

ROTRA LOGISTICS

**Statement of the company's chief executive (CEO or equivalent)
expressing continued support for the Global Compact and renewing the
company's ongoing commitment to the initiative and its principles.**

Dear stakeholders,

I am pleased to confirm that Rotra Logistics reaffirms its support of the 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 business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Mr. Machiel Roelofsen
Vice President/CEO



click, ship & smile

Royal Rotra: digital forwarder; worldwide logistics since 1909

Established in 1909, the Dutch family business Rotra has recently transformed into a digital forwarder working with Air and Ocean offices in the Netherlands and Belgium.

Rotra was founded in Doesburg by Hermanus Roelofsen in 1909. Four generations have worked or are still working in the family business. In the early days the goods were still carried by horse and cart, a situation that we can hardly imagine nowadays. In recent years Rotra has transformed into a **digital air and ocean forwarder** after selling its road transport division in 2020.

As a digital forwarder, we believe in limitless, efficient and fair world trade with ease and equal access to services and products for everyone worldwide. With the development of digital platform rotraNext, Rotra has digitized the entire shipping process for worldwide air and ocean freight shipments, thereby providing cost and time savings and full transparency within the entire logistics chain.

Rotra transforms into a digital freight forwarder

Rotra's strategy envisions a transformation to a digital freight forwarder in which it brings together 'the best of both worlds': more than 110 years of expertise in transport and logistics combined with the latest technologies of today's startups. A substantial part of the costs in transport and logistics is not in physical transport, but in administrative handling and communication. Rotra recognizes this like no other and has automated and digitized activities and processes.

Continuity through sustainability and innovation

As a family business, Rotra strives not only to work for its customers, but rather with its customers to be able to develop logistics solutions and concepts that are 100% in line with the shipper's needs. Rotra stands for long-term continuity. As a family business, we have a clear identity that is characterized by passion and loyalty. The culture of involvement and responsibility is firmly anchored in our DNA. Above all, we stand for a sustainable and innovative business strategy with which we anticipate the long term. In a rapidly changing sector, we are constantly looking for sustainable innovative solutions for the transport sector. In cooperation with our sustainability partner Climate Neutral Group, Rotra has chosen to work **100% climate neutral** and as a result Rotra is the 1st climate neutral forwarder in the Benelux.

Please feel free to visit our website www.rotra.eu



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Human Rights

- *Assessment, policy and goals.*
- *Description of the relevance of human rights for the company (i.e. human rights risk-assessment). Description of policies, public commitments and company goals on Human Rights.*
- Royal Rotra respects and supports the Universal Declaration of Human Rights; Rotra is committed to respecting human rights as stated in the human declaration of human rights in both internal and external operations. We endeavor to ensure that we do not infringe on human rights and comply with the laws of the countries in which we operate. Rotra does not tolerate any type of discrimination or harassment.
- *Implementation*
- *Description of concrete actions to implement Human Rights policies, address Human Rights risks and respond to Human Rights violations.*
- Rotra has drawn up internal rules and guidelines which describe rights and obligations of employees and management. This Code of Conduct is provided to every employee and can be consulted 24/7 (Rotra Intranet sharepoint). Every new employee receives this document with guidelines at his/her careerstart at Rotra.

Furthermore (a selection of) our employees are represented in a periodical meeting with Rotra's board of directors (employee board). These employees are elected in our Works Council and represent all employees within our company. All ideas, remarks etc. are communicated via this platform. Externally Rotra screens suppliers and agrees on contracts and quality management in order to maintain human rights and correct behavior. Besides that, as a socially committed organization we support charities like Friends of Senegal support inhabitants Senegal - medical care) Tristan Hofmann challenge and Alpe d'HuZes (both Cancer foundation). We also support local initiatives and sport teams in order to enable our employees to stay in good physical and mental shape. We also have an agreement with a fitness center where all employees can work on their physical shape at discounted tariff and we offer 'stop-smoking' courses.

- *Measurement of outcomes*
- *Description of how the company monitors and evaluates performance.*
- Royal Rotra has not ever received any complaint from any stakeholder in relation to any human rights violations. Neither has Rotra been subject to any incident regarding human rights.

Royal Rotra has had the honor having met all standards and requirements of SMETA and successfully completed the audit! SMETA stands for Sedex Members Ethical Trade Audit: an assessment aimed at ensuring ethical entrepreneurship in companies. The areas considered were labor, health & safety, environment and business ethics. Above all Rotra has had the honor at its 100th Anniversary of being granted the royal status by her Majesty the Queen: Royal Rotra (in 2009).

Labour

- *Assessment, policy and goals*
- *Description of the relevance of labour rights for the company (i.e. labour rights-related risks and opportunities). Description of written policies, public commitments and company goals on labour rights.*
- Rotra's Human Resource policy and contracts with employees describe required rights and employer obligations (e.g. safety and health, non-discrimination/equal chances, working hours, wages etc.). This according to Dutch/Belgian Law. Besides that CAO (logistics Union in the Netherlands) is applicable to working activities regarding working hours, health and safety etc. We continually strive to assess our employees' skills and goals. In order to maintain a high-quality service and give all our employees the opportunity to develop and gain knowledge we have our own Rotra Academy. We also introduced e-learning for all employees in 2019. There is a portfolio of courses we offer of which our colleagues can choose from.
- *Implementation*
- *Description of concrete actions taken by the company to implement labour policies, address labour risks and respond to labour violations.*
- Working area for all our employees meet the strictest requirements. We also introduced our own Rotra Academy. Professional teachers train all

our well-educated employees at the Rotra Academy in order to increase quality as well as in favor of health and safety. We want to enable our personnel to improve their skills. All this info is shared and documented in our webportal. Labour rules and Code of Conduct are written at wallsheets throughout all our premises.

In 2020 we relocated our HQ in order to facilitate further growth and enable our employees to work in a well-equipped new environment which meets our needs. We also want to expand our Container Terminal in order to boost sustainable container transport by water (modal shift from road to water).

In December 2021 Bureau Veritas has performed the 24-month control audit for ISO 9001 at Rotra. We are proud to report that this audit was successful and that we can maintain this certification.

The auditor has assessed the management system and working method that we have set up over the past year.

She made a physical visit to the Doesburg office and because of Covid some interviews have been done by using Zoom/Teams. The auditor has expressed its appreciation for all employees who participated in this audit and compliments us for the openness and involvement of the interviewed employees.

- *Measurement of outcomes*
- *Description of how the company monitors and evaluates performance.*

Rotra has never been involved in any incident or investigation in relation to the Global Compact labour principles. In December 2021 Bureau Veritas has performed the 24-month control audit for ISO 9001 at Rotra. We are proud to report that this audit was successful and that we can maintain this certification.

Furthermore as stated in the Human Rights section Rotra successfully completed the SMETA audit > SMETA stands for Sedex Members Ethical Trade Audit: an assessment aimed at ensuring ethical entrepreneurship in companies. The areas considered were labor, health & safety, environment and business ethics. Above all we are considering/preparing an employee-satisfaction survey within our company in order to be sure the employees are as satisfied as we think they are and enable us to change/adapt things whenever necessary.

Environment

- *Assessment, policy and goals*
- *Description of the relevance of environmental protection for the company (i.e. environmental risks and opportunities). Description of policies, public commitments and company goals on environmental protection.*

The sustainable transition is in full swing. At Rotra, however, we believe that the fight against climate change cannot move fast enough. We are impatient and want to be able to leave a healthy planet to the next generation(s). In cooperation with our sustainability partner Climate Neutral Group, Rotra has chosen to work 100% climate neutral as of 2021 and as a result **Rotra is the 1st climate neutral forwarder** in the Benelux. How we do that? By *measuring, reducing and offsetting*.

Within our domain, we analyze our sustainability performance and determine our footprint. Through these measurements we are able to see what is already going well and what can be improved. Thereafter we ensure that all reduction initiatives arising from the footprint analysis are measurable, so that we can see together what we are working towards: 49% reduction in 2030 and zero emission in 2050. However, in our transition to zero emission, CO₂ is still released into the atmosphere. We cannot fix this overnight. That is why we are taking action now and immediately fully compensate our residual emissions. In collaboration with Climate Neutral Group, we offset all emissions at all our locations by investing in certified sustainability projects such as planting new trees, wind energy projects and projects to protect rainforests. Our reduction and offsetting plans are assessed by an official (independent) auditor.

- *Implementation*
- *Description of concrete actions to implement environmental policies, address environmental risks and respond to environmental incidents.*
- Rotra's green policy dates right back to the 80s of the past century. Rotra developed its first trailers for train transport (Hupac Transport) to Southern Europe. In the early 80s Rotra developed the first volume combinations; the first vehicle to pass the LZV (Long Heavy Vehicle)-test in the Netherlands in 2004 was a Rotra-roadtrain! In 2016 we added 2 new roadtrains (i.e. Ecocombi's) to our fleet. Thereafter Rotra has fulfilled its pioneering role in sustainable logistics by introducing trucks running on alternative fuels. After taking into use Europe's first truck on ethanol in 2007, the first clean Econic natural gas truck was introduced in the Benelux in the summer of 2009. In 2011 Rotra introduces trucks on CNG (Compressed Natural Gas) and LNG (Liquefied Natural Gas). In 2016 we have taken in use 4 new trucks on LNG

especially for the distribution activities within the Netherlands and Belgium. In 2018 Rotra buys 14 extra trucks on LNG in order to make the supply chain even more sustainable. In 2019 we have taken 14 new vehicles on LNG in use. This has led to a total of 22 ('sustainable') trucks on LNG within the Rotra truckfleet.

In the summer of 2010 Rotra provides its 5000m² large Automatic Bicycle Warehouse (ABW) in Doesburg with solar cells. By using this renewable, environmental friendly, energy Rotra establishes an annual emission-reduction of over 48.000 kgs CO₂!

In 2014 Rotra starts the construction of its own container terminal at its premises in Doesburg. Rotra expects to handle 10.000 containers yearly and therefore saves up to 194 truck-loads from Rotterdam/Antwerp to Doesburg v.v. by road weekly. The terminal has been taken in use January 2017. In 2018 we start with our own 2nd ship which enables us to offer a daily departure. In 2019 we expect to handle 22.000 containers after having handled 16.000 containers in 2018. With this environment-friendly alternative for the increasing congestion by road Rotra establishes, besides extra service to our customers, a substantial CO₂-emission reduction. Within this project Rotra has built a filling station at its terminal, which will be used for the filling of LNG (Liquefied Natural Gas) for both trucks and barges as clean and quiet alternative for fuels such as diesel. The first multimodal inland LNG-station in Europe. The project has been supported by the European Union with a contribution from its TEN-T program.

However, as it is impossible to reduce the CO₂-emission to zero overnight and Rotra's ambition is 100% climate neutral transport, we tackle the residual emission arising from the transport itself with our clients. Therefore, we offer our clients the possibility to transport 100% climate neutral together with Rotra. With our product Rotra Green Footprint we collect shipments worldwide 100% CO₂-neutral and deliver them at their destination. We can do this by compensating the CO₂-emission, in cooperation with the Climate Neutral Group (www.climateneutralgroup.com), with investments in sustainable energy projects.

In 2019 we have had the honor of donating 1000,- Euro to the Eijkelkamp Foundation's Water Entrepreneur Project. This foundation, established by our customer Eijkelkamp, is committed to helping residents in Benin to safe drinking water. An example of Rotra's corporate social responsibility in cooperation with our stakeholders/relations.

In 2021 we have chosen for 100% climate neutrality. How we do that? By *measuring, reducing and offsetting* all our CO₂-emission. Within our domain, we analyze our sustainability performance yearly. Through these measurements we are able to see what is already going well and what can be improved. We ensure that all reduction initiatives arising from the footprint analysis are measurable, so that we can see together what we are working towards. However, in our transition to zero emission, CO₂ is still released into the atmosphere. We cannot fix this overnight. That is why we are taking action now and immediately fully compensate our residual emissions. In collaboration with Climate Neutral Group, we offset all emissions at all our locations by investing in certified sustainability projects such as planting new trees, wind energy projects and projects to protect rainforests. Our reduction and offsetting plans are assessed by an official (independent) auditor.

Rotra's actions in the last decades to implement environmental policies:



Measurement of outcomes

- *Description of how the company monitors and evaluates environmental performance.*

In our transition to zero emission in 2050 we analyze our sustainability performance yearly within our domain (together with our partner Climate Neutral Group). Through these measurements we are able to see what is already going well and what can be improved. We ensure that all initiatives are measurable, so that we can see together what we are working towards. Determining our footprint for 2020 shows that we emitted 427

tons CO2 with all our branches and employees, this includes our colleagues travelling from home to work and v.v.. With our reduction plan we are aiming to reduce our emissions by 49% in 2030 and a zero emission Rotra-organization in 2050! Our reduction and offsetting plans are assessed by an official (independent) auditor.

Furthermore Rotra compensated more than 1.000.000kgs CO2 in 2020 with our product 'Rotra Green Footprint' together with our clients. We hope we can continue this positive trend in cooperation with our well esteemed clients and partners.

Anti-Corruption

- *Assessment, policy and goals*
- *Description of the relevance of anti-corruption for the company (i.e. anti-corruption risk-assessment). Description of policies, public commitments and company goals on anti-corruption.*
- Rotra does not accept any form of bribery and corruption; neither employees, nor Rotra's management nor our partners/suppliers worldwide. We select our partners according to strict criteria (i.e. manipulation, moneylaundering, bribery, charitable benefits/gifts, market abuse or manipulation). We don't tolerate and/or provide any unreasonable benefit of any type.
- *Implementation*
- *Description of concrete actions to implement anti-corruption policies, address anti-corruption risks and respond to incidents.*
- Rotra maintains strict guidelines for employees how to act in case of bribery. Integrity is an important part of our policy and stated in our Code of Conduct. We also publish them on our Intranet and wallsheets throughout all offices; everyone is any moment of the day aware of our people, planet, profit statement. New personnel is strictly screened by our HRM in order to eliminate any chance of corruption.
- *Measurement of outcomes*
- *Description of how the company monitors and evaluates anti-corruption performance.*

- Rotra has never been involved in any incident or investigation in relation to corruption and/or bribery. Our predicate "Royal" is a big honor and ultimate proof of anti-corruption. Our 'Royal' status has been reassessed and extended in 2021!

We monitor regulations and act accordingly. We have an agreement with Dutch government to only have limited tax- monitoring because of proven mutual trust. We are also AEO certified and 'known shipper' for the benefit of our customs- and Air & Ocean activities.