

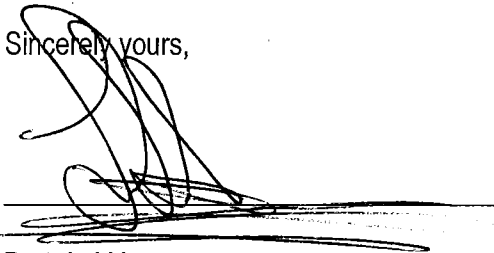
## United Nations Global Compact – Communication on Progress (COP)

's-Heerenberg, 12. October 2021

### Statement of continuing support by the Managing Director

In June 2015 JCL Logistics Benelux BV have committed themselves to support the ten principles of the UN Global Compact. I am pleased to confirm that JCL Logistics Benelux BV reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of human rights, labour, environment and anti-corruption. In this Communication on Progress we describe our actions to continually improve the integration of the Global Compact and its principles into our company strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Bert de Vries

Managing Director

## Description of practical actions

### 1 Human rights

#### 1.1 Assessment, Policy & Goals

JCL Logistics Benelux BV respects and actively supports the Universal Declaration of Human Rights. The respect for human rights is integrated in both internal and external operations. On 26.06.2018 JCL has published the company's latest Code of Conduct that is applicable to all employees of the JCL group and must be complied with. Concerning human rights it explicitly states that JCL respects the opinion of other persons and their personal dignity, privacy and personal rights. JCL will not tolerate any type of discrimination, mobbing and harassment, for example based on nationality, culture, religion, race, sex, sexual orientation, age or physical disability.

## 1.2 Implementation

All employees are subject to a detailed year-end-meeting with their manager. If requested, there is also the option to have this meeting with participation or face-to-face with a confidant representative of the Human Resources department. The company's Code of Conduct has been signed by the CEO, CFO and COO. It was distributed on 26.06.2018 in various languages to every employee of JCL, and is accessible through the company's intranet.

Since January 2017 monthly gatherings of all employees are being held, where the Code-of-Conduct and human rights are a fixed item on the agenda.

## 1.3 Measurement of outcomes

JCL Logistics Benelux BV has not received any complaints from employees, suppliers, business partners or customers in relation to any human rights violations, nor has it been involved in any investigation, legal case or incident involving human rights.

With the new Code of Conduct a specific contact and email address of the Compliance Office has been published. It can be addressed by every employee in case of questions or insecurities regarding the application of the Code of Conduct. Until 01.09.2021 no mails about non-compliance with ethic objectives have been received.

# 2 Labour

## 2.1 Assessment, Policy & Goals

All working conditions are defined not only through our detailed Human Resources handbook, but the legal framework is also given, where applicable, through the Dutch logistics union guidebook ("CAO=collectieve arbeidsovereenkomst"), covering all work-related topics like wages, working hours, benefits, workplace health & safety, etc. In addition to that we strive continually to assess our employees' skills, goals and training requirements and to provide guidance or training to support the personal development of each individual. Every single employee of JCL Logistics Benelux BV receives a minimum of 80 hours of training per year.

## 2.2 Implementation

The company offers for all employees regularly professional, specific work-related training courses that are held during or right after office hours in the company offices. In 2020/2021 employees have received trainings/certificates in e.g.

- First aid
- Load Securing
- BBS (Behavior Based Safety)
- Hazardous products training
- Security advisor

During the peak of the Covid-pandemic crisis the following measures were implemented:

- All employees that do not need to come to work, were asked to stay at home
- We had first daily TCs, then weekly, until staff was coming back again
- Warehouse staff, drivers and employees with regular direct contact to drivers and warehouse staff were specifically protected.
- Employees that needed to take care of relatives, stayed in home office with priorities
- Only when we had a safe working environment established (walkways, sanitizing stations, seating plans with sufficient social distancing), employees were brought gradually back, partly with shift working.
- Time and modes of transport to test facilities were arranged for all employees, if needed.

## 2.3 Measurement of outcomes

JCL Logistics Benelux BV has not been involved in any investigations or legal cases related to the UN Global Compact Labour principles and it has not been subject to any health and safety statutory notices in the last years.

Staff training in for both administrative and shopfloor tasks is a legal and/or quality requirement for many of our operations, e.g. hazardous warehousing. Regular audits by external companies, governmental authorities and certification bodies (e.g. SQAS) have proved that staff training level are complying with and exceeding these requirements.

Only a very low number of employees were tested positive during the COVID-Crisis. Preventive measures were implemented and regularly checked. We had no case reported where an infections between colleagues or from contact with drivers (own or third parties) or other suppliers had occurred.

## 3 Environment

### 3.1 Assessment, Policy & Goals

JCL Logistics Benelux BV has a detailed environmental policy that is communicated to staff, customers, suppliers and other stakeholders on all levels. Focus on sustainability is a fundamental part of the company's mission and vision. It is lived throughout the company and is present at all levels.

### 3.2 Implementation

JCL operates an own fleet of trucks, which are since Q3 2015 all classified according to the latest lowest emission class Euro VI.

For several customers we also use selected subcontractors. Part of the regular audit of these subcontractors is the reporting of emission classes utilized in their fleet and the fuel consumption based on actual figures. Fuel consumption is reported on a monthly basis and the composition of the subcontractors' fleets biannually. The outcome is captured in a trend graph for each customer's fleet.

JCL is participating in a trial project together with other parties from the area "Gelderland". In November 2021 JCL will do trials with an electrical distribution truck. The outcomes and experiences will be shared between the members of the trial project.

End of 2020 we finalized the building of our new hazardous warehouse in sHeerenberg. The 7.000 sqm building is equipped with the latest low-energy LED lighting, automatic light-saving sensors and environmentally-friendly water and wastewater supply and disposal.

AT JCL in Germany, we operate for a major customer with full train solutions on sustainable electricity and an optimized length and weight of the train. Compared to standard road transport, the estimated saving in Co2 emission is, depending on exact route and destination, 70-97%.

### 3.3 Measurement of outcomes

We promote and support environmentally friendly modes of transport, such as rail, barge and short-sea, and we achieved Co2-emission-savings in several areas and for various customers.

Every project is evaluated not only against savings in financial or utilization, but also from its environmental impact (Co2-Saving).

We are working together with several customers on sustainability projects.

Since June 2020 JCL is a support of OCS (OperationCleanSweep) by PlasticsEurope, an initiative to avoid spillages in logistics supply chains.

On 27.09.2021 JCL was officially registered as an EMAS company. EMAS is a voluntary registration to participate on an "Eco-Management and Audit Scheme".

## 4 Anti-Corruption

### 4.1 Assessment, Policy & Goals

JCL's latest Code of Conduct makes a clear statement:

"We do not tolerate any type of bribery and corruption. We do not accept and provide any unreasonable benefit of any type, irrespective of whether the offering or requesting person is active in the public or private sector."

It then gives detailed guidelines on related topics, such as e.g.:

- Direct and indirect bribery
- Gifts and invitations
- Expenses, donations, charitable benefits and sponsoring
- Money laundering
- Market abuse or manipulation

### 4.2 Implementation

The Code of Conduct was distributed to every single employee on 10.09.2014. This Code of Conduct is also introduced and explained to every new employee of JCL Logistics Benelux BV. The Compliance Office contact details are applicable for questions concerning any part of the Code of Conduct. As check for appropriateness, JCL advises employees to ask themselves the following questions when in doubt:

- Are my actions legally permitted and are they in line with the objectives of JCL group?
- Does my "subjective feeling" tell me that my actions are correct?
- Would I be able to justify my actions before the Executive Board of JCL or before authorities?

Special emphasis is made on business brokers, intermediaries and other third parties who act on behalf of JCL Logistics Benelux BV, to ensure that these principles are communicated and applied by them accordingly.

On 27.05.2019 the updated Code of Conduct was published in translated form on our Intranet.

### 4.3 Measurement of outcomes

JCL Logistics Benelux has agreed Codes of Conduct with many business partners and customers, that often include clauses about anti-corruption and are always accepted and signed by the management. National rules of anti-corruption are strictly monitored by Dutch tax authorities. JCL Logistics Benelux BV has never been involved in any investigations or cases of corruption or bribery. Until now, no suspected breach of rules has been reported to the JCL Compliance Office.