



TIP
UN Global Compact
Communication on Progress
2021



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Letter of Continued Support

Date: 30 May 2022

H.E. António Guterres Secretary-General United Nations
New York, NY 10017 USA
Communication on Progress 2021

Dear Mr. Secretary-General

I am pleased to confirm that TIP continues to support the ten principles of the UN Global Compact with respect to human rights, labour, environment and anti-corruption.

With this communication, we express our progress in advancing those principles within our sphere of influence. We have made the UN Global Compact principles an integral part of our business strategy, day-to-day operations and organizational culture of our company. We have incorporated them in decision-making processes at the highest levels.

<p>COMMUNICATION ON PROGRESS</p>  <p>UN GLOBAL COMPACT</p>	<p>This is our Communication on Progress in implementing the Ten Principles of the United Nations Global Compact and supporting broader UN goals.</p> <p>We welcome feedback on its contents.</p>
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In this report, we will describe the practical actions that we have taken to implement the UN Global Compact principles in each of the four issue areas (human rights, labour, environment, and anti-corruption). We will do this by disclosing any relevant policies, procedures and activities that we have undertaken.

We will then disclose the outcomes of these policies, procedures and activities which helped us meet our targets and which indicate our performance.

We support public accountability and transparency, and therefore we provide this report on our progress.

Sincerely yours,

Mr. Robert Alain Fast
President and Chief Executive Officer



We are TIP

TIP is one of Europe and Canada's leading equipment service providers. We specialise in trailer and truck leasing, rental, maintenance and repair, as well as other value-added services, and provide these to transportation and logistics customers across all our markets. Headquartered in Amsterdam, we serve our customers from 132 locations in 18 countries across Europe and Canada.

With approximately 110,000 units in our fleet, TIP is considered an industry leader, with one of the largest and most diverse trailer and truck fleets in Europe and Canada. In addition to maintaining our own fleet, we also provide maintenance and repair, together with other value-added services, for approximately 58,000 equivalent units belonging to our customers.

Our pan-European and Canadian reach enables us to guarantee convenience and flexibility to our customers, as we have the capabilities to serve them wherever and whenever they need us. Furthermore, our business scale allows us to provide customers with competitive offerings.

With more than 50 years of experience, we are experts in providing all the services that customers require during the life cycle of transportation equipment, making us a one-stop-shop for all our customers' equipment needs.

Our services include everything from specifying and sourcing equipment, to financing, daily operations, telematics-based digital and connected services, maintenance and repair, in addition to the buying and selling of used assets. Our customers therefore only need to work with one service partner, which simplifies their fleet management and enables them to focus on their core business activities.



ESG Strategy “for Generations to Come”

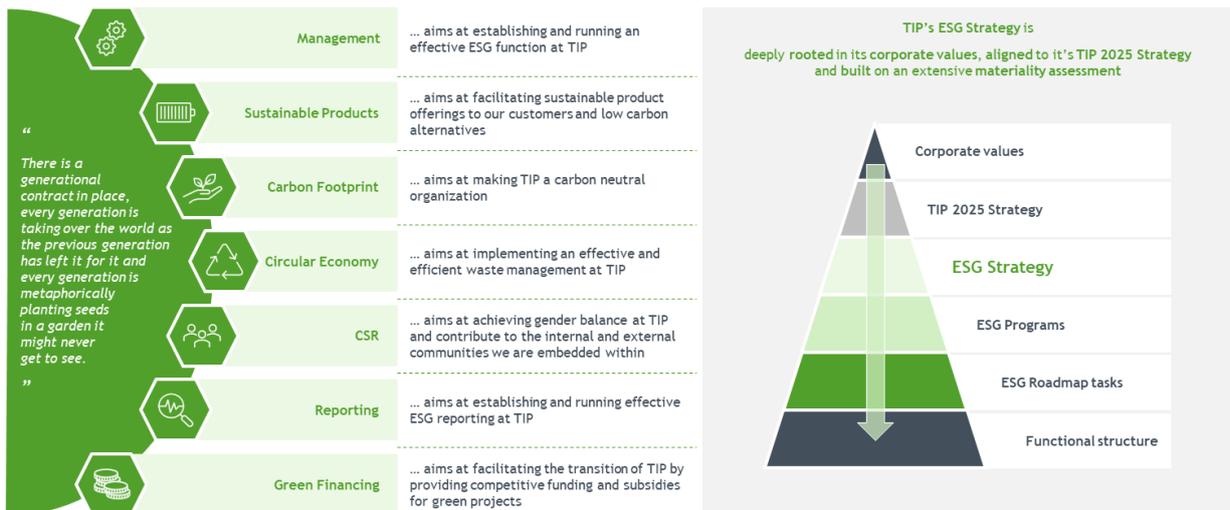
Sustainability vision

“We truly believe that there is an unwritten generational contract in place, every generation is taking over the world as the previous generation has left it and every generation is metaphorically planting seeds in a garden it might never get to see. This is the reason why the vision statement for our ESG Strategy is ‘for Generations to Come - Paving the road to sustainability’.

We must ask ourselves, what is the role we want to play during these transformational times. By including sustainability objectives in our overall strategy and outlining our sustainability ambitions through our ESG Strategy we have given a strong response to that question.”

ESG Strategy programs

TIP ESG Strategy *for Generations to Come* Paving the road to sustainability



Management

The Management program aims at operating an effective ESG function at TIP.

The corner stone of this program is the execution of our ESG Strategy based on an extensive materiality assessment we have completed together with multiple stakeholders of TIP.

A double materiality sustainability risk assessment helps us to evaluate change in the environment from two angles. On the one hand, we have to understand how risks like climate change are impacting us. On the other hand, we need to be conscious about how we are impacting those respective risks by our own operations. Therefore we have incorporated sustainability-related risks into our corporate risk matrix. Governance at TIP has always been an essential function and we want to live up to this standard with regards to sustainability. New policies and procedures on sustainability enshrine our sustainability ambition into our day-by-day actions.



Sustainable Products

The Sustainable Products program aims at facilitating sustainable product offerings and low carbon alternatives to our customers.

We are moving from conventional fuel vehicles to smartly connected trailers, electric and alternative fuel vehicles.



We see a growing demand from our customers for sustainable and smart solutions, especially in the area of last mile delivery. Electric light commercial vehicles (eLCVs) offer now mature technical solutions that opens up a market opportunity for TIP.

Furthermore, TIP Insight will not only allow fleets to be managed more efficiently but offers tangible cost saving solutions. As an example, vehicles consuming less fuel by ensuring optimum tire pressure with our Tire Pressure Monitoring System (TPMS).

Carbon Footprint

The Carbon Footprint program aims at making TIP a carbon neutral organization.

We are modernizing our workshops, branches and offices to become more energy efficient and emitting less carbon while operating increasingly on renewable energy sources. We are assessing energy efficiency measures we can put in place in a structured manner and we are working together with energy providers and consultants to achieve carbon neutrality.

Circular Economy

The Circular Economy program aims at implementing an effective and efficient waste management at TIP.

Within this program we are not only working together with waste management companies to optimize our waste streams across our network but launching refurbishment campaigns at the end of the lifecycle of our equipment.



We are taking older assets and instead of scrapping them or selling them, we are giving them a second life. This reduces the amount of carbon dioxide(CO₂) emission when compared to buying new. The production of virgin steel can release large amounts of CO₂, by reusing and refurbishing existing assets we are helping reduce the production of CO₂.



Corporate Social Responsibility (CSR)

The CSR program aims at achieving gender balance at TIP and contribute to the internal and external communities we are embedded within.

As an industry leader, expectations are high from us, and we will live up to our responsibility. We aim to maintain our gender balance in pay which we believe makes the biggest contribution with regards to gender balance in our historically male-dominated industry.

We are not operating in a vacuum. We are firmly embedded in the communities surrounding us and we want to contribute to them thriving.

Progress goes hand in hand with educating our staff about sustainability and the impact we can make by working on the CSR program of our ESG Strategy.

Reporting

The Reporting program aims at maintaining robust ESG reporting at TIP.

Data is without a doubt the biggest challenge when it gets to turning our sustainability ambition into a success story. We have implemented an ESG reporting tool that enables us to collect tangible data, analyse this data and report it to our stakeholders in a lean and system driven process.

We are putting full emphasis on this program because we do understand upcoming regulations and directives like the EU Taxonomy or the Corporate Sustainability Reporting Directive (CSRD) will reshape our economy and we want to tackle such new reporting requirements ahead of the curve.

Green Financing

The Green Financing program aims at facilitating the transition of TIP by providing competitive funding and subsidies for green projects.

We are working together with our financing partners to make our financing structure more sustainable. In 2022, we aim to link sustainability KPIs in our Revolving Credit Facility (RCF) and aim to effectively turn it into a Sustainability Linked Loan.

Additionally, we are looking into subsidized investment financing and government subsidies for our green investments to ensure that our transformation is not only ecologically sustainable but also financially rewarding.



UN Global Compact - Ten Principles

Criteria	TIP Commitments	Links
Implementing the Ten Principles into Strategies & Operations		
<p>Criterion 1: The COP describes mainstreaming into corporate functions and business units</p>	<p>TIP aims to be a leader in responsible business practices. We support the United Nations Global Compact ten principles promoting human rights, labour standard, environmental responsibility and anti-corruption.</p> <p>We are committed to making the UN Global Compact principles part of our strategy, culture value and the day-to-day operations of our company. Robust management processes drive our corporate responsibility and we apply high environmental, social and governance (ESG) and environment, health and safety (EHS) standards to support sustainable business conduct. We recognise our duty to our stakeholders including our shareholder, management, employees, lenders and citizens of communities we are embedded in.</p> <p>The responsibility for implementing our ESG Strategy is with the Chief Operating Officer (COO) and the ESG/EHS Director of TIP in direct reporting line.</p> <p>In 2021, an ESG Committee composed of the Executive Management Team and the ESG/EHS Director was established. The purpose of the ESG Committee is to regularly discuss TIP’s progress along its sustainability journey.</p>	<p>Annual Report 2021, page 64</p> <p>Sustainability Website</p>
<p>Criterion 2: The COP describes value chain implementation</p>	<p>Our vision is to be the trusted partner for our customers, delivering connected solutions and powering sustainable supply chains. Our supply chain is operated in regions with regional HQ’s with regional management. Original equipment manufacturers (“OEM”) procurement is centralized at European HQ in Amsterdam. Canada and the region UK & Ireland have local procurement responsibilities.</p> <p>For all European countries, one procurement process and application is used. With a regional business structure, the opportunities are often locally driven where the initial contact with a new OEM supplier could be established by local</p>	<p>Integrity Guide for Suppliers</p> <p>Annual Report 2021, pages 22 and 23</p>



	<p>TIP staff.</p> <p>The procurement department in Amsterdam supports regional business teams when required. It is responsible for selecting and approving of the supplier based on an assessment of Critical to Quality requirements including legal compliance with EHS regulations.</p> <p>We require our suppliers to be knowledgeable about and compliant with all applicable regulations, as well as committed to regulatory excellence. To this end, we have prepared the TIP Integrity Guide for Suppliers to help them understand the standards of business conduct and commitment to unyielding integrity that all TIP suppliers must meet.</p>	
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Robust Human Rights Management Policies & Procedures

Criterion 3:
 The COP describes robust commitments, strategies or policies in the area of human rights

TIP’s commitment to respect labour human rights is emphasized by our participation in the UN Global Compact and written down in our Labour and Human Rights Commitment.

We are committed to conduct our business activities based on respecting the following human and labour rights:

Freedom of association

TIP respects its employees’ rights to freely associate, form or join a labour union and to bargain collectively in support of mutual interests’ accordance with applicable laws and regulations.

No forced or child labour

TIP does not tolerate any form of forced or child labour. TIP bases its operations in Europe and Canada where there are rigorous laws and procedures to prevent any forced or child labour. TIP is committed to full compliance with any and all such applicable laws.

Non-discrimination

TIP does not tolerate any form of discrimination against our employees based on race, linguistic/cultural background, colour, national/ethnic origin, citizenship, marital status, age, gender, creed/religion, sexual orientation, pregnancy, physical or mental disability, family status and ancestry.

No harassment

TIP is committed in protecting our employees from any form of physical, verbal, sexual, or mental harassment, abuse, bullying or threats in the workplace conducted by either their peers or managers.

Fair employment

TIP adheres to all applicable laws relating to minimum wages, working hours, overtime work,

TIP Labour and Human Rights Commitment (available upon request)



	<p>benefits and working conditions and provides fair and competitive compensation commensurate with the employees' position.</p> <p>Leave</p> <p>TIP ensures that all employees have the right to sick leave, annual leave and parental leave as provided by applicable laws and regulations. Employees who take such leave do not and will not face dismissal or threat of dismissal.</p>	
<p>Criterion 4: The COP describes effective management systems to integrate the human rights principles</p>	<p>TIP employees are required to comply with all applicable legal and regulatory requirements. Today's regulatory environment is becoming more and more challenging, subjecting our employees to a growing number of regulations and enforcement activities around the world. This environment requires our employees continue to be knowledgeable about and compliant with all applicable regulations, as well as committed to regulatory excellence.</p> <p>To this end, we have implemented a series of issue-specific integrity policies governing a variety of regulatory and compliance issues that our employees encounter on a daily basis. These issue-specific policies provide practical and specific guidance to our teams to ensure company-wide compliance with internal rules and external regulations. All new employees review and agree to abide by these policies. In addition, all employees are trained annually during the Business Ethics Training.</p> <p>Human Rights are addressed in the TIP Labour and Human Rights Commitment and the Respectful Workplace Conduct Policy which lays down the rules employees must follow to prevent discrimination and harassment from occurring in our workplace.</p> <p>We have established three channels for our employees to report (potential) violations of the TIP Labour and Human Rights Commitment or the TIP integrity policies such as the Respectful Workplace Conduct Policy and concerns about incidents in the workplace.</p> <p>Employees can raise formal complaints with</p> <ul style="list-style-type: none"> • Human Resources • Compliance 	<p>TIP Labour and Human Rights Commitment (available upon request)</p> <p>TIP Respectful Workplace Conduct Policy (available upon request)</p> <p>TIP Ombuds Program Guidelines (available upon request)</p> <p>EthicsPoint</p>



	<ul style="list-style-type: none"> • Ombudspersons who are trained to be impartial and maintain confidentiality. <p>With our reporting platform EthicsPoint employees are able to contact the three channels by either filling out an online report form or by calling a local hotline.</p>	
<p>Criterion 5: The COP describes effective monitoring and evaluation mechanisms of human rights integration</p>	<p>We have carried out a risk assessment of our supply chain and categorised as high risk those suppliers who either work in a perceived high risk sector (e.g. clothes manufacturers, recruitment of temporary workers), suppliers who in turn have a wide supply chain (e.g. tyre suppliers) or suppliers that are located outside the EU, the EFTA, the UK, Canada, the US or the Faroe Islands. Suppliers will, in any event, be perceived as high-risk if they are subject to sanctions.</p> <p>TIP does not have significant direct relationships with suppliers in high risk environments but does deal with suppliers who themselves have wide supply chains. For those suppliers we have categorised as high risk we will continue to closely engage through senior management relationships and supplier visits to understand their supply chain practices and policies, closely monitoring for red flags. However, we have received no red flags in our due diligence checks for human rights violations.</p> <p>In order to ensure the risk of modern slavery and/or human trafficking is effectively mitigated within our business or supply chain, we continuously monitor if:</p> <ul style="list-style-type: none"> • no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified; • we discover no red flags in our due diligence checks around new and existing suppliers; • none of our suppliers are featured in campaigns or articles from pressure groups and publications; • any modern slavery practises are being identified by our industry press within the road transport industry. 	<p>Integrity Guide for Suppliers</p>



Robust Labour Management Policies & Procedures

Criterion 6:
The COP describes robust commitments, strategies or policies in the area of labour

TIP provides everyone with fair treatment and equal access to opportunities. We prohibit all forms of illegal discrimination. Hence, we are committed to following all applicable employment laws and ILO Conventions in the relevant jurisdictions in which we operate that relate to:

- freedom of association;
- privacy;
- labour relations;
- the prohibition of forced,
- compulsory and child labour;
- immigration;
- working time and other wage-hour laws;
- and employment discrimination.

To this end, we have implemented the TIP Working Conditions Commitment and Framework and the Respectful Workplace Conduct Policy in order to provide our employees with guidelines on how to foster and maintain a respectful workplace that is in compliance with all applicable laws and aligned with TIP's core values.

Beyond legal compliance, we strive to create an environment considerate of all employees where TIP business is being conducted. To this end, we will launch a Stronger Together program with 4 pillars.

Our program "Stronger Together" encompasses various programs to encourage our culture of learning (TIP Learn), team-spirit (TIP Team) social responsibility (TIP Community) and enhance our health and wellbeing (TIP Health).

The goals of our Stronger Together program are:

- Integration and engagement across all TIP functions and regions to grow stronger together;
- People and leadership development to make our organisation strong for now and the future
- Safety, health and wellbeing of all TIP

TIP Working Conditions Commitment and Framework (available upon request)

TIP Respectful Workplace Conduct Policy (available upon request)

[Annual Report 2021, page 30](#)



	<p>employees to strengthen loyalty and retention</p> <ul style="list-style-type: none"> • Contribute to society by giving back and equal opportunities to all <p>Furthermore, we have set diversity targets and plans for the next 5 years. These include:</p> <ul style="list-style-type: none"> • maintain a minimum gender pay gap • monitoring of the gender pay gap on a granular job role level • increasing the number of women in leadership positions; • including diversity training in our leadership programs; • conducting surveys to understand what we can improve for the different diversity groups; • baselining our current workforce; • and celebrating and showcasing our support to diversity groups. <p>We are also strongly committed to developing diversity among our leadership, including the Boards, the Executive Management Team and the Senior Leadership Team, with a broad range of experience, skills and capabilities. In nominating candidates for our Boards, we support the trend towards higher participation of women. We will continue to take the requirements of Dutch law into account in the future when proposing candidates for election or re-election to the Boards without compromising the company's commitment to hiring the best individuals without discrimination.</p>	
<p>Criterion 7: The COP describes effective management systems to integrate the labour principles</p>	<p>Without our people, we will not be able to reach our goals. We therefore ensure that our staff have the right working environment and that they feel recognised while having a challenging and interesting job. We are committed to open communication with colleagues at all times and monitor employee satisfaction through listening groups, employee forums and our employee NPS surveys.</p> <p>There is nothing more important to us than the health and well-being of our employees and their families. For this reason, we run a well-being</p>	<p>TIP Working Conditions Commitment and Framework (available upon request)</p> <p>TIP Respectful Workplace Conduct Policy (available upon request)</p>



	<p>program - TIP Health - which is a business-wide program aiming to boost safety, health, and well-being amongst TIP employees.</p> <p>The Health & Wellbeing program is focused on:</p> <ul style="list-style-type: none">• Health awareness• Physical activities• Mental well-being• Regular Employee Surveys• Employee Assistance Program <p>Part of this program is the “Employee Assistance Program” where employees can discuss anonymously with local counsellors and experts any issues regarding emotional well-being, family, legal, financial or other personal matters. Additionally, in our e-learning portal we offer courses related to stress management and we will continue to add courses focused on health and wellbeing.</p> <p>Once a year, we dedicate one working week to health and safety. In the course this “Health & Safety Week” we discuss about relevant health and safety related matters and provide meaningful and entertaining content to our staff.</p> <p>Most recently we focused on:</p> <ul style="list-style-type: none">• Financial Wellness• Mental Wellness• Stress Management• Physical Activity• Healthy Nutrition <p>We have rigorous processes in place whereby HR works closely with the manager and employee to address concerns and help employees integrate in the workplace. TIP is committed to promoting equality and diversity as well as ensuring the dignity of all employees in the workplace. As the business is rapidly changing, we strive to provide and maintain a work environment characterized by collegiality and mutual respect. The Respectful Workplace Policy provides a foundation to achieve this commitment and entails general guidelines of respectful behaviour within our Company.</p> <p>Compliance with the TIP Working Conditions</p>	<p>TIP Ombuds Program Guidelines (available upon request)</p> <p>EthicsPoint</p>
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	<p>Commitment and Framework, the Respectful Workplace Conduct Policy and all applicable employment laws is embedded in our company culture through regular training. In any case, all employees are trained annually during the Business Ethics Training.</p> <p>Employees can report (potential) violations of the Respectful Workplace Conduct Policy and concerns about incidents in the workplace via the three channels laid out earlier (Human Resources, Compliance or an Ombudsperson). In addition to seeking direct contact, employees have the ability to fill out an online report form or by calling a local hotline via EthicsPoint that is independent from TIP’s management.</p>	
<p>Criterion 8: The COP describes effective monitoring and evaluation mechanisms of labour principles integration</p>	<p>TIP requires all suppliers to comply with all applicable employment laws and that they:</p> <ul style="list-style-type: none"> • do not directly or indirectly engage in forced labour or human trafficking; • do not discriminate; • pay employees a fair wage in accordance with law; • and provide safe working conditions. <p>When we identify problems with the practices of our suppliers we will take appropriate action. This action could be:</p> <ul style="list-style-type: none"> • working more closely with the relevant supplier to help solve relevant issues; • providing training using TIP resources; • conducting site visits; • sending an independent auditor; • or removing the supplier from our approved supplier database. <p>Internally, we monitor our commitment to high labour standards and to fair treatment and equal access to opportunities. We employ over 70 nationalities and have a stable 18% of females in a predominantly male driven industry. We continue to push gender equality through growing and developing our female workforce. During 2021, 27 female employees were promoted.</p> <p>Our attrition during 2021 was at 12% after 9% in 2020, which is mainly driven by higher attrition</p>	<p>Integrity Guide for Suppliers</p>



	<p>within our mechanics population.</p> <p>We are closely monitoring our EHS related absenteeism rate which was below 0.1%. This bears testament to the effectiveness of our EHS function.</p>	
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Robust Environmental Management Policies & Procedures

Criterion 9:
The COP describes robust commitments, strategies or policies in the area of environmental stewardship

In August 2021, we have launched a dedicated ESG/EHS function at TIP. This new function combines sustainability related matters and occupational health and safety matters under the leadership of the ESG/EHS Director.

Environment, Social & Governance (ESG)

TIP has understood that we are confronted with a rapidly changing business environment.

The predominant topics of our generation are and will be

- climate change,
- sustainable business conduct and
- social injustice.

We will make our contribution by executing our ESG Strategy “for Generations to Come - Paving the road to sustainability”.

TIP’s ESG Strategy consists of 7 programs:

- **Management:**
aims at establishing and running an effective ESG function at TIP
- **Sustainable Products:**
aims at facilitating sustainable product offerings to our customers and low carbon alternatives
- **Carbon Footprint:**
aims at making TIP a carbon neutral organization
- **Circular Economy:**
aims to implement an effective and efficient waste management at TIP
- **Corporate Social Responsibility:**
aims at achieving gender balance at TIP and contribute to the internal and external communities we are embedded within
- **Reporting:**
aims at establishing and running effective ESG reporting at TIP
- **Green Financing:**

[Annual Report 2021, pages 26 to 31](#)

[Sustainability Website](#)

Environmental Policy (available upon request)

EHS Policy (available upon request)

[Integrity Guide for Suppliers](#)



	<p>aims at facilitating the transition of TIP by providing competitive funding and subsidies for green projects</p> <p>Our most significant ESG commitments are:</p> <ul style="list-style-type: none">• become Carbon Neutral in Scope 1 and Scope 2 by 2030• connect 70k units with TIP Insight by 2026• grow fleet of Electric LCVs to 3,500• reduce Residual Waste by 20%• maintain Gender Balance in pay• reach 99% LED Lighting in workshops• invest ~80m in Green Projects• set up a sustainability linked loan facility <p>The environmental aspects of our ESG Strategy are reflected in TIP's Environmental Policy.</p> <p>Environment, Health & Safety (EHS)</p> <p>From an EHS point of view, TIP is committed to protecting the health and safety of our employees in all countries in which we operate. This means complying with all applicable environmental, health and safety laws and international conventions such as the Rio Declaration on Environment and Development and working to conduct our operations in a safe manner that minimizes the environmental impact.</p> <p>In addition, we are very cautious for accidents to employees and customers' employees since our business involves maintaining, repairing and operating heavy transportation equipment. This could result in injuries, claims against us and damage to our reputation.</p> <p>To this end, we have implemented a rigorous EHS program with well-defined guidelines to effectively manage EHS risks, workplace and employee wellbeing and safety. We have strict EHS policies, reinforced by regular training, monitoring and periodical audits.</p> <p>Our suppliers are required to comply with the Integrity Guide for Suppliers. By doing so, they warrant to TIP that neither the processes nor the materials used to manufacture the equipment, nor the manufacturing processes or materials</p>	
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	<p>employed by any of their suppliers or sub-contractors, shall result in any breach of any EHS legislation applicable for the country of production, assembly and/or the foreseen country of registration of the equipment.</p>	
<p>Criterion 10: The COP describes effective management systems to integrate the environmental principles</p>	<p>TIP's dedicated ESG/EHS function is responsible for ensuring environmentally sound management as well as environmental risks are sufficiently reflected in our corporate risk matrix.</p> <p>Recurringly ESG/EHS related risks are being assessed and the respective mitigation plane is being updated.</p> <p>In 2021, an ESG Committee composed of the Executive Management Team and the ESG/EHS Director was established. The purpose of the ESG Committee is to regularly discuss TIP's progress along its sustainability journey.</p> <p>Compliance with ESG/EHS policies is a responsibility of management and employees in all functions and is reinforced by regular training, monitoring and periodical audits.</p> <p>Branch managers are responsible for all site activities. EHS managers monitor occupational health and safety as well as environmental issues and report back to the Board. Environment issues such as chemical management, material safety data Sheet, are covered in our Environmental Policy and EHS Policies.</p> <p>We offer continuous training and certification for EHS. In addition, we ensure our mechanics develop skills and are certified in a range of technical trainings from welding, to brake system repairs and bodywork renovation. Our 'TIP University' e-learning tool offers the latest technical training directly from trailer manufacturers. We build and maintain a pipeline of talent through our apprentice programs across Europe. We partner locally with the relevant schools and colleges to ensure our apprentices can qualify through these programs.</p> <p>We tailor training programs, conduct monthly communications from our operations leaders, and use tools such as scorecards, monthly dashboards and reward programs to incentivise and motivate employees.</p> <p>Employees can report (potential) violations of the ESG/EHS Policies or related concerns via the</p>	<p>Annual Report 2021, pages 28</p> <p>Sustainability Website</p> <p>Environmental Policy (available upon request)</p> <p>EHS Policy (available upon request)</p> <p>TIP Ombuds Program Guidelines (available upon request)</p> <p>EthicsPoint</p>



	<p>three channels laid out earlier (Human Resources, Compliance or an Ombudsperson).</p>	
<p>Criterion 11: The COP describes effective monitoring and evaluation mechanisms for environmental stewardship</p>	<p>Most countries have environmental Laws in place. In some cases, the laws impose general duties without many specifics. For example, many countries impose a general duty on management to provide an Environmental safe place of work. In these cases, we use our professional judgment to determine what level and type of protection is appropriate, and comply in all cases to local law. In all cases, our commitment is to implement our business expectations at all locations. In order to comply and enforce, we have several audit protocols in place.</p> <p>These include, robust chemical management inspections, control and management of all waste streams, control over waste water, ensuring all fluids are stored correctly, detailed chemical sweeps, MSDS control, ensuring all relevant permits are in place.</p> <p>These audits are performed in the following ways:</p> <ul style="list-style-type: none"> • Monthly inspections by Branch Managers • Biannual audits by Regional Environment, Health & Safety (EHS) Managers • Biennial Business audits by Senior EHS Leaders <p>Our aim is always to consider EHS impacts in the design and production of TIP’s products and site activities. In order to achieve this, we assess any EHS impacts before signing for a new location and when we leave a location. We perform Environmental Phase 1 and Phase 2 inspections. These studies are performed by independent licenced third-party consultants. Inspections are performed to understand and validate current, historical and any possible future ground impacts to the business and the environment.</p> <p>We conduct internal and are subject to external audits covering a variety of areas, including hazard analysis, product handling, ergonomics and hygiene to identify and remedy areas of deficiency. Leadership reviews and monitors our results. To this end, we have developed health and safety KPIs which are reviewed by our Executive Management Team, Management Board, and Audit Committee on a regular basis and with reviews by the full Cube Transportation</p>	<p>Sustainability Website</p> <p>Environmental Policy (available upon request)</p> <p>EHS Policy (available upon request)</p>



	Board once or twice per year.	
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Robust Anti-Corruption Management Policies & Procedures

Criterion 12:
The COP describes robust commitments, strategies or policies in the area of anti-corruption

The company works against corruption in all its forms, including extortion, bribery and insider trading. We are committed to complying with all applicable anti-corruption and free competition laws such as the UN Convention against Corruption, the US Foreign Corrupt Practices Act of 1977 and the UK Bribery Act 2010 in all countries where we operate.

This commitment requires us to obtain the best possible information to enable us to assess threats and risks accurately. We conduct detailed assessments for all sites and activities, and implement appropriate risk mitigation measures to detect, deter and respond to corruption, extortion and bribery threats.

We are extremely cautious against unintentionally facilitating money laundering, funding terrorists or to criminal offences such as bribery and corruption. TIP has implemented the Financial Integrity Policy in order to provide its employees with guidelines on how to adhere to the highest standards of financial integrity and act in compliance with all applicable laws relating to accounting, bribery, insider trading, money laundering and terrorist financing.

TIP prohibits bribery, insider trading and corruption of any kind, either directly or through a third party (such as an agent or distributor), in any country in the world in which it does business, and whether to a government official, to another commercial entity, or to an individual. As a part of this prohibition, we have established companywide standards relating to the giving and acceptance of gifts.

We endeavour to conduct business only with reputable customers and suppliers who are involved in legitimate business activities and whose funds are derived from legitimate sources. We therefore take all necessary steps to prevent the use of our products and services to facilitate money laundering and terrorist financing by fully complying with the applicable Anti-Money Laundering & Anti-Terrorism (“AMLAT”) laws in the countries where we do business. This includes not accepting cash payments for used trailer sales, leasing and rental and following the

TIP Financial Integrity Policy (available upon request)

KYC & KYS Procedures (available upon request)



	<p>identification steps laid down in the Financial Integrity Policy that must be followed to verify the identity of our customers.</p> <p>The Financial Integrity Policy is supplemented by our robust Know Your Customer & Your Supplier Procedures (“KYC & KYS Procedures”) which lay out TIP’s screening requirements. TIP uses a third party screening tool - Bridger Insight XG - which contains a collective global watchlist.</p> <p>New suppliers are screened by the automatic due diligence program in compliance with AMLAT requirements. New suppliers are screened to identify potential money launderers and terrorists and to reveal if they are subject to sanctions regimes. Existing suppliers are screened every 14 days.</p>	
<p>Criterion 13: The COP describes effective management systems to integrate the anti-corruption principle</p>	<p>Our employee compliance framework is our interlocking system of rules, policies and controls that allow us to realise our core values and is comprised of tools such as our Ombuds system, our code of conduct, and extensive integrity policies covering a variety of concerns. This framework allows us to competitively run the company by enforcing and nurturing a culture of accountability and compliance. All employees are trained annually on our Integrity Policies including the Financial Integrity Policy during the Business Ethics Training.</p> <p>We are continuously monitoring compliance with our policies. Each employee is accountable for their actions and our integrity policies require employees to report any compliance concern or breach. The Ombuds system provides a safe and unbiased forum for employees to raise concerns.</p> <p>Employees can report (potential) violations of the TIP Financial Integrity Policy via the three channels laid out earlier (Human Resources, Compliance or an Ombudsperson). In addition to seeking direct contact, employees have the ability to fill out an online report form or by calling a local hotline via EthicsPoint that is independent from TIP’s management. by either filling out an online report form or by calling a local hotline.</p> <p>We have carried out a risk assessment of potential areas of corruption. TIP perceives customer and suppliers who work in a recognized high-risk sector (e.g., clothes manufacturers, recruitment</p>	<p>EthicsPoint</p> <p>TIP Financial Integrity Policy (available upon request)</p> <p>KYC & KYS Procedures (available upon request)</p>



	<p>of temporary workers), customers and suppliers who in turn have a wide supply chain (e.g., tyre suppliers) or who are located outside the EU, the EFTA, the UK, Canada, the US or the Faroe Islands as high-risk. Customers and suppliers will, in any event, be perceived as high-risk if they: are prohibited by national sanctions lists or finance documents; or are a sanctioned company, operate in a sanctioned sector or are related to sanctioned individuals.</p> <p>The automatic due diligence program checks new suppliers against a list of high-risk countries, people, companies, and entities that is updated automatically by the computer system. Each supplier is also checked periodically against the list of high-risk countries drawn from the OFAC, UK's Treasury Department, and EU sanctions list.</p> <p>Employees must immediately notify the Finance or Risk Department if: a match or suspected match with the list of high-risk countries arises; or if any red flag (detailed in the KYC & KYS Procedures) or other suspicious activities or behavior appears in their dealings with a customer or supplier. In such case, employees must refrain from disclosure of any kind to the subject of the red flag that suspicious activity is being investigated. Notifying the subject is known as "tipping" and is strictly prohibited under the Financial Integrity Policy.</p> <p>High-risk customers and suppliers are not allowed to enter our supply chain before they are approved by TIP's due diligence program. This process is called Enhanced Due Diligence (EDD) and is detailed in the Financial Integrity Policy. Directors and Ultimate Beneficial Owners (UBOs) from the above-mentioned countries are also subject to enhanced due diligence.</p>	
<p>Criterion 14: The COP describes effective monitoring and evaluation mechanisms for the integration of anticorruption</p>	<p>TIP Employees who violate the Financial Integrity Policy or the KYC & KYS Procedures may be subject to disciplinary action up to and including termination of employment. This includes employees who has or should have suspicions of money laundering, but who deliberately fails to make reasonable inquiries about the suspicious activity or report the suspicion. Any manipulation, modification, alteration or omission to avoid a customer or payment from being captured or adequately reviewed by an AMLAT screening or transaction monitoring</p>	<p>TIP Financial Integrity Policy (available upon request)</p> <p>KYC & KYS Procedures (available upon request)</p>



	<p>process will be viewed as a serious breach of TIP's principles and may be subject to disciplinary measures.</p> <p>The Chief Financial Officer and Chief Legal Officer are required to report rates of compliance with the Financial Integrity Policy every three years to the Board of Managing Directors of Cube Transportation Europe Coöperatief U.A. This should include the performance of an independent audit review from a risk and control framework. The Audit Committee reviews policies and procedures for detecting fraud.</p> <p>During 2021, TIP did not have any confirmed instances of corruption or bribery. We have discovered no red flags in our due diligence checks on new and existing suppliers regarding corruption or bribery. TIP also has a strong track record with Consolidated Financial Statements being reviewed and signed off by external auditors without any major adjustments.</p>	
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Taking Action in Support of Broader UN Goals and Issues

Criterion 15:
The COP describes core business contributions to UN goals and issues

Our ESG Strategy “for Generations to Come” is closely aligned to the Sustainable Development Goals (SDGs) of the United Nations.

Sustainable Development Goals

- **Goal 7:** Affordable and Clean Energy
- **Goal 13:** Climate Action

Since starting our sustainability journey in August 2021 we have committed to the goal of the EU to be climate-neutral by 2050 and to transform into an economy with net-zero greenhouse gas emissions. This is in accordance with our commitment to the Paris Agreement and its goal to limit global warming to well below 2, preferably to 1.5 degrees Celsius, compared to pre-industrial levels.

To achieve this long-term emission and temperature goal, we aim to reduce greenhouse gas emissions to support achieving a climate neutral world by mid-century.

Our position manifests in the “Carbon Footprint” strategic programs within our ESG.

Our goal is to reach carbon net neutrality in scope 1 and scope 2 by December 2030.

Sustainable Development Goals

- **Goal 1:** No Poverty
- **Goal 5:** Gender Equality
- **Goal 8:** Decent Work and Economic Growth

We have built a strong governance framework around decent working conditions and respectful workplace conduct to ensure we are living up to the highest ethical standards.

We contribute to the elimination of discrimination in respect of employment and occupation by continuing to push gender equality through growing and developing our female workforce and to close our gender pay gap even further.

[Sustainability Website](#)

[Annual Report 2021, pages 26 to 31](#)



	<p>We employ over 70 nationalities and have a stable 18% of females in a predominantly male driven industry. During 2021, 27 female employees were promoted.</p> <p>To demonstrate our commitment to promoting equality and diversity, TIP is a signatory to The Women’s Empowerment Principles (“WEPs”) which are a set of Principles offering guidance to business on how to promote gender equality and women’s empowerment in the workplace, marketplace and community. Established by UN Global Compact and UN Women, the WEPs are informed by international labour and human rights standards and grounded in the recognition that businesses have a stake in, and a responsibility for, gender equality and women’s empowerment.</p> <p>Furthermore, we have established our van Dijk internship program which is a first-class undergraduate internship whereby we provide students with real learning experience and the opportunity to develop their skills in a multicultural, international and challenging environment. It provides students with unique opportunities of direct exposure to senior management, networking possibilities and regular feedback for professional and personal development.</p> <p>Those efforts are part of our “Corporate Social Responsibility” program within our ESG Strategy.</p> <p>Sustainable Development Goals</p> <ul style="list-style-type: none">• Goal 3: Good Health and Well-Being <p>TIP’s dedicated EHS function pursues together with the HR and Legal & Compliance function to improve ensure safety and promote employee’s health and well-being.</p> <p>Our dedication and diligence is reflected by a very low accident frequency rate (TRIR) of 0.9%.</p> <p>Sustainable Development Goals</p> <ul style="list-style-type: none">• Goal 12: Responsible Consumption and Production <p>The “Circular Economy” ESG strategic program</p>	
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	<p>aims to implement an effective and efficient waste management at TIP.</p> <p>As part of this program we are not only working together with waste management companies to optimise our waste streams across our network but also launching refurbishment campaigns at the end of the lifecycle of our equipment.</p> <p>Our goal is to reduce residual waste by 20% of total waste until December 2025 from 2021 levels.</p> <p>Additionally, the “Sustainable Products” ESG strategic program aims to facilitate sustainable product offerings and low carbon alternatives to our customers.</p> <p>We are moving from conventional fuel vehicles to smartly connected trailers, electric and alternative fuel vehicles.</p> <p>Furthermore, TIP Insight will not only allow fleets to be managed more efficiently, but also offer tangible cost saving solutions.</p> <p>For example, vehicles consuming less fuel by ensuring optimum tire pressure with our Tire Pressure Monitoring System (TPMS).</p>	
<p>Criterion 16: The COP describes strategic social investments and philanthropy</p>	<p>We combine our culture of performance with a culture of responsibility. We drive our success and operations as one company, connected and enabled to do business wherever the customer is located. Within TIP we see the value of our diversity and engage our people to achieve excellence, but we also understand we are part of a bigger whole and will actively play our part.</p> <p>Key philanthropic contributions include:</p> <p>Global annual charitable program</p> <p>We developed our annual global “Food Drive program”, to give back to the community.</p> <p>This initiative was inspired by the generosity of our employees. Everyone from employees to customers and vendors are asked to support communities in need by voluntarily donating to local food banks, with TIP taking care of distributing the goods during Christmas holiday season.</p>	<p>Sustainability Website</p> <p>Annual Report 2021, pages 32 and 33</p>



	<p>Local charitable initiatives and programs</p> <p>As part of our ESG Strategy, an enthusiastic group of TIP volunteers in September 2021 gathered to go plastic fishing to help make the Amsterdam canals cleaner.</p> <p>Plastic is when improperly disposed of, can be a nuisance, but when diligently recycled can become value-added resource. The teams threw out their nets and collected all debris found in the water. Plastic Whale, a leading organization cleaning plastic waste, recycles the collected plastic and creates new things, like boats.</p> <p>In September, a team of TIP UK and Ireland staff members, loyal customers and supportive industry partners, embarked on a 3-day, 300km cycle ride across Majorca to raise funds for the Alzheimer’s Society and the Donna Louise children’s hospice. The team of mixed experience and abilities successfully completed the challenge raising more than £70,000 in the process. Indeed, the ‘TIP Fat Bottomed Boys & Girls’ has raised more than €400,000 for charity from seven events since 2012.</p>	
<p>Criterion 17: The COP describes advocacy and public policy engagement</p>	<p>In our view, being economically successful and internationally competitive generates value for our shareholder, customers and society at large.</p> <p>We apply high environmental and social standards to our business to support a sustainable future. We recognize that we have a duty to our stakeholders to be a reliable partner with the highest integrity and ethics. We engage with and learn from others through open dialogue on mutual interests.</p> <p>We actively advocate the importance of action in relation to the UN Sustainable Development Goals on our corporate website and via our participation to the United Nations Global Compact. In addition, we will publish our first TIP Sustainability Report by July 2022.</p> <p>We actively engage with other representatives of our industry, key suppliers and customers to gain knowledge about our market and we actively participate in leading industry exhibitions, such as:</p> <p>TransLogistica 2021 - Warsaw, Poland</p> <p>In November 2021, TIP was present at the International Transport and Logistics Exhibition,</p>	<p>Sustainability Website</p> <p>Annual Report 2021, pages 34 and 35</p>



	<p>also called TransLogistica, in Poland. This fair is the biggest business event in Central and Eastern Europe which brings together industry experts in Warsaw for 3 days. This year, the exhibition had over 200 exhibitors and 5,900 visitors. This offered us the opportunity to get in touch with new customers, but also with manufacturers and other logistics companies while keeping an eye on the market.</p> <p>The TIP Poland team present at the fair had rental and workshop experts, to explain the wide range of TIP products and services, including M&R, that can be tailor-made for specific customer needs.</p> <p>Solutrans - Lyon, France</p> <p>TIP was present at the Solutrans fair in mid-November 2021.</p> <p>The biennial trade fair for haulage and urban transport professionals SOLUTRANS is where innovation and information in the HGV sector come together, for all businesses.</p> <p>Around 60,000 professionals, 1,000 exhibitors and brands who cover the entire spectrum of the commercial vehicle industry attended this fair. Discussions with customers and interested parties could be held directly on site.</p>	
<p>Criterion 18: The COP describes partnerships and collective action</p>	<p>We are the founder and lead member of the European Transport Board (“ETB”), a group of leading European transport and logistics providers, which together represent a significant part of the industry with almost 300,000 trailers in their combined fleets. The ETB specifically aims to:</p> <ul style="list-style-type: none"> • reduce environmental impact; • reduce congestion from road transport; • increase road safety; • improve the effectiveness and efficiency of the industry <p>With our colleagues in the ETB, we strive to connect:</p> <ul style="list-style-type: none"> • Our members to work together more effectively; 	<p>Sustainability Website</p> <p>European Transport Board</p> <p>Women Empowerment Principles</p>



	<ul style="list-style-type: none">• With EU priorities;• On environmental and social challenges;• Public and private initiatives;• Demand to supply: reducing congestion and emissions;• The European market to global demand;• All transportation modalities. <p>TIP has officially adopted to the United Nations Women’s Empowerment Principles (WEPs) established by UN Global Compact and UN Women. By signing the WEPs, TIP underlines its commitment to promoting gender equality and women’s empowerment.</p>	
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Corporate Sustainability Governance and Leadership

<p>Criterion 19: The COP describes CEO commitment and leadership</p>	<p>We have made the UN Global Compact principles an integral part of our business strategy, day-to-day operations and organizational culture of our company. We have incorporated them in decision-making processes at the highest levels.</p> <p>Our CEO promotes sustainability of the company’s sector and leads development of industry standards by participation in the ETB which meets twice a year.</p> <p>Moreover, by establishing a dedicated ESG/EHS function at TIP we are underpinning our commitment to play a leading role in making the sustainability transition within our industry a success.</p>	<p>Sustainability Website</p> <p>Annual Report 2021, pages 42 to 45</p>
<p>Criterion 20: The COP describes Board adoption and oversight</p>	<p>The responsibility for implementing our ESG Strategy is with the Chief Operating Officer (COO) and the ESG/EHS Director of TIP in direct reporting line.</p> <p>In 2021, an ESG Committee composed of the Executive Management Team and the ESG/EHS Director was established. The purpose of the ESG Committee is to regularly discuss TIP’s progress along its sustainability journey.</p> <p>Our Management Board is ultimately responsible and accountable for the conduct of the business. Its main responsibilities include the achievement of the business objectives and deploying corporate strategy, including compliance with legislation and regulations, corporate social responsibility (including ESG).</p> <p>The Board determines the values by which the company is run, while ensuring compliance with all applicable regulations and is responsible for the integrity of our financial reporting and control environment.</p> <p>The Board of Cube Transportation Europe Coöperatief U.A. is responsible for setting strategy and ensuring the necessary resources are in place to deliver on that strategy. In order to improve effectiveness and efficiency, three joint Supervisory and Management Board Committees were established in early 2019. Namely the Audit Committee, Remuneration Committee and Investment Committee. These cover investments,</p>	<p>Annual Report 2021, pages 66 to 69</p>



	<p>audit and compliance matters, and remuneration. They review and advise the Board in their assigned areas of responsibility and approve matters as required by their Charters. The Board retains full responsibility for the decisions taken.</p>	
<p>Criterion 21: The COP describes stakeholder engagement</p>	<p>Our ESG Strategy “for Generations to Come” is based on an extensive multi stakeholder dialogue in order to identify material ESG subjects. The 7 ESG strategic programs are the outcome of this materiality assessment.</p> <p>Part of our ESG Strategy is to engage with our employees and enable them to contribute to our sustainability journey.</p> <p>By launching the “Sustainability Hall of Fame” initiative every TIP employee has the chance to hand in sustainability initiatives. At the end of each quarter TIP employees can vote for their favorite initiative. The owner of the initiative gets enshrined in the “Sustainability Hall of Fame” and gets involved in turning the idea into reality.</p> <p>Currently, more than 100 proposals are recorded in this initiatives database, which is testament to the enthusiasm of TIP employees to engage.</p> <p>To further engage with employees, TIP encourages the communication of concerns relating to the lawful and ethical conduct of business and requires reporting of any suspected violations. Every TIP Employee has the right to report, in good faith, incidents of inappropriate workplace conduct, violence, harassment or discrimination without fear of retaliation.</p> <p>It is TIP’s responsibility to protect those who communicate concerns and those who participate in an investigation from any retaliation for such reporting. TIP Employees who engage in retaliatory behavior against anyone involved in raising concerns or participating in an investigation will be subject to discipline, up to and including termination.</p> <p>To further engage with employees, TIP encourages the communication of concerns relating to the lawful and ethical conduct of business and requires reporting of any suspected violations. Every TIP Employee has the right to report, in good faith, incidents of inappropriate</p>	<p>Annual Report 2021, pages 26 to 31</p> <p>TIP Respectful Workplace Conduct Policy (available upon request)</p>



	<p>workplace conduct, violence, harassment or discrimination without fear of retaliation.</p> <p>It is TIP's responsibility to protect those who communicate concerns and those who participate in an investigation from any retaliation for such reporting. TIP Employees who engage in retaliatory behavior against anyone involved in raising concerns or participating in an investigation will be subject to discipline, up to and including termination.</p> <p>Providing internal and external stakeholders with relevant ESG data is part of the "Reporting" program within our ESG Strategy. Quantifying our ESG ambition enables us to compare to peers and engage in discussions with them.</p> <p>In the course of monthly meetings between the ESG/EHS Director of TIP and our shareholder's ESG contact TIP's progress along its ESG Strategy is constantly under review and finetuned.</p>	
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Our Shareholder and I Squared Capital Programs



I Squared Capital is a private equity firm focusing on global infrastructure investments. The company invests in energy, utilities and transportation projects in North America, Europe and select high growth economies, such as India and China.

In 2016, I Squared won six awards from Infrastructure Investor, including "Global Personality of the Year", "Global Fund Manager of the Year", "Global Fundraising of the Year", "North America Fundraising of the Year", "North America Fund Manager of the Year", and "Asia Pacific Transport Investor of the Year".

Boutros Boutros-Ghali, former Secretary-General of the United Nations and Egypt's Minister of Foreign Affairs, served as an advisor to the I Squared Capital's fund.

I Squared Capital believes responsibility goes beyond their core business. Progress and prosperity drives our shareholder when initiating and supporting educational, social and cultural projects that help people everywhere to fulfil their potential.

I Squared Capital encourages their employees to use their valuable skills to benefit others through involvement in community projects and social enterprises that produce lasting change. This is called building social capital which is how I Squared Capital combines their culture of performance with a culture of responsibility.