\*\* The availability of reduction certificates is based on the issue date of this report (last revision) and will be closely monitored and/or replaced by new projects (by using the same selection criteria) as required and in close collaboration with ClimatePartner.

## CORPORATE SOCIAL RESPONSIBILITY on the ground

We believe that the requirements of Corporate Social Responsibility are contained within our core corporate values of loyalty and code of conduct, fair operating and labour practices and enhancement of health, safety, and the environment within the communities in which Bertling operates.

We therefore have established corporate policies to capture and ensure that these core values on society and the environment, in line with the UN SDGs, are transparent and shared with its employees and stakeholders including the rules of law, personal behaviour and best endeavours.

In doing so, Bertling seeks to support the welfare of local communities in the regions in which we operate, through the cooperation of and participation with charitable organisations all over the world to work together on projects that provide benefits and improvements in the lives and living conditions of everyone in those communities.

CSR activities and charitable donations will be made in line with the UN SDG approach and ranking. Therefore, these SDGs we still need to improve on, will be primarily supported with donations and charitable work. In doing so, we will also support the above-mentioned compensation projects by Climate Partner to compensate for our corporate eco footprint partially and eventually entirely towards our goal to become a climate-neutral business by 2030 on our joint “Road to Zero”.



since 1865

# Bertling

Bertling Logistics Group

## WE SUPPORT LOCAL COMMUNITIES & CHARITY PROJECTS

We support several charity projects around the world, some of them on a permanent basis and some others on a case-to-case basis, also depending on the logistics projects we are working on in certain countries with a high need for humanitarian help.

### Our heart beats for Kazakhstan

One of our long-term charity projects we support and collaborate with is “Shanyrak” Kazakhstan, a social organisation that helps orphanage graduates with employability issues and provides them with career opportunities, career advice, training concepts and creates a platform for orphanage and boarding school graduates to help them realise their potential. In doing so, Shanyrak is engaged in manufacturing, training, recruitment, and other services.

We donated school material and kitchen equipment, like a new fridge, which they needed urgently at one of their orphanages. Furthermore, our local teams in Kazakhstan collected money to fulfil some of the children’s Christmas wishes. This year we financed a summer camp for some of the orphans, which is documented in the following video:

<https://cloud.mail.ru/public/4wdP/4RdnwFLLa>

Most recently we donated TVs and laptops to ensure home schooling for the children during this ongoing pandemic. We will continue to work closely with Shanyrak and follow their projects closely to identify further areas for support through financial donations, goods donations, and volunteering.



## Other charity projects we support in Kazakhstan

- Donation to the Atyrau Regional Children's Hospital for the equipment and renovation of five playrooms for children.
- Cooperation with Atyrau University in holding regular logistics master classes and industry presentations, offering internships and hands-on knowledge and insight to students
- Donation to Senim Education Center to equip classrooms for autistic and special need children.
- Donation to the Zein Center in Atyrau for building improvements. The Center supports children with autism, down syndrome, paralysis, mental and speech disabilities to be able to attend regular schools following adaptive training and stimulation.



## Some other global charity projects we currently support or supported in the past:

- **PLANT-MY-TREE®:** Since March 2022 we are a proud PLANT-MY-TREE® Bronze Member and will support selected tree planting projects in Germany from now on. In our industry, it is often still challenging to reduce emissions as adequate alternatives are still missing or unavailable. Therefore, the most effective way to lower the carbon footprint is emission compensation to remove CO<sub>2</sub> from the atmosphere. To start of our collaboration with PLANT-MY-TREE®, we will plant trees in the Harz Mountains in Germany, a region in which large parts of the forest were destroyed by bark beetles and heavy storms. Reforestation is in process, but it will take decades to turn the Harz again into the beautiful ecosystem it used to be.
- **Suriname:** Bertling is a “Friend of Green Suriname” and has signed a partnership agreement with Conservation International Suriname to support their important work in the country to preserve Suriname’s nature, forest, people and globally significant eco system. In doing so, Bertling promotes Friends of Green Suriname’s activities among its network and elaborate joint support projects with its clients.
- **Worldwide:** Donation in 2021 to Save the Children, which is one of the largest independent children's rights organizations in the world. They are active all over the world to help children in need, for example, those living in war and conflict areas with their families. The donations are used for emergency help initiatives, psychosocial care, and education projects.

- Ethiopia: Donation in 2021 to the Ethiopia Medical Project, which is dedicated to support the Buccama Health Centre in rural Ethiopia. The organisation focuses on helping women in need who receive medical treatment in the clinic and continuously raises the awareness for Uterine Prolapse and Podo in the country. The donations are used to cover the costs for medical staff’s wages and medical supplies.
- Syria: Donation to an SOS Children’s Village to finance food & medical supplies for children in need + Support of “SyrienHilfe e.V.” as part of a humanitarian aid project for refugees from Syria.
- Germany: Donation for the construction of new “Mattisburg” children protection houses in Hamburg and Hanover as temporary home and therapy centers of abused children.

Read more on: <https://www.bertling.com/news-pool/#CSR>

We also combine team events and charity and e.g., participate in charity team runs to collect money to support a local charity project (e.g., breast cancer projects). Also, with our annual Christmas donation we support a local charity project, which our employees can suggest and then vote for. The project with the most votes will receive our donation.

Moreover, we support the charity activities our employees get involved with in their free time with team events, volunteering, or corporate sponsoring. In doing so, we encourage our local and global employees to participate and contribute as well by donations of items or money or volunteering.





Bertling Logistics Group

World Clean-up Day takes place on 17 September 2022 every year. At Bertling Logistics, we turned this into a “clean-up week” and asked our global offices to participate by organizing a clean-up with the local team members nearby the office. Many of our global offices are situated in industrial areas, which are not the cleanest surroundings in general, therefore, there is always a corner to be cleaned up. Below are some pictures of recent clean-up actions organized by our offices in Dubai, Jakarta, Miami, Lima, Gothenburg, and Hamburg in 2022. And there are more to follow, as we don’t wait for annual clean-up day to remove waste from our offices’ surrounding areas to keep the environment clean and nice.



Dubai Clean-up



Jakarta Clean-up



Miami Clean-up



Gothenburg Clean-up

Some of the services and concepts we offer to our clients already include, but are not limited to, the following services:

### Bertling Enviro

Bertling Enviro is actively trading and coordinate shipping of alternative fuels for powerplants and process industries within Europe.

The main products are RDF (Refuse Derived Fuel) and SRF (Solid Recovered Fuel) which both are sorted and processed material derived as well from construction and industrial waste as from municipal waste.

At present all fuel products are collected and shipped from UK in standard 40' sea containers where we cooperate with the main container carriers. The main part is being shipped to various ports in Sweden from where Enviro coordinate the delivery to the end user (Energy From Waste Plant). By using container, we have a stable and safe logistics set-up with flexibility and traceability.

Using waste as a fuel which is being incinerated under controlled forms have a substantial positive environmental impact compared to the alternative which mostly is landfill.

Trading and shipping of waste products are strictly controlled by the environmental authorities in the respective countries where each and every shipment/container is followed by its unique movement document which is being controlled and signed of in several steps from collection to recovery/incineration.

### Bertling Bulk Liquid Logistics

We provide clients with reliable high-quality bulk liquid transportation solutions for the transports of hazardous and non-hazardous liquids in FLEXItanks, ISOtanks, IBC's or drums. Our Bertling-designed FLEXItanks can be recycled and/or reused for other purposes. Also, a re-useable steam heating system can be attached to the FLEXItanks upon request.

We are proud to report, that we ship everything in accordance with local guidelines, use appropriately trained staff and 3<sup>rd</sup> parties and to date have had no significant incidents that would affect the environment.

## WHAT'S NEXT

### ▶ PLANNED PROJECTS 2024



#### PLANNED ACTIONS

- ▶ GRI/CSRD Reporting
- ▶ ETS Webinar
- ▶ Sustainable Procurement
- ▶ Subcontractor Evaluation
- ▶ Mandatory Trainings as part of Corporate Training plans
- ▶ EcoVadis
- ▶ Enforcement of updated KPIs
- ▶ Sustainability Events
- ▶ Sustainability Team Channel Usage
- ▶ New Team Channels, e.g. Fit Forwarders
- ▶ Teamwork and Collaboration in general
- ▶ Real Green Project
- ▶ Sustainable Office Decoration Concept
- ▶ Corporate Training Plan



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Bertling Logistics Group's reporting uses the framework outlined by the Global Reporting Initiative (GRI 2016) as guidance for most of our ESG data.

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