

Hansa Meyer Global



United Nations Global Compact
COP 10



Hansa Meyer Global Holding GmbH

As holding company of a multitude of associated companies Hansa Meyer Global Holding GmbH bundles all shareholder interests and coordinates the strategic leadership of the operative and project-oriented forwarding company **Hansa Meyer Global Transport GmbH & Co. KG**.

Within the framework of our „Growth Strategy 2024“ the vision, guiding principles and targets of Hansa Meyer Global were defined as follows:

Vision:

Development of Hansa Meyer Global into a leading architect of goods and data mobility

Guiding principle:

- Trendsetter in logistics and IT innovation
- High performance organization that anticipates future demands of our clients
- Ranking among the group of attractive employers in the logistics sector
- Further establishment of the HMG brand in existing markets that are presently still unoccupied
- Development and expansion of new / additional service products

Targets:

- Strengthening the foreign network by setting up new branch offices or establishing new exclusive partnerships
- Enhancement of our economic performance

Facts and Figures of Hansa Meyer Global Holding GmbH

Founded in:	1986
Shareholders:	Jan-Dirk Schuisdziara, Henrique Wohltmann, Hannover Finanz GmbH
Managing Directors:	Jan-Dirk Schuisdziara, Henrique Wohltmann
Personnel:	round about 230 worldwide
Turnover:	more than € 90 million
Network:	24 branches and exclusive partners at the most strategic venues of the world

COP 10

Reporting period: October 1, 2021 until September 30, 2022
Issued in: October 2022

Hansa Meyer Global Transport GmbH & Co. KG has been participating in the UN Global Compact initiative since October 2012.

Our Communications on Progress are published in the data bank of the UN Global Compact, on the company's intranet and on our website: www.Hansameyer.com.

Contents

STATEMENT OF THE BOARD ON THE CONTINUOUS SUPPORT OF THE UN GLOBAL COMPACT	5
PRACTICAL MEASURES AND IMPLEMENTATION PROCEDURES	6
Human Rights / Commitments	6
Working Standards	7
Environmental Protection	8
Anti-Corruption Policy	8
CONTACT	8

Statement of the Board on the Continuous Support of the UN Global Compact

Ladies and Gentlemen,

by signing the UN Global Compact (UNGC) in October 2012 Hansa Meyer Global has pledged to actively promote the ten UNGC principles with regard to human rights, working standards, environmental protection and the fight against corruption. Common sense, respect, trust and a sense of responsibility form the basis of a fair cooperation.

A common Code of Conduct, compliance with statutory regulations as well as ethical standards and the pursuing of common values constitute the bedrock of our daily work and provide a reliable orientation for our staff. At the same time, our focus is always on acting transparently and appropriately by cooperating in a committed and reliable manner at eye level.

Always striving to show the greatest respect for the fundamental ideas and principles of the UN Global Compact (UNGC), we create a common future for long-term and economically fair business relationships. We would like to thank our staff and business partners for their support in this endeavor.



Henrique Wohltmann
Managing Shareholder

Practical Measures and Implementation Procedures

Once again, the continuous improvement of our service quality, the efficient and environmentally friendly utilization of all necessary resources as well as long-term and economically fair business relationships with customers and suppliers were issues on which we applied our focus in the progress period 10/2020 – 09/2021.

We are successfully certified in accordance with DIN EN ISO 9001:2015, DIN EN ISO 14001:2015 and DIN ISO 45001:2018 and our Compliance Rules as well as our Code of Conduct constitute an integral part of our company and are actively implemented by all our staff.

Human Rights / Commitments

As an internationally operating group of companies it is indispensable for us to continuously expound to our world-wide staff and business partners which effects our business activities or business relationships can have on people. With our Code of Conduct for staff and business partners we have stipulated guidelines in which our social responsibility and the obligation to comply with all effective legal regulations are rooted.

We consider it part of our social responsibility to support society within the framework of our possibilities.

Thus, Hansa Meyer Global has continued this commitment by keeping up its membership in the Africa Association of the German Economy, the Afrika-Verein der Deutschen Wirtschaft e.V.. The association promotes economic relations between Germany and the African countries with the purpose of providing information on economic and political events in Africa. It also organizes many events in Germany as well as in Africa, one of which is the annual German-African Energy Forum, G20 conferences and delegation trips to African countries such as Angola, Kenya, Libya, South Africa and Nigeria. It also maintains intensive contacts with the German federal government, African governments and embassies as well as with associations and NGOs. Since Hansa Meyer Global has set an additional focus on further internationalization by opening a branch in Abuja, Nigeria, this exchange of contacts is beneficial to our economic relations, since the West African ECOWAS countries are very promising due to their high demand for energy and infrastructure.

Together with a strong global network, 35 years of project and heavy lift cargo experience as well as operative partner companies, the focus of Hansa Meyer Global in Africa, too, is on special solutions for plant and heavyweight transports in an overall very demanding environment.

In addition, we continue to be a member of the Ghorfa Arab German Chamber of Commerce e.V.. Ghorfa supports companies in their economic endeavours to set foot in the Arab or German market and it promotes the cooperation between Arab countries and the Federal Republic of Germany in the fields of trade, industry, finance and investments as well as with regard to the understanding among nations. Top-class events, delegation trips, inter-cultural seminars and informative publications as well as up-to-date reports create the best possible conditions for German-Arab economic activities. The core tasks are in the areas of networking, consulting as well as information and knowledge transfer. Other German-Arab forums, such as the health, education, tourism or energy forum, are also of importance. The energy demand in Arab countries is enormous. As we know, 60 percent of the proven petrol reserves and 40 percent of the gas reserves are located in the Arab world. Nevertheless, it was years ago that the Arab countries initiated diversification processes and have committed themselves to setting up a sustainable and future-proof energy supply based on a diverse energy mix. Apart from aiming to develop renewable energy sources in a sustainable energy supply, another target is the reduction of emissions through a general decrease in the consumption of resources. Thus, there is a great potential for German and Arab companies to be found in the field of a sustainable recycling and waste management. In the future, this will not only result in an energy sector with a higher level of sustainability, but also in a great potential for economic development and the creation of jobs in the Arab partner countries. Saudi-Arabia is of great importance to us due to new investments and the restructuring of the economy and therefore we have already set up a number of branches to represent us there.

For many years we have acted along the same lines by holding a membership in the East Asia Association (Ostasien Verein) in Hamburg, an association acting in the German interest in Eastern East Asia and facilitating the important international exchange of experiences between members of the East Asia Association (OAV). OAV deals with infrastructural issues and has set itself the target to improve the infrastructure in the Asian countries and to promote German business activities in this area. By cooperating with the agrarian group "Agricultural Economy" OAV provides companies of the agricultural economy and food industry with an additional platform for the exchange and pooling of economic interests regarding the cooperation with the agricultural and food sector with the aim to support the sustainable development in the partner countries in the sense of a modernization partnership. The expert in development politics, the so-called EZ-Scout, dispatched by the German Federal Ministry for Economic Cooperation and Development (BMZ), offers advice to companies interested in a sustainable commitment in Asian development and threshold countries with regard to aids as well as access to networks in the field of development cooperation.

For the second year running we have continued our membership in the EIC Energy Industries Council, London UK. Die EIC is a leading trading association offering special services to help its members understand, identify and pursue business opportunities on a worldwide scale. It is a non-profit organization with more than 650 companies supplying goods and services for the energy industry worldwide and it constitutes one of the most comprehensive sources for energy products and business intelligence in today's energy sector. EIC is renowned for its excellent service-providing qualities that open up opportunities for us, help us to maintain the supply chain and thus to do business worldwide.

This year we have also supported the Hermann-Hildebrand-Haus Trust, Bremen – Oberneuland by a money donation. By sponsoring the trust, we help to facilitate social work with children and youths from Bremen, which provides them with the chance of social integration and a better life perspective.

Our goal is to continue to expand our social commitment in the future.

By acknowledging our Code of Conduct our business partners also obligate themselves to comply with, maintain and protect the effective regulations governing the protection of human rights as fundamental and universal parameters. No possible cases of human rights violations have come to our knowledge in our direct business environment.

In the present progress period, once again, there were and are no investigations, legal cases, sentences, fines or other relevant events in our company in connection with human rights.

Working Standards

An important part of our guiding principles is the acknowledgement, appreciation and respect vis-à-vis our employees. Our group of companies stands for a social performance culture in which our staff comes first.

Staff enhancement, team building and that our employees act and decide in a self-reliant manner in their respective positions and fields of responsibility is of great importance to us. Thus, we continuously promote the training and further training of all our members of staff.

This also implies the continuous support of our apprentices throughout their training. The implementation of operative projects and excursions (loading supervision at Neustadt Harbor Bremen, the loading of vessels and a tour of the warehouse in the city of Bremerhaven, the loading of vessels in the city of Hamburg) as well as internal training courses during the preparation period prior to the theoretical examination are part of this corporate support.

On an international level we take care that our members of staff earn more than the minimum wages prescribed in the respective countries in which they work. By acknowledging our Code of Conduct our business partners also pledge to ensure that their staff is paid appropriate wages. Thus, they have to at least orientate themselves by the respective statutory and/or collectively agreed wages in the respective job market.

Forced labour and child labour are not tolerated by us in any way and our business partners also covenant to comply with this principle by acknowledging our Code of Conduct. In accordance with the regulations stipulated in ILO Convention 138, we thoroughly check and take account of the minimum age of employees during their employment process already.

Environmental Protection

According to the environmental principles of the UN Global Compact companies are to support a preventive approach when tackling environmental problems, they are to take the initiative in order to increase the sense of responsibility for the environment and they are to promote the development and spread of environmentally friendly technologies.

Hansa Meyer Global is committed, regardless of the location, to the conscious handling of scarce resources. In accordance with our Code of Conduct our staff take responsibility with regard to environmental protection issues and they adhere to all statutory regulations concerning the environment and sustainability. We make our contribution to environmental protection and energy saving by complying with statutory regulations and demands made by the authorities as well as by implementing risk and accident prevention measures.

Emergency management and hazard control constitute an important part in the scrutiny and assessment of our environmental program, which we review in regular intervals.

In the meantime, we have been able to completely exchange all contaminant-laden, hazardous cleaning agents for environmentally compatible, harmless products in order to prevent that pollutants are released into the environment.

Flight and train travel concepts are continuously reassessed within the framework of our travel policy, while, at the same time, travel activities are reduced to a minimum.

In this context another important aspect constitutes the reduction of emissions. Thus, for example, we make sure that with regard to our carpool management we increasingly use low-emission cars and we are checking the utilization of hybrid cars. In addition, we also permanently ameliorate our supplier management.

By ordering fruit baskets via "Fruitful Service" on a regular basis Hansa Meyer Global does not only enhance the health of all our employees, but simultaneously we also support the "Planting Fruit Trees in Africa" project. The organization "Fruitful Office" has committed itself to plant one tree in Malawi (Africa) for every fruit basket ordered by us. The trees planted are mainly guava and papaya trees, which yield large quantities of nutrient-rich fruit, as well as fast-growing trees of the Senna Siamea species. These trees can be used as firing wood and thus the uncontrolled felling of the natural forest resources is prevented. Poor Malawian families improve their nutrition basis by growing fruit trees and the fruit trade grants them economic independence.

Since 2020 our commitment portfolio also includes a plant sponsorship for the project "CO2 Speicher" (CO2 Storage). This project uses special seeds with a particularly high absorption and storage capacity for CO2. With this CO2 deposit project, we contribute towards a healthy climate, the protection of our soil and a vital nature. The plant sponsorship covers an area of 5,000 square meters outside the city of Bremen.

Since January 2022 Hansa Meyer Global supports the trust "Stiftung Unternehmen Wald" (Enterprise Forest Trust), a non-profit trust domiciled in the city of Hamburg that campaigns for nature protection, environmental education and forest research. The trust was founded in 2006 and its activities are primarily of an operative nature. Together with partners of the forestry, forest pedagogy and nature preservation sector the trust implements regional projects in accordance with its defined objectives. The management of Hansa Meyer Global donates 2 trees via the Enterprise Forest Trust at each birthday of every member of its staff. With this present of trees, for which every „birthday child" receives a personalized tree certificate, we support projects such as "Forest Conversion in Grünhof in Schleswig-Holstein" as well as the planting project in the town of Ennepetal (North Rhine Westphalia).

In April our customers and business partners benefited from the project “Logistics Experts Amongst Themselves – About Bees and Users”. Sending seed bags to our customers, the basic idea was to contribute towards the conservation and development of habitats for insects and to preserve the functioning ecosystems as the basis of life and economic dealings for future generations.

With the action week “Greener Together – Every Action Counts” from 27 June until 01 July 2022 a lot of attention was raised and awareness created for a green office environment with the goal to minimize detrimental effects of office work on the environment. Under the motto “Five Days, Five Challenges, One Goal” various activities took place, such as *Saving Energy on Monday* (unplug the computer after work / do not leave chargers plugged in / reduce the brightness of electric devices / use CO2 friendly search engines), *Say No to Plastic on Tuesday* (bring your breakfast/lunch to office without making waste / use reusable bottles), *Green Mobility Wednesday* (use a car pool with colleagues / come to work by bicycle, bus, train, e-car or e-scooter), *Plant Power on Thursday* (eat only vegetarian or vegan dishes today), *Make Yourself Fit on Friday* (use the stairs instead of the elevator / take a walk during lunch break).

Fight against Corruption

Our company, our staff and business partners tolerate no corruption. We ensure that no participant (neither superiors, colleagues, sub-companies nor agents) grants or offers bribes, slush money, illegal donations or other payments or advantages to customers, officials or other third parties or accept such moneys or advantages from them. The same also applies to so-called “facilitation payments” (illegal payments to expediate routine administrative matters). This guideline was rooted in our Code of Conduct and must be confirmed and acknowledged by all employees and business partners.

Within the current reporting period we have not become aware of any violations of these anti-corruption guidelines.

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