

BERTLING'S
ROAD TO ZERO



WE DELIVER RESPONSIBLE
LOGISTICS SOLUTIONS.

SUSTAINABILITY AND CSR REPORT 2023 FOR BERTLING LOGISTICS

Last Update: 19 June 2023

MESSAGE FROM COLIN MACISAAC

CEO OF BERTLING LOGISTICS



At Bertling Logistics we are fully aware of the environmental impact of global logistics services via air, rail, road, and sea freight. However, without these essential services, global supply chains would stop moving and the worldwide distribution of goods would not be guaranteed.

To closely monitor, proactively reduce and offset this impact, we have developed corporate environmental, social, and ethical standards, measures (KPIs), and goals to ensure we support the welfare of those local communities and regions in which we operate.

We consider the fight against climate change and the achievement of zero-emission targets a two-way street to which every one of us and every company can contribute by:

1. committing to the reduction and/or offsetting of corporate emissions and
2. supporting customers to reduce and/or offset their emissions to meet their sustainability goals.

Corporate Action

Client Action



BERTLING'S
ROAD TO ZERO

Bertling Logistics as a business has committed to CO₂ neutral operations by 2030 and follows a 3-step approach which is:



1. MEASURE



2. REDUCE



3. COMPENSATE

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.

The ongoing Covid-19 pandemic and related disruptions in China and other logistical hubs have proven more than ever that when the whole world comes to a halt to battle a virus, global trade is essential to keep the world and people's lives moving and ensure a certain degree of "normality".

This pandemic has also created a new and increasing level of environmental awareness among companies to develop sustainability programs and carbon-neutral goals and concepts to be better prepared for crises in the future and to make the world a better place, also for future generations.

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 MacIsaac

WHO WE ARE

Bertling was founded in Germany more than 157 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.

OUR SUSTAINABILITY VALUES



Innovation: We are climate offsetting pioneers in logistics and emission measuring and offsetting 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.

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

Our sustainability concept focuses on the 17 UN Sustainability Goals (SDGs) but would like to be very honest 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, on which we still must improve, e.g., by charity work (CSR), offsetting and donations. Therefore, we call it our “Road to Zero”.



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

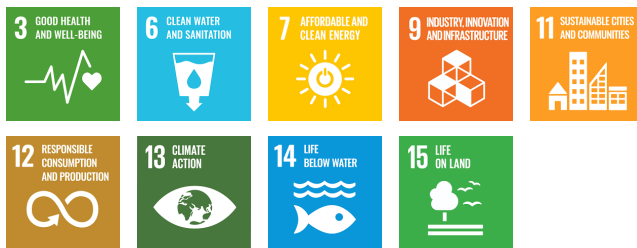


ENVIRONMENT

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 CO₂ 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)



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 on greener logistics solutions.



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)



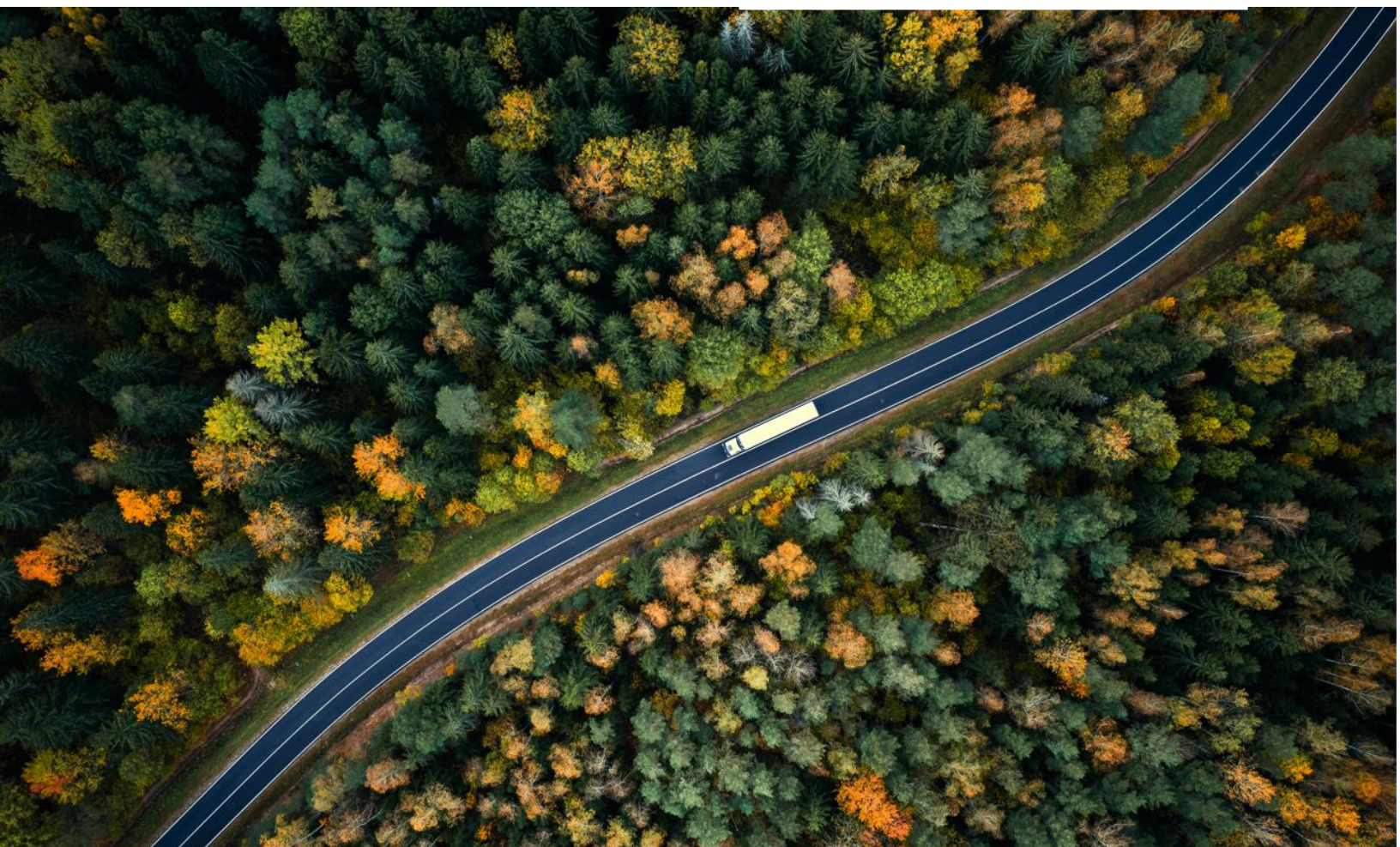
PRINCIPLE 4



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, Germany's largest online donation platform



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.)



OUR GOALS

- Further development of the VCOC.
- Constantly updating our supplier questionnaire to take their climate action approach into account and be able to select the most sustainable partners.

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

MARKETS & CLIENTS

PRINCIPLE 7



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



PRINCIPLE 8



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



OUR GOALS

- We offer our clients offsetting solutions and dedicated projects.
- We help our clients to analyze their carbon footprint and offer a carbon offset 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.



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. «

HOW WE STAY ON TOP

We follow the latest news and developments 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.

Sustainability events we attended in 2023:

3. DVZ Sustainability Day

4 April 2023

Hamburg, Germany

<https://www.dvz.de/veranstaltungen/detail/3-dvz-sustainability-day.html>



transport logistic 2023

9 – 12 May 2023

Munich, Germany

Special Conference Program with Focus on Sustainability

<https://transportlogistic.de/en/trade-fair/conference-program/>



Regular Climate Partner Webinars

BERTLING AT COP26 in 2021

Last year, our CEO at Bertling Logistics, Colin MacIsaac, attended COP26 in Glasgow from 1–12 November 2021 and talked about the status quo in the logistics industry when it comes to environmental measures and sustainability. We were very proud to attend this globally leading Climate Congress.



since 1865



Bertling Logistics Group

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:



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



OUR CORPORATE CARBON FOOTPRINT

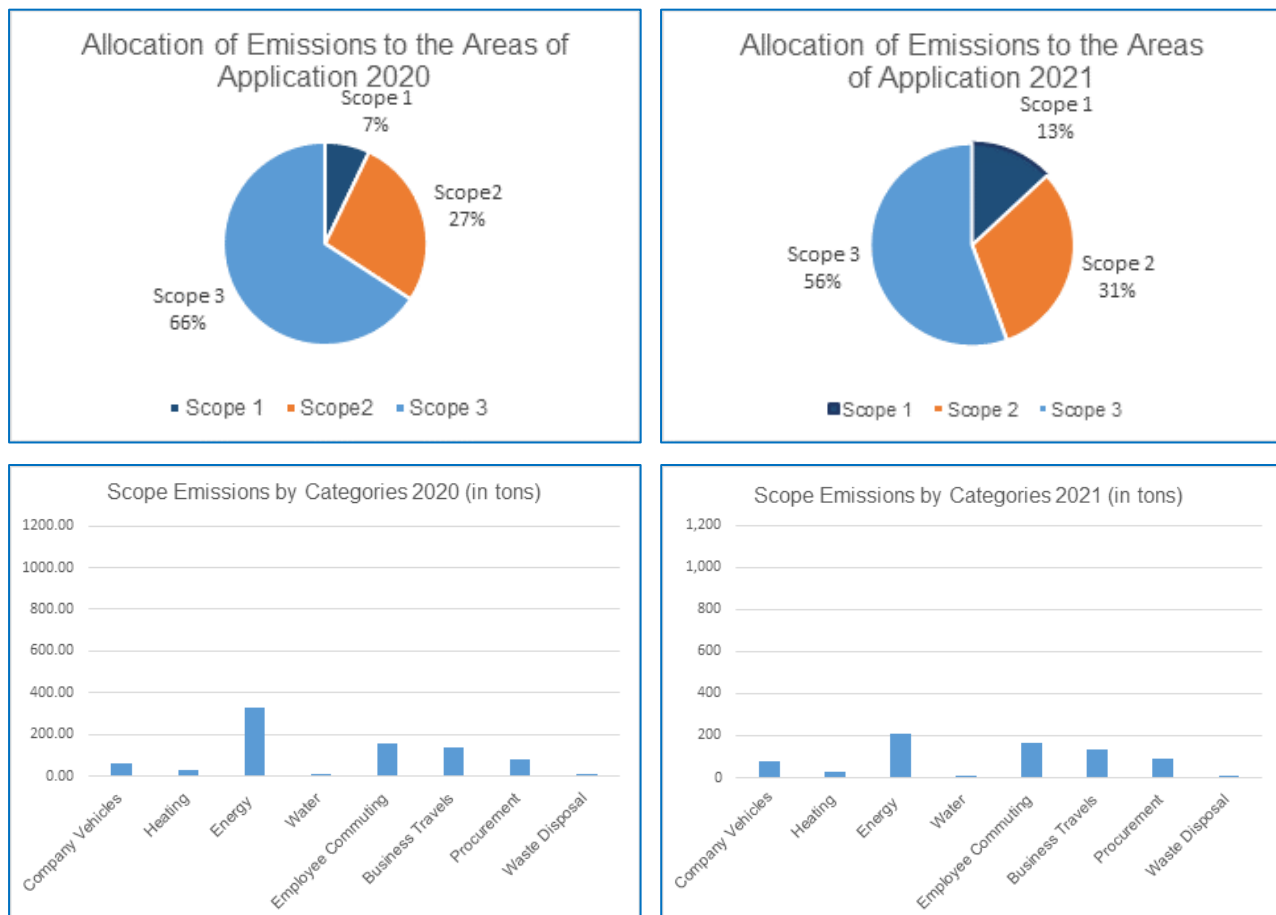


We have measured and evaluated our corporate Carbon Footprint at Bertling Logistics since 2019. Below is a detailed breakdown of our carbon footprint for 2021 based on the data and feedback received from our global offices. In doing so, we used an updated carbon footprint questionnaire so that we can get a better overview of our carbon emissions with a view to implementing measures to reduce Bertling's carbon footprint.

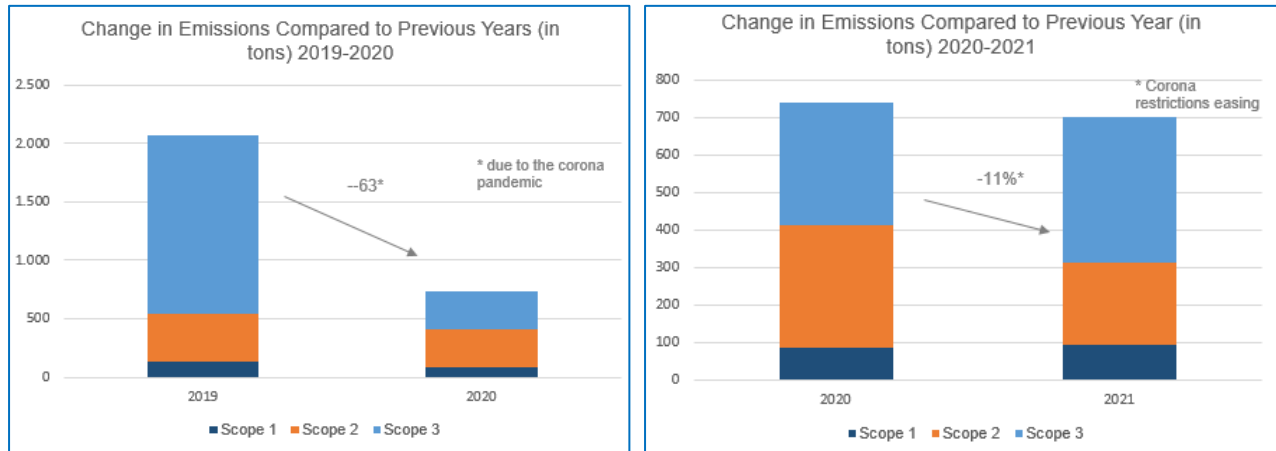
Since the form was issued, it has been updated, with the assistance of an external Sustainability Consultant as part of a suite of improvements to Bertling's sustainability systems. The changes expand on elements in the report, for example, District Heating is now split by the fuel type used to produce it, air travel has been split by travel class, etc. as this affects the emission factors used to calculate the CO₂e for each office on Scope 1, 2 and 3 emissions. We will continue to further enhance the form.

The improvements made already enabled a greater visibility of the areas which have the largest impact on our Carbon Footprint and allows us to target our environmental improvements to reduce Bertling's contribution most effectively to climate change. We will continue to further enhance the form.

2020 AND 2021 CORPORATE FOOTPRINT PER SCOPE



The rate of decrease slowed to 11% from 2020 to 2021 but as COVID restrictions were lifted this was to be expected.

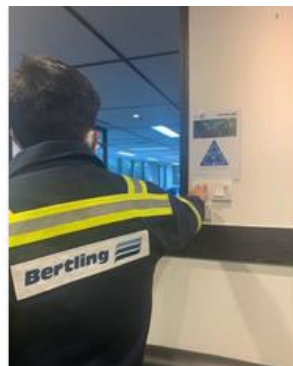
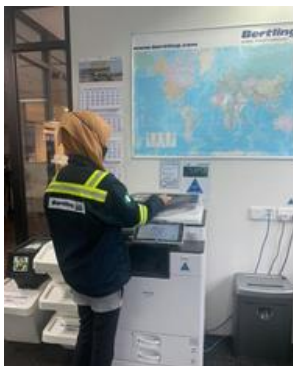


More detailed reporting and numbers are available upon request to sustainability@bertling.com.

RECENT 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 will 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!





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.

More information is available 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 offsetting solutions for emissions which cannot be avoided.

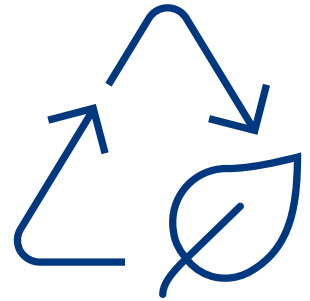
Also on smaller quotes, we indicate our clients an estimation of the approximate carbon footprint of the operations. Clients can then let us know how much of the emissions they would like to offset through one of our global offsetting projects provided by **ClimatePartner**, a leading provider of climate action solutions, all automatically via our advanced IT system.

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.

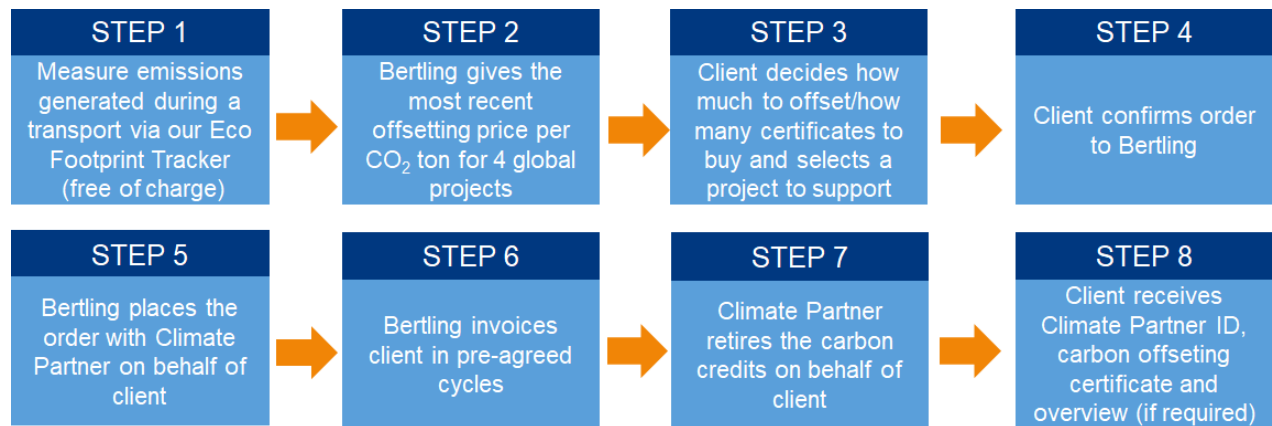
<div> <div>since 1865</div> <div>Bertling</div> </div>			
F.H. BERTLING LOGISTICS GMBH Willy-Brandt-Strasse 49 20457 Hamburg Germany PHONE: +49 40 32 33 55 0 FAX: +49 40 32 33 55 11 www.bertling.com			
Estimated Footprint Overview			
	Pre-Carriage	Main-Carriage	On-Carriage
Energy [MJ]	227,06	2.937,04	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. COMPENSATE

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



Thanks to our partnership with ClimatePartner every transport handled by Bertling can now be carbon-neutralized by offsetting the emissions generated during the operations. With every quotation we offer, our clients already receive an indication of the estimated emissions. Unavoidable emissions can now be offset by purchasing offsetting certificates via us from Climate Partner to run a transport or even a whole project carbon neutral. The process works as follows:



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

Cooking Stoves for Uganda (nationwide)

In Uganda, the majority of the population does not have access to clean cooking facilities. As a result, many people cook over open fires using self-collected wood which stresses the environment as well as people's health. Household pollution, largely consisting of cooking smoke, poses a great health risk in the area and fuelwood scarcity leads to forest degradation, and eventually deforestation. This carbon offset project provides energy-efficient biomass cookstoves to communities all over the country. These improved cookstoves use considerably less fuel and therefore reduce the amount of air pollution and environmental degradation while saving greenhouse gas emissions.



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

* Further information on selection process is available upon request.

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 CO₂ as well as large amounts of the particularly climate-damaging gas methane.

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



Forest Protection Project in Brazil

This REDD+ project is located in the State of Rondônia, Brazil. The project's 72,843 hectares area acts as a guardian of the rich biodiversity of the region, also serving as an ecological corridor between the local conservation areas. The aim is to improve the quality of life, offering social empowerment by training farmers in sustainable farming practices and forest management. There are some important biodiversity conservation goals, including the maintenance of forest coverage and the protection of several wildlife species.

<https://fpm.climatepartner.com/project/details/1461/en>



Global Clean the Ocean Project

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

CORPORATE SOCIAL RESPONSIBILITY

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 offsetting projects by Climate Partner to offset 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”.



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/4RdnwLLa>

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

- 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 offsetting to remove CO₂ 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.
- Kenya: Donation for the construction of a Nyota Day Care Center.
- India & Bolivia: Donation to Clean Water Project.
- Brazil: Support of a tree-plant Project in the Amazon rainforest.

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.



EVERY DAY IS CLEAN-UP DAY AT BERTLING

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

OUR CSR PRINCIPLES AT BERTLING LOGISTICS

PRINCIPLE 1



WE FOSTER LOCAL CONTENT

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.

As an active signatory of the United Nations Global Compact (UNGC) and supporter of the UN SDGs we are working on projects and ideas on how to reduce our impact on the environment and thus contribute to the UN's 2030 Agenda for Sustainable Development. Moreover, we ensured that our global offices obtain ISO 14001:2015 certifications, which will in the future be centrally obtained, maintained, and controlled.

To our clients we offer a set of environmentally conscious services and tools to help them measure, evaluate, report, and eventually reduce their carbon footprint in line with their corporate KPIs and to foster their sustainability strategies.

PRINCIPLE 2



WE PROMOTE CONCERN FOR THE ENVIRONMENT

PRINCIPLE 3



WE STRIVE FOR SUSTAINABLE SERVICE OFFERS

We are also working on adapting our services and overall business model to address the sustainability goals and respond to changing client requirements.

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

Bertling Smart Device Tracking

We can attach smart wireless devices to transport vehicles to track related details of high value/sensitive goods we transport in real-time. In doing so, we can track all events happening during a transport (e.g., ground speed, temperature, shocks) and analyse the transport route to identify areas for improvements and savings (e.g., more direct routes, better link of all involved transport partners).

since 1865



Bertling Logistics Group

Bertling Enviro

We have developed an expertise in transporting RDF (Refuse Derived Fuel) from the UK to Scandinavia, where the waste gets turned into energy to e.g., supply households with electricity. In doing so, we connect buyers and sellers in the waste management industry, to find a sustainable use for waste and recyclables products.

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.

Bertling Covid-19 Response

The current extraordinary situation caused by this global pandemic requires special attempts and service offers to ensure a continuous supply of goods. Therefore, we supported the "Oscar Mission" in Malaysia, which supplies frontliners with food and other goods, and obtained a special transport allowance in South Africa to act as essential cargo provider within the region to ensure a continuous supply of essential goods, including food, medical supplies as well as cleaning and hygiene products.

PRINCIPLE 4



OUR EMPLOYEES' HEALTH COMES FIRST

The challenging times we live in make it sometimes difficult to balance well between work and private life. Also, the ongoing Covid-19 pandemic continues to impact work patterns and demands employers to offer more flexible office vs. home office work concepts to its employees.

We at Bertling Logistics care for our staff and decide on a case-to-case basis and role what is the best solution for the related employee, taking local conditions and requirements into account.

On a global level, we offer various staff trainings – work-related and health-related to raise awareness for work-life-balance, stress prevention and give guidance for resilience. All global staff are invited to participate in these training sessions, which are held live by our HSSE department and get recorded for future watching and follow-up training sessions.



→ SDG #3: Good Health and Well-Being

STRESS AWARENESS TRAINING FOR OUR EMPLOYEES



OUR EMPLOYEES' WELL-BEING COMES FIRST



#strongertogether

TO SUM UP

At Bertling, we will in the future work even harder to make a positive impact on the environment, communities, and society by conducting business in a responsible, ethical, and carefully evaluated way to foster substantial sustainability goals and strategies for a greener tomorrow.

To move closer towards our goal to become a climate neutral business by 2030, we will continue to work hard on emission reductions, keep a close dialogue with our local offices to discuss their sustainability projects, keep supporting our clients on their sustainability goals, continue to educate our employee and enhance our sustainability concept – step by step on our “Road to Zero”.

This report will be updated on a regular basis to share our recent accomplishments, sustainability projects and further developments. The most recent copy is always available on www.bertling.com/sustainability.

ACTIONS IN 2022

- Ongoing update and completion of Sustainability Strategy & Report for Bertling Logistics
- Update of our Values and Code of Conduct for Bertling Logistics
- Further development of our Ecological Footprint Tracking Application
- Sustainability training for our employees
- Enhanced Supplier selection criteria including sustainability and environmental awareness
- Sustainability Certificates for our clients
- Further Office engagement through Sustainability KPIs and monthly initiatives and targets
- Tree Planting action in the Harz Mountains in May 2022
- Further Charity donations and events
- Objective is to have as many SDGs as possible on the first layer and as less as possible on the third layer
- Level is currently determined by the number of policies that match a single SDG
- Idea is to allocate a certain fulfilment level of an SDG by a policy to initiate improvement (every policy will be rated 1-3 in relation to a certain SDG)
- The measurement works as follows:
 - 1 point if policy is in line with a certain SDG
 - 2 points if policy regarding a certain SDG is partially implemented
 - 3 points if policy regarding a certain SDG is fully implemented and monitored

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