



FRACHT GROUP
BELGIUM ENTITIES

SUSTAINABILITY REPORT 2023

“BIG ENOUGH TO HANDLE, SMALL ENOUGH TO CARE”



FOREWORD BY RUEDI REISDORF

The Fracht Group is a family-owned freight forwarding company founded in Basel, Switzerland, in 1955 by Mr. Rudolf Reisdorf Senior. Its mission is simple: give people and businesses the opportunity to connect globally, grow locally, and be the missing link they need to succeed.

The company is currently led by Mr. Rudolf Reisdorf, representing the second generation, while Mrs. Andrea Reisdorf, as the third generation, is already in training, ensuring a strong, long-term commitment to the future of the global organisation. Fracht is supported by a global, interdisciplinary team of freight forwarders, known for their collaboration and expertise in logistics solutions and multimodal freight transport. Since the inception of the company, the highest values have been integrity and respect for humans, and, above all, respect for each other in the broadest sense of the term.

At Fracht, sustainability is deeply embedded in the core company values. The company strives to be a human and humanitarian company. People's well-being is at the heart of everything: every voice is heard, and diversity celebrated. The company's sustainability strategy is not only reflected in its policies and certifications; it also means involvement in local initiatives, guided by the UN SDGs to give back to communities, take care of people and help the planet.

Fracht considers itself a family, where trust and partnership are standard behaviours. The French saying "liberté, égalité, fraternité" truly embodies the company's philosophy, which is aligned with the Brazilian motto "ordem e progresso." Fracht is here to serve your logistical needs in the family way.

Sustainability is a commitment that unites us all.

Best regards,

Ruedi Reisdorf



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DEFINITION PAGE

Fracht Belgium entities: This covers three entities: Polytra, Fracht Belgium Air (FBA), and Polytra International Logistics. Throughout the report, Polytra is used as a general reference.

Carbon neutral: The amount of greenhouse gases emitted is equal to the amount of greenhouse gases removed from the atmosphere, it is about balancing emissions. This can be achieved by reducing emissions, offsetting emissions, or a combination of both.

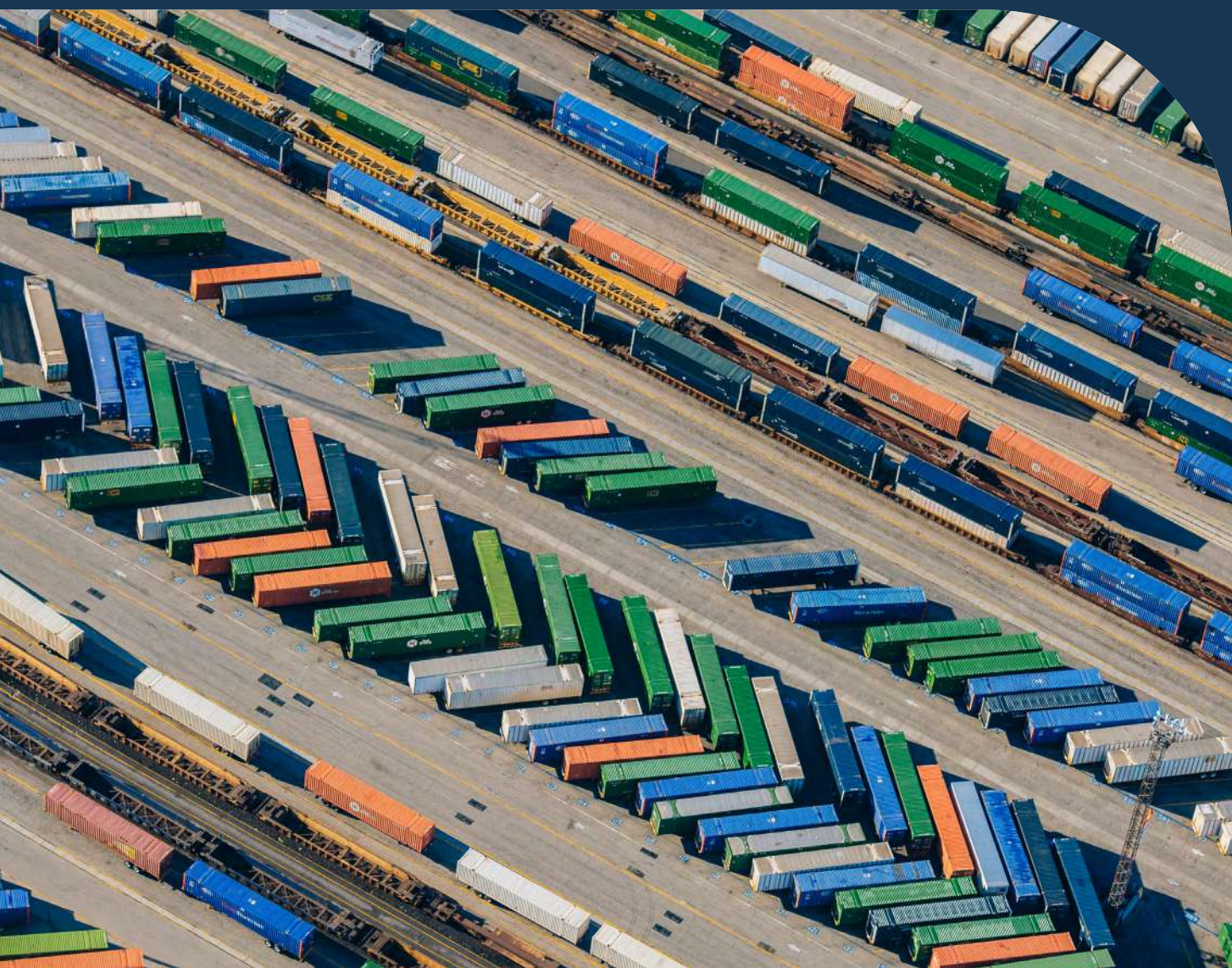
SBTI: The Science Based Target Initiative is a collaboration between the CDP, United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF). It is a corporate climate action organization that enables companies and financial institutions worldwide to play their part in combating the climate crisis by limiting global warming to well-below 2°C above pre-industrial levels and pursuing efforts to limit warming to 1.5°C. The SBTi provides guidance which allows companies to set greenhouse gas (GHG) emissions reductions targets in line with the latest science.

VSRS: The Voluntary Sustainability Reporting Standards. Unlike the European Sustainability Reporting Standards (ESRS) for large undertakings, this standard has no legal authority. It offers undertakings that are outside the scope of the CSRD, a voluntary framework for sustainability reporting. In this report, Fracht makes use of the VSRS in preparation of the mandatory Corporate Sustainability Reporting Directive (CSRD) report required in 2026.

GLEC: The Global Logistics Emissions Council is a Smart Freight Centre (SFC) program where companies and NGOs are dedicated to drive widespread, transparent and consistent calculation and reporting of GHG emissions. The framework was developed to offer multinationals and their suppliers a harmonized, efficient, and transparent way to calculate and report logistics emissions. This methodology framework allows to accelerate action to reduce greenhouse gas emissions and to collectively meet the Paris Climate Agreement.

01

KEY FIGURES AT A GLANCE



1.1 POLYTRA A FEW NUMBERS

This chapter highlights the key aspects of the Belgian entities of the Fracht Group, hereafter referred to as "Polytra"



54.4

FTES

2.85% OF TOTAL FRACHT
GROUP EMPLOYEES



TOTAL

€129,008,782

TURNOVER



95,664

TONNES CO₂E - TOTAL

68

TCO₂E- SCOPE 1

5

TCO₂E- SCOPE 2

95,591

TCO₂E- SCOPE 3



905

HOURS



31,520

NUMBER OF TRANSPORTS

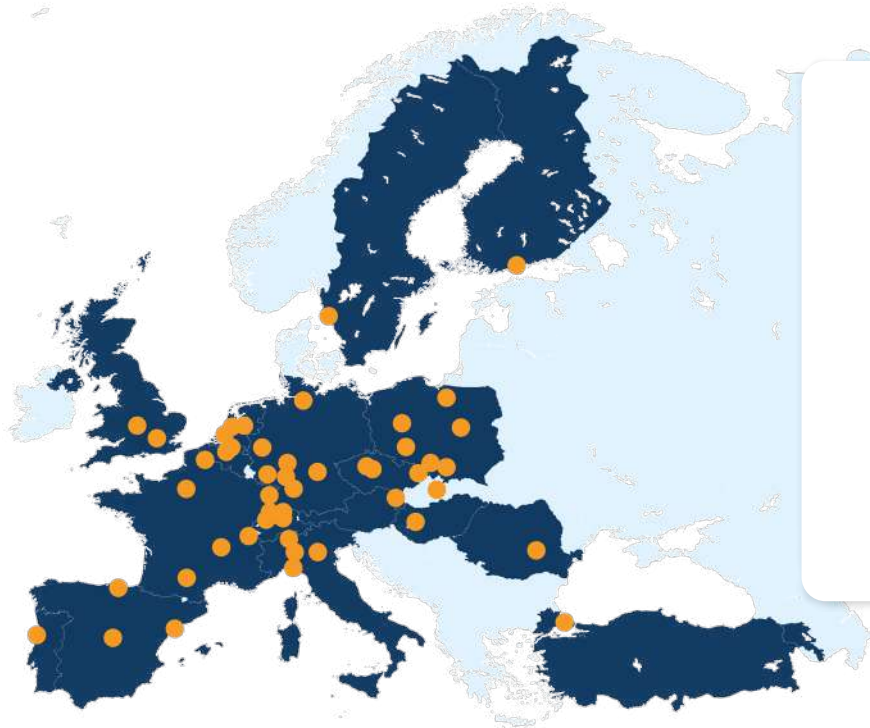


1.2 FRACHT GROUP SUSTAINABILITY PRIORITIES

Our planet - Environment	Our people - Social	Our business conduct - Governance
<ul style="list-style-type: none"> • 42% reduction in Scope 1 and 2 emissions by 2030 	<ul style="list-style-type: none"> • Create a global HR management team on the level of the Fracht Group to share best practices and align policies and processes • Create and foster a Fracht culture based on a global framework with local accents, structured by global initiatives and a content calendar 	<ul style="list-style-type: none"> • Have the Supplier Code of Conduct signed at the start of every new collaboration
<ul style="list-style-type: none"> • 25% reduction in Scope 3 emissions (excluding transport) across our value chain by 2035 		<ul style="list-style-type: none"> • Implement the Fracht whistleblower platform to monitor the compliance with international standards
<ul style="list-style-type: none"> • Focus on reporting, analysing and advising for Scope 3 transport emissions to reduce the carbon intensity 		<ul style="list-style-type: none"> • Abide with industry certifications and standards
<ul style="list-style-type: none"> • Achieve Bronze EcoVadis medal for most Fracht entities 		<ul style="list-style-type: none"> • Approach the most prominent stakeholders for the materiality analysis to further determine Polytra's material sustainability topics
<ul style="list-style-type: none"> • Achieve ISO 9001 – 45001 – 14001 certifications for most Fracht entities 		<ul style="list-style-type: none"> • Have employees follow the anti-corruption course and other courses of the UN Global Academy (required as member of the UN Global Compact)
		<ul style="list-style-type: none"> • Align and comply with Fracht global policies, while upholding the international Fracht Forward structure

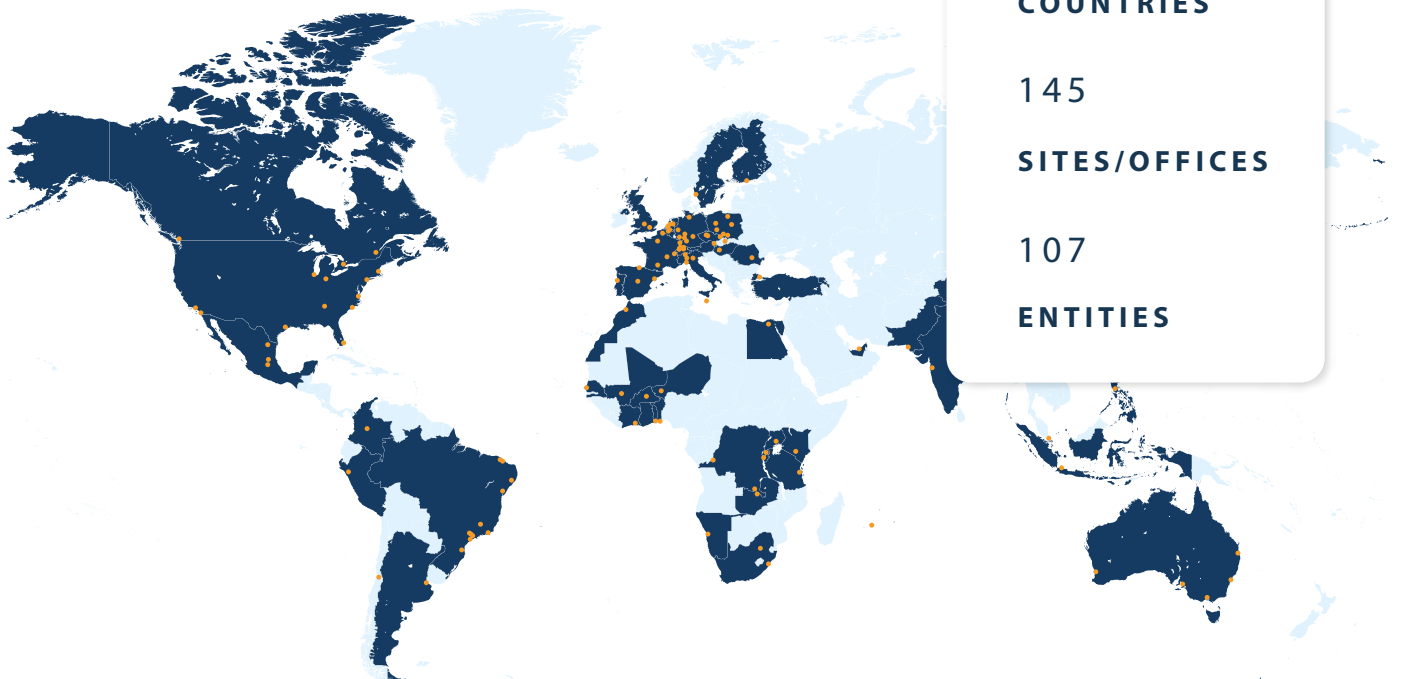
1.3 EXPANDING ACROSS BORDERS

1.3.1 OUR PRESENCE IN EUROPE



18
COUNTRIES
59
SITES/OFFICES
27
ENTITIES

1.3.2 OUR GLOBAL PRESENCE



58
COUNTRIES
145
SITES/OFFICES
107
ENTITIES

02

FRACHT GROUP – GLOBAL LOGISTICS REIMAGINED



2.1 REDEFINING GLOBAL LOGISTICS

Fracht Group, established in 1955 in Switzerland, is a global leader in freight forwarding and logistics solutions. With over 140 offices in more than 50 countries, Fracht offers a full range of services, including air, ocean, rail, and trucking, as well as customs brokerage and warehousing. Independent and family-owned, the company prioritises sustainability through its “Fracht Forward” programme, aligning its operations with the UN Sustainable Development Goals. Fracht Group is dedicated to delivering innovative, reliable, and environmentally conscious logistics services to diverse industries worldwide.



2.2 BALANCING GLOBAL SCALE WITH LOCAL INDEPENDENCE

Fracht Group operates with a unique international structure, balancing global reach with local independence. Founded in 1955, the company has expanded organically by attracting the right talent and through strategic acquisitions, now encompassing 107 entities across 58 countries. Despite managing thousands of global transports, Fracht retains a “big enough to handle, small enough to care” approach.

The Group’s decentralised structure empowers each country to make decisions while aligning with Fracht’s broader strategy of entrepreneurship, quality, and people-focused values.



2.2.1 FRACHT GROUP VALUES

At Fracht, we are fueled by our love for freight and driven by our commitment to excellence. Our values and culture are the pillars that shape our organization and define who we are. With a friendly and enthusiastic approach, we embrace our values and strive to create a vibrant and inclusive work environment.

Respect

- We treat everyone with respect.

Integrity

- We believe in a moral compass.

Passion

- We demonstrate perseverance and determination.

We are Fracht

Positivity

- We exemplify gratitude and appreciation towards all.

Leadership

- We promote self-growth.

Empathy

- We care about people.

Respect is more than just a word—it's a cornerstone of our culture. We believe that every individual, regardless of background or role, deserves to be treated with dignity and kindness. With respect as a guiding principle, we foster an inclusive environment where diverse perspectives are celebrated, collaboration thrives, and teamwork flourishes.

We uphold the highest standards of **integrity** in everything we do. Honesty, transparency, and ethical behavior are at the core of our operations. We believe in doing the right thing, even when no one is watching.

We are **passionate** about what we do. Our love for freight fuels our dedication to delivering exceptional logistics solutions. We approach every project with enthusiasm and a can-do attitude, ensuring that we go above and beyond to exceed our customers' expectations.

We believe in the power of **optimism** to transform challenges into opportunities and setbacks into steppingstones. With a positive outlook, we inspire and uplift each other, creating a vibrant and motivating work environment.

We believe in stepping up, taking ownership, and inspiring others to excel. Our **leaders** set high standards through example, cultivating a culture of growth and development.

We understand that behind every interaction lies a unique story, and we make it our mission to genuinely connect and understand. With **empathy** as a core value, we create a safe space where compassion guides our actions and decisions.

2.2.2 POLYTRA'S POWER VALUES

We've got the **POWER**.

Work with **P**assion

Take **O**wnership

Live to **W**in

Be an **E**ntrepreneur

Think **R**esponsibly

Polytra exists to support its clients' expansion globally and to innovate logistics anytime, anywhere. The company puts customers first and adapts to their needs, expectations and challenges with a very personal and customer-oriented focus, supported by everyone in the company. Polytra's moto 'make it personal and **POWER** to the front line' applies not only to the customers but also to colleagues and other stakeholders.

Global sustainability efforts are guided by Fracht's leadership, with regional ambassadors adapting these initiatives to local needs. This fosters a strong commitment to sustainability and collaboration across regions and communities.

2.3 A TRIP DOWN MEMORY LANE

HISTORY OF FRACHT GROUP

● 1955

EARLY BEGINNINGS AND FOUNDATION

Founded by Ruedi Reisdorf in Basel, Switzerland, the Fracht Group started as a small, family-owned freight forwarding company in 1955. Built on principles of integrity, respect, and exceptional service, these values still guide the company today.

● 1960s – 1970s

EXPANSION AND GLOBAL REACH

In the 1960s and 1970s, Fracht expanded beyond Switzerland, opening offices across Europe. By the 1980s, it had entered the Asian and American markets, becoming a global logistics provider while staying true to its core values.

● 1990s

INNOVATION AND TECHNOLOGICAL ADVANCEMENTS

In the 1990s, Fracht invested heavily in digital solutions, streamlining operations and improving communication. This commitment to innovation enabled Fracht to meet the evolving demands of the logistics industry.

● 2018

INTEGRATION OF FRACHT GROUP AND POLYTRA

In 2018, Polytra joined the Fracht Group, expanding its global reach by leveraging Fracht's extensive network. The integration also included Fracht Belgium Air (FBA), allowing Polytra to continue delivering innovative and sustainable logistics solutions globally.

● 2023

FUTURE DIRECTIONS

Looking ahead, Polytra is focused on shaping the future of logistics through innovation and sustainable practices. Our future direction will prioritise the seamless integration of cutting-edge technology, stronger client partnerships, and a commitment to environmental responsibility. By advancing our capabilities, fostering long-term collaborations, and continually expanding our product offering geographically, we aim to remain at the forefront of the logistics industry, delivering enhanced value to our clients and the communities we serve.

Today, Fracht operates in over 140 cities across 58 countries, with a focus on diversity, innovation, and sustainability, ensuring it remains a trusted global logistics partner. With a strategy to become SBTi-compliant in both the short and long term, to achieve more and better EcoVadis certifications for Fracht Group entities, and to pursue SDG actions, Fracht ensures a sustainable future.

HISTORY OF POLYTRA

● 1974

FOUNDING AND EARLY YEARS

Polytra, founded in 1974 in Antwerp, Belgium, quickly became a key player in the logistics industry. Leveraging its strategic location at one of Europe's largest ports, Polytra specialized in freight forwarding, customs brokerage, and transportation solutions tailored to diverse client needs.

● 1980s – 1990s

GROWTH AND EXPANSION

In the 1980s and 1990s, Polytra expanded its operations across Europe and Africa. The company's expertise in handling complex logistics projects in sectors such as mining, energy, and infrastructure enabled it to offer project cargo, warehousing, and multimodal transportation services.

● 1998

STRATEGIC PARTNERSHIPS AND GLOBAL REACH

Polytra's growth accelerated through strategic partnerships with global logistics networks, enhancing its services and expanding its reach. In 1998, Polytra established permanent offices in Africa to strengthen its expertise and long-term commitment to the continent. These offices remain operational to this day.



2.4 THE BOARD OF FRACHT GROUP – A VISIONARY TEAM



**RUEDI
REISDORF**
OWNER



**ETIENNE
SEILER**
DIRECTOR
SWITZERLAND



**DOMINIK
KELLER**
HEAD OF GLOBAL
BUSINESS DEVELOPMENT



**REINER
WIEDERKEHR**
CEO NORTH
AMERICA



**AMAURY
LUYCKX**
GENERAL
MANAGER POLYTRA



**LIONEL
TRISTAN**
GENERAL MANAGER
FRANCE



**RALF
BORN**
DIRECTOR
GERMANY



**HARMUT
KLEEN**
DIRECTOR GERMANY

In the dynamic and ever-evolving landscape of global logistics, the cornerstone of Fracht Group's success lies in its leadership. The Global Board, a collective of seasoned professionals, brings together a wealth of experience, strategic vision, and a commitment to sustainability and ethical practices. Each member plays a pivotal role in steering the company towards its goals of operational excellence, innovation, and environmental stewardship.

2.4.1 INTRODUCTION OF THE MANAGEMENT OF FRACHT BELGIUM (POLYTRA)

The Board of Directors of Polytra focuses on the growth, development, and stability of the company. Amaury Luyckx, Managing Director of Belgium, also takes on the global role of sustainability lead, ensuring the whole Fracht Group is aligned on sustainability.



**AMAURY
LUYCKX**
MANAGING
DIRECTOR



**PHILIPPE
VAN MULDER**
DIRECTOR SPECIAL
ACCOUNTS & IT



**KEN
DE CLOPPER**
DIRECTOR INTEGRATED
SOLUTIONS & AIR FREIGHT



**KENNETH
VROEMANS**
FINANCE
DIRECTOR



**ALEXIS
MELLEN**
DIRECTOR OCEAN
DEPARTMENT

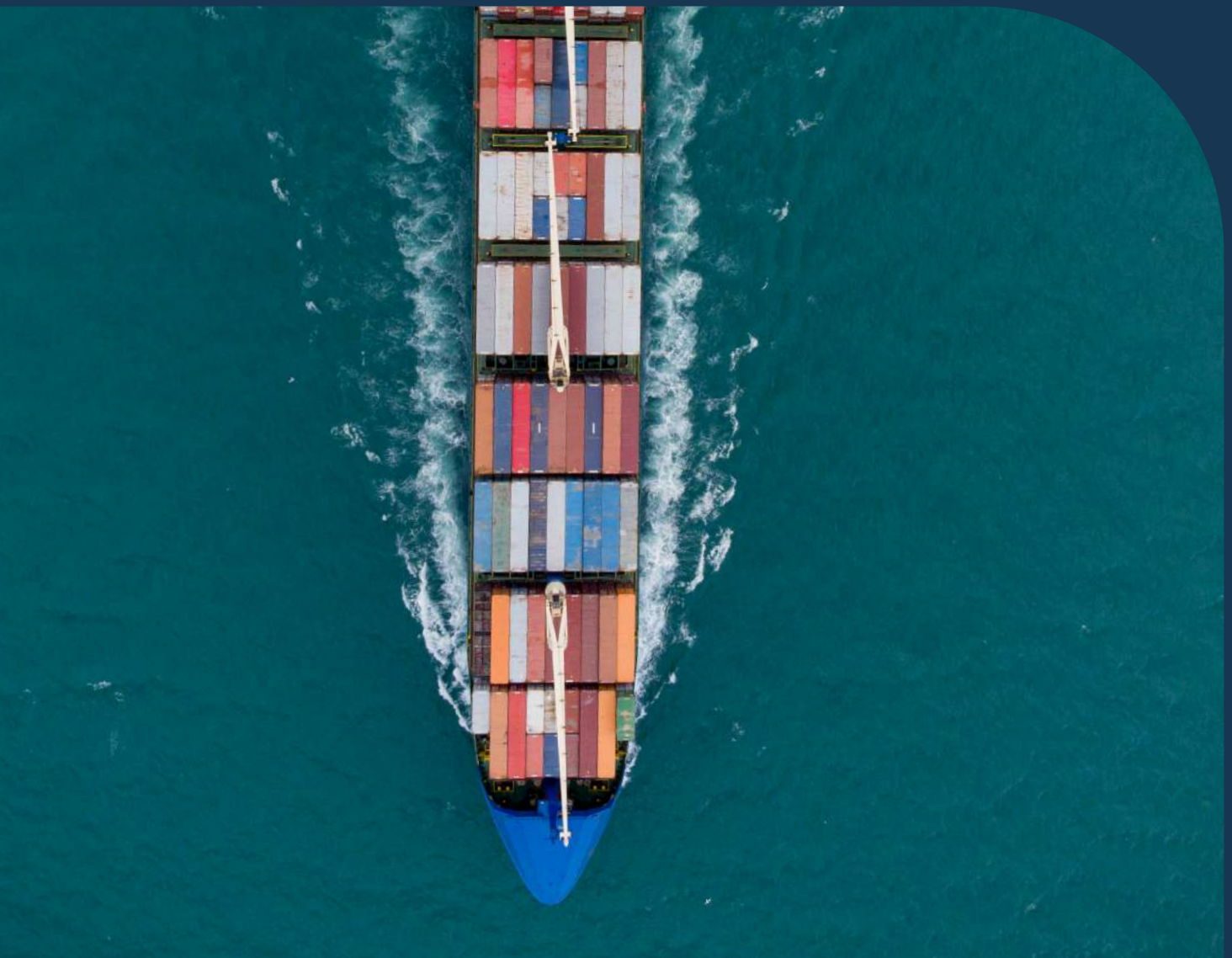


**DEEPA
DE STROOPER**
HR DIRECTOR



03

NAVIGATING THE
EVERYDAY: A LOOK AT OUR
DAILY FUNCTIONS



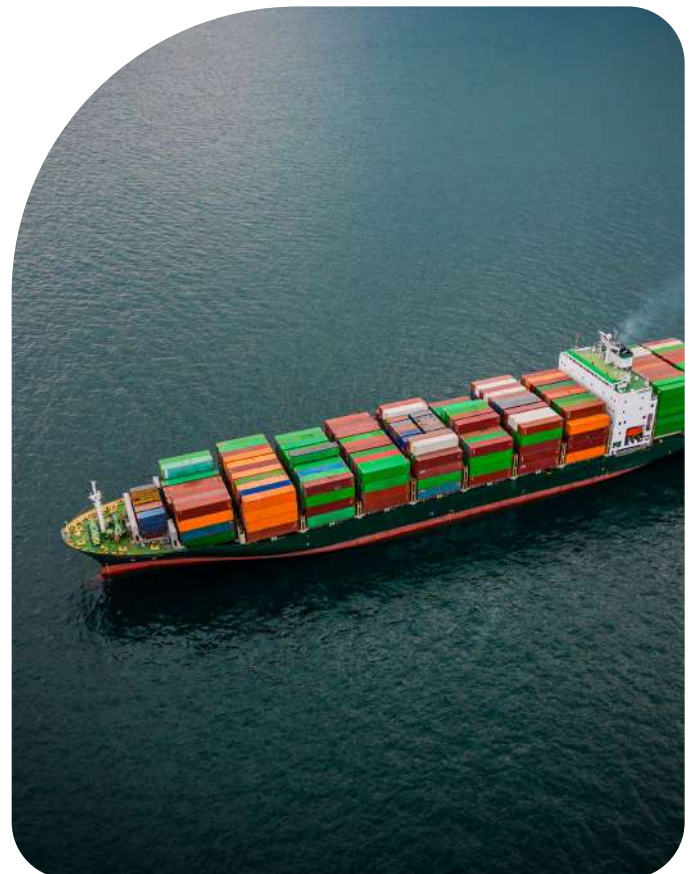
3.1 THE FLOW OF OUR DAILY OPERATIONS

Fracht Group is a global leader in freight forwarding, providing both general and specialised logistics solutions. We have been pioneering in logistics, long before it emerged as a modern business trend. Our expertise has established us as a key player in major international projects, thanks to our commitment to develop logistics in every direction and continuously advance IT systems.

3.2 FRACHT GROUP IN BELGIUM

In Belgium, Polytra operates through six main departments:

1. AIR DEPARTMENT
2. INTEGRATED SOLUTIONS
3. OCEAN DEPARTMENT
4. AFRICA DEPARTMENT
5. PROJECTS AND HEAVY LIFT
6. TRADING DEPARTMENT



3.2.1 AIR DEPARTMENT

The Air Department is represented by the entity FBA, which has been part of Polytra since its acquisition by Fracht Group in 2018. Located in the industrial zones of Brussels Airport and Liège Airport, FBA is not only responsible for organising and booking air transports for Polytra, but for the Fracht Group and other clients in general.

At FBA, air freight solutions are being redefined by an unwavering commitment to efficiency, reliability, and customer satisfaction. With years of industry experience, FBA established a team of seasoned professionals that possess the expertise and knowledge to navigate the complexities of air freight logistics. From planning and execution to documentation and compliance, FBA handles every aspect of a shipment with precision and care, whether it includes perishable goods, pharmaceuticals, automotive parts, or any other type of cargo.

3.2.2 INTEGRATED SOLUTIONS

The Integrated Solutions department handles key accounts, providing Fourth-Party Logistics (4PL) services. For these accounts, Polytra acts as a 'control tower' or Single Point of Contact (SPOC), managing supply chains and logistics operations to meet specific requirements, where coordination with all actors in the supply chain is crucial.

Polytra ensures seamless execution of transport and sea freight orders, providing complete control, visibility, and transparency for all shipments. With a strong focus on problem solving, continuous improvement, track-and-trace capabilities, and CO₂ monitoring, we guarantee superior oversight and efficiency throughout the entire process. We have experienced operators in place, with proven expertise in logistics event management, who are executing, assisting, analysing and reporting every step, and every stakeholder, in the supply chain, resulting in operating cost reduction, cycle time reduction, and improved control of liability and risks.

As Polytra is continuously improving its service offering, it is nowadays expanding this transparency to tracking and tracing the environmental impact of transports. More precisely, this includes online and tailored KPIs for every client, where the amount of CO₂ that results out of organised transport for their clients throughout the supply chain is being analysed.



3.2.3 OCEAN DEPARTMENT

The Ocean department focuses on main sea transports, handling a diverse range of cargo from breakbulk to reefer, and dangerous goods. As both an NVOCC (Non-Vessel Operating Common Carrier) and a trusted sea freight forwarder, it has the expertise and flexibility to ensure seamless and efficient cargo handling. Polytra's services include port-to-port and door-to-door deliveries for full-container load (FCL) and less-than-container load (LCL), with an emphasis on inland barge and rail transport when feasible. In this way, Polytra is always trying to help its clients to make their transports more sustainable by offering different logistics solutions.



3.2.4 AFRICA DEPARTMENT

The Africa Department has been delivering logistics and road, rail, air and ocean freight solutions to and from Africa since 1974. Over the years, Polytra has become a well-established logistics partner for the region, which has earned it the proud confidence and privileged relationships with major traders and EPC project market leaders.

This strategic presence along the key areas of the various corridors gives Polytra a unique setup to deliver the quality and control needed for African logistics. The department handles a variety of goods, with exports primarily concentrated on mining commodities, while imports are focused on project cargo, mining resupplies, and fertilisers and chemicals for mining and breweries.

Polytra's local presence in the African continent is the result of long-term engagement and aims to solidify this commitment for the future. Years of experience from the African subsidiaries in providing comprehensive logistics solutions across various regions in Africa, through its own offices, warehouses, and long-standing contracts, allow Polytra to offer its African logistics services with 100% compliance and freedom from corruption.



3.2.5 PROJECTS AND HEAVY LIFT

This department manages complex transports for customer-specific projects, ranging from vessel chartering and heavy haul to railcar transportation. Polytra's experienced team specialises in power generation and engineering, procurement, and construction (EPC) industries, providing global coverage, managed costs, and a bespoke project experience.

The department offers end-to-end service management with true visibility for specialised overweight and over-dimensional cargo, covering a wide range of components, including chemical plants, gas plants, and power generation equipment and modules.

The project logistics department operates in close collaboration with the global Fracht network of offices, staffed with highly experienced professionals who are committed to finding solutions for unique cargo movements. Whether it's ocean, air, heavy haul, barge, or rail transport, Polytra has the expertise and resources to safely deliver cargo anywhere in the world.

3.2.6 TRADING DEPARTMENT

The Trading Department at Polytra is represented by the entity Polytra International Logistics (PIL). As a trading company within the Fracht Group network, Polytra International Logistics is involved in buying and selling goods. This role requires crucial connections with other African Fracht entities for organising related transports.

Most of all, this department was established with the goal of increasing efficiency in the organisation of transports in Africa. When they realised there were a lot of empty trucks and trains returning to their origin, Polytra started the trading department to reduce the number of empty return transports. With the trading, there are guaranteed volumes that can be transported in both directions, ensuring a round-trip of filled trucks and trains.



3.3 PEOPLE CENTRED LOGISTICS

Our slogan, “Big Enough to Handle, Small Enough to Care,” perfectly captures our dual commitment to comprehensive logistics solutions and personalised service. As part of the global Fracht Group, we have the capacity to manage even the most complex logistical challenges, ensuring efficiency and reliability across our extensive network.

Despite our global reach, we remain dedicated to providing individualised attention to each client. This means understanding your unique needs and tailoring our solutions accordingly. Our client-centred approach fosters strong relationships, ensuring that every interaction is characterised by flexibility, responsiveness, and genuine care.

Polytra’s commitment to sustainability and community further embodies this ethos. We actively engage in initiatives that promote environmental stewardship and social responsibility, reflecting our dedication to making a positive impact.

In essence, “Big Enough to Handle, Small Enough to Care” signifies our promise to combine global capabilities with a personal touch, delivering excellence in logistics with heart and integrity.



04

OUR STRATEGY ON SUSTAINABILITY



4.1 OUR SUSTAINABILITY APPROACH

While sustainability has always been part of the DNA at Fracht, this is our first formal sustainability report. Our commitment has consistently centred around our people, who are the foundation of our company. Without their dedication and efforts, we would not have the thriving organisation we have today. At Fracht sustainability has been introduced with a clear structure and approach, called 'Fracht Forward'. This strategy lies at the heart of Fracht's commitment to ethical business practices and sustainable growth, permeating every level of the organisation and engaging all employees.



4.1.1 VISION STATEMENT

To lead the freight forwarding industry in sustainable practices, placing people at the core of our mission, while promoting environmental stewardship and economic viability through an integrated sustainability framework.

By adopting a people-centered approach and embracing an integrated sustainability framework, Fracht Group can not only mitigate its environmental impact, but also enhance employee and community well-being, driving long-term economic success.

Our sustainability strategy is fully aligned with our values of respect, integrity, passion, positivity, leadership, and empathy. Embracing these values means that we conduct ourselves and our business in accordance with both the letter and spirit of applicable laws, regulations, and Fracht policies, ensuring integrity in everything we do. Our shared global objective is to advance the United Nations Sustainable Development Goals. At Fracht, we are committed to these goals, actively engage in their pursuit, and continually strive to achieve them.

4.1.2 CORE ELEMENTS OF OUR SUSTAINABILITY STRATEGY

Environmental Responsibility	People-Centric Approach	Economic Viability
Reducing our carbon footprint and embedding eco-friendly practices across all operations.	Prioritising the well-being and development of our employees, customers, and communities.	Maintaining profitability while investing in sustainable initiatives.

ENVIRONMENTAL SUSTAINABILITY

- **Sustainable Operations:**

We invest in energy-efficient vehicles and offices, reduce waste through recycling and reuse initiatives, and promote eco-awareness in all daily activities.

- **Carbon Footprint Reduction:**

We are developing a robust strategy to measure, report, and reduce greenhouse gas emissions. This includes optimising transport routes for fuel efficiency and exploring alternative fuel options. We also encourage our clients to increase transport efficiency to further cut emissions.

- **Green Certifications:**

We actively pursue industry certifications, such as ISO 14001 and ECOVADIS, as proof of our commitment to sustainability. We also encourage our suppliers to meet similar standards.

GOVERNANCE SUSTAINABILITY

- **Investment in Innovation:**

We aim to be a force for positive change in the communities we serve by supporting local economies, engaging stakeholders, and investing in social programmes that foster resilience and well-being.

- **Long-Term Partnerships:**

We build lasting relationships with suppliers and customers, focusing on shared sustainability goals and mutual benefits.

SOCIAL SUSTAINABILITY

- **Employee Engagement:**

We foster a culture of inclusivity, where every employee has a voice. We support professional development, promote health initiatives, and encourage a healthy work-life balance.

- **Community Impact:**

Beyond transportation, we are committed to making a positive impact on the communities we serve. We engage with local stakeholders, support local economies, and invest in social initiatives. By employing local experts and nurturing local growth, we strengthen our global family.

- **Customer Collaboration:**

We see our customers as partners in sustainability. Through close collaboration, we help them achieve their sustainability goals by offering tailored solutions, such as consolidated shipments and transparent communication on sustainable practices. We empower our customers to make informed, eco-conscious decisions by providing clear information on the environmental impact of different shipping methods and encouraging greener alternatives.



4.1.3 IMPLEMENTATION STRATEGIES

- **Sustainability Training:** We develop training programmes for employees at all levels, equipping them with the knowledge to contribute to the company's sustainability goals. This includes participation in UN Global Compact initiatives and academy trainings.
- **Stakeholder Engagement:** We regularly communicate with all stakeholders—customers, suppliers, and employees—to gather feedback, report on progress, and maintain transparency. Our Fracht Forward organisation, with regional ambassadors and a global sustainability board, reports directly to the owner of the Fracht Group.
- **Data-Driven Decision Making:** We use advanced analytics to monitor sustainability metrics, track progress, and identify areas for improvement. This data informs our operational and strategic decisions.
- **Sustainability Reporting:** We are committed to transparency in our sustainability efforts. By setting measurable goals and reporting publicly on our progress using the VSRS-standards, we hold ourselves accountable to our stakeholders. We publish an annual sustainability report outlining our achievements and future targets.

4.1.4 OUR UNIQUE PERSPECTIVE

As a freight forwarder, our approach to sustainability is rooted in the interconnectedness of people, planet, and prosperity, with a strong sense of responsibility. We ensure that our operations not only reduce environmental impact, but also prioritise social responsibility and economic viability. Sustainability is not seen as a separate initiative, but as a core element of our business model. This means embedding eco-friendly practices into every aspect of our daily operations—from procurement and logistics to customer relations.

Since its foundation, Fracht has focused on its environmental and social impact alongside financial objectives, creating a balanced and holistic approach to sustainability. This vision was established by the Reisdorf family from the very start and continues to guide the organisation today. Sustainability is a shared commitment that unites all of us. It fosters a culture of responsibility throughout the organisation, supported by top management and embraced at every level.

Employees are encouraged to contribute ideas and initiatives, cultivating a sense of ownership and accountability in sustainability efforts. By making sustainability a central part of our company ethos, we ensure it is embedded in all aspects of our operations.

By prioritising people and fostering collaboration, we not only improve our operational efficiency, but also contribute to a more sustainable future for the logistics industry and the communities we serve. This comprehensive approach positions us as leaders in sustainability, distinguishing us in a competitive market while delivering meaningful value to our stakeholders.

4.2 OUR CURRENT POSITION AND FUTURE GOALS

We aim to present our current stance on sustainability, detailing our actions, ongoing efforts, and future steps. As a people-centered logistics provider, we acknowledge our role in the global logistics chain and our responsibility towards sustainability.

DEPENDENCE ON PEOPLE AND PLANET

Our business relies on critical resources and engaged employees:

WATER: ESSENTIAL FOR ORGANIZING TRANSPORT ACROSS RIVERS AND SEAS.

ENERGY: NECESSARY FOR FACILITATING TRANSPORT OPERATIONS.

ENGAGED EMPLOYEES: CRUCIAL FOR DELIVERING EXCEPTIONAL SERVICE.

Understanding our position within a global chain underscores our responsibility to integrate sustainability into every facet of our operations.

4.3 FRAMEWORK AND GOALS

Several years ago, we aligned our approach with the UN Sustainable Development Goals (SDGs) on a global scale. As a decentralised global player, we have established a framework allowing each entity within our Group family to develop its own vision for the SDGs. This framework consists of four key pillars, focusing on people, planet, prosperity, and responsibility, and is complementary to the ESG-metrics.



4.4 MANAGING OUR IMPACT: SUSTAINABILITY IN FREIGHT FORWARDING

In an increasingly eco-conscious world, managing our sustainability impact is critical to addressing the complex challenges of transportation and logistics. As a freight forwarder, we are committed to a proactive approach in reducing our environmental footprint while fostering positive social and economic outcomes.

4.4.1 OUR APPROACH TO MANAGING SUSTAINABILITY:

ASSESSING OUR ENVIRONMENTAL IMPACT

- **Carbon Footprint Measurement:** We annually calculate and monitor our carbon emissions across all operations, using established GHG-protocols to assess emissions from transportation, warehousing, and office activities.

IMPLEMENTING SUSTAINABLE PRACTICES

- **Increasing Transport Efficiency:** We analyse and recommend sustainable, efficient transport routes to our clients, optimising loads to minimise empty miles and reduce fuel consumption.
- **Alternative Fuel Usage:** We invest in vehicles using alternative fuels or hybrid technologies, while encouraging our subcontractors to adopt greener fleet options.
- **Green Warehousing:** We implement energy-efficient measures in our warehouses, such as LED-lighting and renewable energy sources, like solar panels, to reduce our operational impact.

COLLABORATING WITH STAKEHOLDERS

- **Supplier Engagement:** We actively work with suppliers who share our commitment to sustainability, selecting partners based on their environmental credentials and encouraging them to implement sustainable practices.
- **Customer Collaboration:** We advise customers on eco-friendly shipping options and collaborate with them to develop more sustainable supply chain solutions, offering green shipping methods to reduce their environmental impact.

TECHNOLOGY AND INNOVATION

- **Digital Solutions:** We leverage technology to enhance operational efficiency and transparency. Real-time data tracking and CO₂ reporting raise awareness and incentivise stakeholders to make greener choices. Our digital platforms measure, report, and improve sustainability metrics, enabling data-driven decisions that foster continuous improvement.

COMPLIANCE AND CERTIFICATION

- **Adhering to Regulations:** We ensure compliance with local, national, and international environmental regulations and standards, maintaining our operations at the highest level of sustainability.
- **Pursuing Certifications:** We actively seek recognised environmental certifications, such as ISO 14001, ECOVADIS, SBTi, and participation in the UN Global Compact, demonstrating our commitment to sustainability and providing assurance to customers and partners.

EMPLOYEE ENGAGEMENT AND TRAINING

- **Workforce Training:** We regularly conduct training programmes to educate employees on sustainability practices, fostering a culture of responsibility, ownership, and entrepreneurship across the organisation.

By managing our impact through these strategies, Fracht significantly enhances its sustainability footprint, demonstrating a strong commitment to environmental and social responsibility. This comprehensive approach not only mitigates environmental risks, but also positions us as a forward-thinking company, ready to meet the challenges and opportunities of a sustainable future. Engaging all stakeholders in our sustainability journey enriches our operations and contributes positively to the communities and environments we serve.



4.5 OUR SUSTAINABILITY FRAMEWORK: FOUR CORE PILLARS

Our Planet	Our People	Our Responsibility	Our Prosperity
<ul style="list-style-type: none"> • Climate change 	<ul style="list-style-type: none"> • Working conditions 	<ul style="list-style-type: none"> • Systems of control and measurement 	<ul style="list-style-type: none"> • Partnerships & long-term collaboration
<ul style="list-style-type: none"> • Environmental issues: water, air, waste 	<ul style="list-style-type: none"> • Training & development 	<ul style="list-style-type: none"> • A clear international structure 	
<ul style="list-style-type: none"> • Sustainable procurement 			

We adopt a dual approach by consistently asking ourselves two key questions:

- **What can we accomplish directly?**
- **What can we facilitate or enable in others?**

As a service provider, our role extends beyond serving our clients; as a forward-thinking and visionary company, we are committed to helping our clients achieve greater sustainability by advising and guiding them.

4.5.1 DECENTRALISATION AND SUSTAINABILITY

Our decentralised structure, which fosters entrepreneurship, ownership and independence, customises and adapts our sustainability approach to the local realities. This not only increases our local impact, the engagement of local people. At Fracht, sustainability is not a top-down strategy, but a commitment that unites us all. It truly lives at every level and in every place. As such, we create a group sustainability culture, and our Fracht Forward governance structure creates a broad global framework that encourages local action.

4.5.2 GLOBAL SUSTAINABILITY FRAMEWORK

In order to align and set a framework throughout the whole group, we have implemented a corporate approach that ensures adherence to a unified sustainability standard. This approach is supported by a global programme that integrates both global and local initiatives, encompassing six key pillars or global policies.

Sustainability Policy	Environmental Policy	Responsible Purchasing policy
This policy states the sustainability strategy of the Fracht Group with the UN SDGs as a framework.	This policy states the global environmental goals for the Fracht Group.	This policy states the global responsible purchasing goals for the Fracht Group.
Social Policy	Code of Conduct	Supplier Code of Conduct
This policy states the global social goals for the Fracht Group	This document outlines the basic ethics for the Fracht Group's way of working, including themes such as health and safety at work, and environmental and climate protection.	This policy outlines the minimal standards of ethical and responsible behaviours which must be met by all suppliers.



4.5.3 GREEN LOGISTICS: SUSTAINABILITY THROUGH INNOVATION

We provide our clients with green logistics solutions to tackle the substantial environmental and climate impacts linked to our value chain. With 99% of our environmental impact originating from our value chain and transport partners, we are committed to developing and implementing sustainable logistics solutions through strong partnerships.

At Fracht, we go beyond merely developing innovative logistics solutions. We utilise advanced carbon footprinting tools that measure emissions across all three scopes—direct operations, energy consumption, and the activities of third-party logistics providers. This data-driven approach helps us pinpoint specific areas for reducing emissions, including using fuel-efficient vehicles, optimising routes, and integrating alternative fuels such as biodiesel and electric vehicles.

Through our comprehensive 'Fracht Green Logistics' strategy, we prioritise analysing and minimising the environmental impact of transportation. This strategy is built on harmonising data collection and working closely with Global Logistics Emissions Council (GLEC) accredited partners.



Our goal is to provide sustainable supply chain solutions through our 'Green Logistics Service' offerings, which include the following key approaches:

- **Increased Efficiency:** Focusing on solutions that enhance efficiency over standard transport options.
- **Alternative Transport Modes:** Utilising more environmentally-friendly transport methods.
- **Innovations:** Acting fast on offering rapidly-evolving new technology and solutions.
- **Sustainable Fuel Solutions:** Transitioning to fuels that drastically cut emissions.

This strategy also includes raising customer awareness about green alternatives through our service offerings, encouraging clients to opt for more sustainable choices within their supply chain.

While reduction remains our priority, we recognise that eliminating all emissions is not always feasible. To tackle the remaining CO₂ emissions, we offer our clients offsetting options, which involve investing in certified carbon offset projects like reforestation and renewable energy initiatives.

Our commitment to continuous innovation and efficiency is what keeps us ahead. We invest in emerging technologies to optimise operations, reduce fuel consumption, and improve delivery times. Strategic partnerships, like the long-standing collaboration with BASF, drive us to continually innovate and adapt to reduce the overall carbon footprint of the supply chain.

Through the holistic approach of analysing, reducing, and compensating emissions, alongside relentless innovation, we ensure that sustainability remains at the heart of our logistics services, building a greener future for the entire industry.

4.6 BELGIUM'S SUSTAINABILITY VISION

At Polytra, we recognise that the logistics industry has been slow to embrace sustainability actions, especially on green logistics, often hindered by the long lifespan of transportation vehicles and equipment. However, we believe that evolution is necessary and urgent. Our vision in Belgium centres on making a direct impact while adopting and promoting broader sustainability trends in the shipping sector.

4.6.1 LEADING BY EXAMPLE

To achieve our sustainability goals, we focus on leading by example. We are committed to electrifying our car fleet and installing solar panels on our owned buildings. When this isn't feasible, we partner with green electricity providers to ensure that our rented spaces utilise sustainable energy. Additionally, we promote sustainability among our employees through ongoing Sustainable Development Goals (SDG) initiatives, fostering a culture of sustainability that drives change on a larger scale and engages our people.

4.6.2 REDUCING CARBON INTENSITY

In our service delivery, we strive to reduce carbon intensity for each transport. As our volume of transport increases, we focus on utilising sustainable fuels and shifting to transport modes with lower carbon emissions per ton-kilometre. Transparency is key; we currently disclose the CO₂ impact of our transports on client invoices and aspire to offer simulations of potential transport options, empowering clients to make informed decisions based on their environmental impact. Moreover, we advise on greener solutions, organise transports more efficiently, and continuously adopt new technological solutions.



4.6.3 NAVIGATING FUTURE CHALLENGES

While we advocate for greener options, we understand that customers often hesitate due to higher costs. However, regulatory changes, such as the EU Green Deal, will soon make sustainable choices not just beneficial but necessary. As these regulations take hold, we anticipate that the cheapest options today will perhaps no longer be the cheapest tomorrow, pushing all players in the market to reevaluate their logistics strategies. At Fracht, we are dedicated to facilitating this transition, ensuring that we remain a trusted partner in the journey towards a more sustainable future in logistics.

4.7 OUR COMMITMENTS

At Fracht, we are dedicated to transparency and accountability in our sustainability efforts. This chapter outlines our key commitments and targets, particularly focusing on the development of Polytra Belgium. Each commitment aligns with our core themes and reflects our governance and management structure.

4.7.1 GROUP-LEVEL SUSTAINABILITY TARGETS

1. Alignment with the Science Based Targets initiative (SBTi)

- Fracht Group is committed to aligning with the SBTi. This process will start with the signing of a commitment letter at the beginning of 2025. Meanwhile, we are actively gathering data and calculating our global emissions to produce a preliminary carbon footprint analysis by the end of 2024. This analysis will serve as the baseline for setting our SBTi reduction targets with 2023 as the reference year.

2. Measuring and Communicating Transport Impact

- We are implementing a unified operational booking system across the Group to measure and communicate the environmental impact of all transports. This system will integrate emissions calculations and ultimately enable us to report the environmental impact of each transport directly on client invoices.

3. EcoVadis Initiative

- Launched in 2023, the EcoVadis initiative has granted France and Belgium silver and bronze medals, respectively, in 2024. Over the past year, we have developed a manual to encourage more entities within the Group to pursue EcoVadis medals, promoting higher sustainability standards across our operations.

4. VSRS Report and CSRD Preparation

- Fracht plans to publish its first Voluntary Sustainability Reporting Standard (VSRS) report for European activities in 2025. This initiative will prepare us for the mandatory Corporate Sustainability Reporting Directive (CSRD) report required in 2026.

5. ISO Certification Goals

- While a lot of countries already have ISO certifications, we are working towards certifying all Fracht entities to ISO 9001 (Quality Management), ISO 45001 (Occupational Health and Safety), and ISO 14001 (Environmental Management) standards.

With these commitments Fracht demonstrates its dedication to sustainability and continuous improvement, ensuring alignment with global standards and enhancing our environmental impact.



4.7.2 POLYTRA'S LOCAL COMMITMENTS

Reducing the GHG Impact of Company Cars and Employee Commuting

- Quantitative Target: Achieve 50% of the company car fleet being electric or hybrid vehicles by 2026.

Promoting Sustainable Commuting Options for Employees

- Quantitative Target: Ensure 100% of employees have the option to purchase a bicycle as part of their remuneration package.

Reducing the GHG Impact of Business Travel

- Quantitative Target: Attain a 5% reduction in CO₂ emissions from business trips by investing in improved accommodation that supports optimized digital meetings.



4.8 INITIATIVES & KEY RATINGS

4.8.1 FRACHT FORWARD

The Fracht Group's sustainability policy, structured around the SDGs, remains our longstanding approach to sustainability. The goal is that all employees invest their own time and energy in sustainability, guided by four pillars: people, prosperity, planet and responsibility.

- **Planet:** Organise environmental actions like Earth Day and World Cleanup Day to enhance environmental awareness and reduce our environmental footprint.
- **People:** Promote education, decent working conditions, and health initiatives such as Movember and Think Pink campaigns.
- **Responsibility:** Reflect Fracht's commitment to ethical business practices and social responsibility, including participation in World Hunger Day to help combat food insecurity.
- **Prosperity:** Foster economic growth through fair labour practices and supporting local businesses.



While each region has the autonomy to choose its own actions and next steps by means of the SDG content calendar, we also endorse several global initiatives for the entire Group, including Movember, Think Pink, Earth Day, World Cleanup Day, and World Hunger Day. Every month, a different region is given the opportunity to highlight its actions in a newsletter that is shared both internally and externally. Through the amazing engagement of all people in the Fracht Group, Fracht is able to support the SDGs and contribute to sustainable development globally.

4.8.1.1 A GLOBAL TAKE ON SDG ACTIONS

Fracht Forward: an SDG action around the world, almost every day.

WORLD CLEANUP DAY

We chose World Cleanup Day, during which Fracht employees worldwide came together to clean up local parks, beaches, and urban areas, contributing to a cleaner, healthier environment. Our efforts aimed not only to remove litter but also to raise awareness about the impacts of waste on ecosystems and the importance of sustainable practices.



EARTH DAY

In honor of Earth Day, we united across branches for local clean-up initiatives. These efforts highlighted the power of teamwork in addressing environmental challenges and deepened our connections with the community. By setting a positive example, we promoted a culture of environmental responsibility and eco-consciousness.

MOVEMBER & THINK PINK

Physical and personal health is integral to our sustainability vision. We promoted awareness and prevention of health issues through various initiatives. Male employees were encouraged to grow moustaches to support prostate and testicular cancer research, while female employees led fundraising activities. In October, our Think Pink campaign focused on breast cancer awareness, with staff participating in educational events and fundraising efforts to support research and patient care.

WORLD HUNGER DAY

Employees from over ten branches worldwide came together to support local communities by delivering essential food supplies and resources. These efforts aimed to alleviate hunger and ensure that vulnerable populations, including low-income families and infants, have year-round access to safe, nutritious, and adequate food.



4.8.2 FRACHT AND INTER MIAMI CF: GLOBAL ENGAGEMENT AND FAMILY VALUES

Fracht Group's partnership with Inter Miami CF exemplifies a shared commitment to global engagement, extending beyond business to foster positive environmental and social impact. With a focus on sustainability, the collaboration includes initiatives like beach clean-ups as part of the #TeamSeas/Pitch for the Planet campaign. Yet, the true essence of this partnership lies in fostering unity and pride within the Fracht family, creating a sense of belonging that resonates throughout the company.

The partnership embodies a broader culture of teamwork, community spirit, and mutual respect. By engaging in these initiatives, employees not only participate in environmental projects, but also contribute to a shared mission that strengthens the bond between Fracht's global workforce. By embracing shared values, Fracht and Inter Miami CF are setting an example of how businesses and sports teams can work together to drive social responsibility while fostering a family-like environment. This partnership not only enhances sustainability efforts, but also strengthens internal cohesion, bringing joy and motivation to the Fracht family and the broader community alike.



A PARTNERSHIP WITH TWO FAMILIES AND ONE VISION

“THE JOINING OF OUR TWO FAMILY ORGANIZATIONS IS A REMARKABLE FULL-CIRCLE EVENT IN MY LIFE. THE LOVE OF FÚTBOL WAS INSTILLED IN ME BY MY FATHER, WHO STARTED FRACHT IN 1955, AND TO JOIN WITH ANOTHER FAMILY-OWNED ORGANIZATION GIVES ME GREAT PRIDE. WE ARE UNITED NOT ONLY BY OUR SHARED LOVE OF THE GAME, BUT ALSO BY A COMMON VISION TO CREATE A MEANINGFUL AND LASTING IMPACT ON SOCIETY.”

- Ruedi Reisdorf, Owner, Fracht Group



4.8.3 OUR COMMITMENT TO THE SCIENCE BASED TARGETS INITIATIVE (SBTI)

The Fracht Group is set to advance its sustainability efforts by committing to the Science Based Targets initiative (SBTi) starting in early 2025. Our targets include:

- **42% reduction in Scope 1 and 2 emissions by 2030**
- **25% reduction in Scope 3 emissions (excluding transport) across our value chain by 2035**
- **Focus on reporting, analysing, and advising on Scope 3 transport emissions to reduce carbon intensity**

This commitment aligns with the latest climate science to limit global warming to well below 2°C, aiming for 1.5°C. By signing this commitment, Fracht Group demonstrates its dedication to rigorous, science-based climate action, enhancing our credibility and leadership in the logistics sector.

As a large, decentralised organisation, we face the challenge of collecting global data to establish our 2023 carbon footprint baseline. This data is crucial for setting and achieving our ambitious climate targets, ensuring long-term environmental stewardship and a sustainable future for all stakeholders.



4.8.4 GHG PROTOCOL MEASUREMENT: SCOPE 1, 2, 3

Polytra has conducted its first carbon footprint analysis for 2023, using the methodology outlined in the Greenhouse Gas Protocol. The Greenhouse Gas (GHG) Protocol served as the foundational framework for calculating the greenhouse gas emissions for Scope 1, 2 and 3. This widely recognised standard ensures a comprehensive and consistent approach to emissions accounting. The methodology adhered to the GHG Protocol's guidelines, categorising emissions into three distinct scopes:

- **Scope 1:** Direct emissions from owned or controlled sources.
- **Scope 2:** Indirect emissions from the generation of purchased electricity.
- **Scope 3:** All indirect emissions that occur in the value chain of the reporting company, including both upstream and downstream emissions.

The calculation process involved detailed data collection on energy consumption, refrigerant usage, and other relevant activities across all operational levels. Emission factors were applied to convert activity data into CO₂ equivalents, enabling a thorough quantification of the carbon footprint. This approach ensured a transparent and accurate measurement of emissions, providing a solid foundation for tracking progress and setting reduction targets.

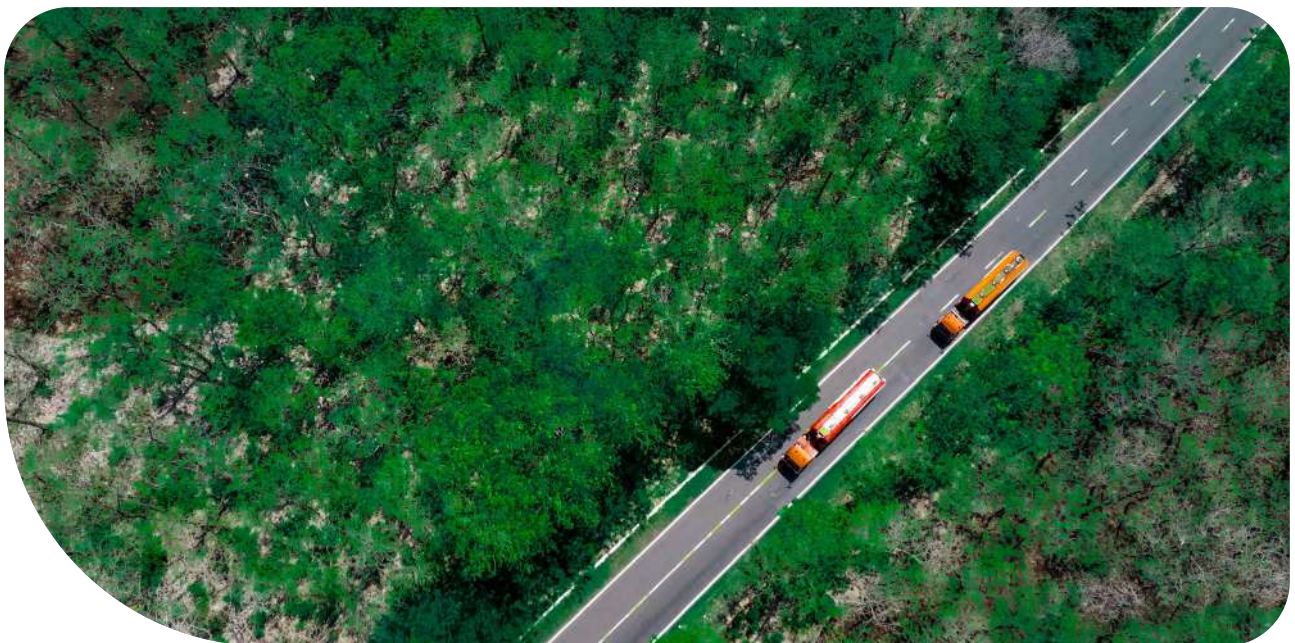


4.8.5 ECOVADIS

The Fracht Group is committed to enhancing sustainability through improved internal operations and transparent external communication. As part of this commitment, Polytra/Fracht Belgium has engaged with the EcoVadis platform to advance our sustainability goals.

ABOUT ECOVADIS

EcoVadis is a leading global benchmark for CSR and sustainability assessments, evaluating over 130,000 companies worldwide since its inception in 2007. The platform offers a comprehensive evaluation of how companies integrate CSR and sustainability principles into their operations through a detailed questionnaire and supporting documents. The methodology includes evidence-based documentation, industry-specific adjustments, and assessments by international sustainability experts, focusing on four key areas: Environment, Labour & Human Rights, Ethics, and Sustainable Procurement. Companies receive a medal or label based on their performance, highlighting their commitment to sustainability.



4.8.5.1 FRACHT GROUP: GLOBAL SUSTAINABILITY INITIATIVES

Fracht Group is actively pursuing EcoVadis certification for its entities to bolster sustainability practices. Belgium and France have led this initiative, earning silver and bronze medals, respectively. To support certification across the Group, these entities have developed an EcoVadis manual, providing a detailed roadmap for achieving certification. The manual includes policies, measures, and reporting frameworks necessary for a successful assessment, with templates and examples to ensure a unified approach to sustainability.



Key steps outlined in the manual include setting up the EcoVadis platform, understanding the assessment questionnaire, and gathering and documenting data.



4.8.5.2 BELGIUM: ACHIEVING AND ADVANCING SUSTAINABILITY

GOALS:

ACHIEVE SILVER IN 2025

EcoVadis offers Polytra an independent audit to validate and enhance our sustainability efforts. Currently, Polytra holds a bronze medal, placing it within the top 35% of companies assessed. This achievement reflects our commitment across various sustainability domains, with established policies and targets at both global and local levels:



- **Environmental Responsibility:** Implementing policies to reduce our carbon footprint and manage waste, aligned with global and local environmental targets
- **Labour & Human Rights:** Ensuring fair treatment, safe working conditions, and equal opportunities, in line with global social policies and UN Guiding Principles on Business and Human Rights
- **Ethical Business Practices:** Upholding high ethical standards through adherence to the Global Code of Conduct, ensuring transparency and integrity
- **Sustainable Procurement:** Supporting sustainability through responsible purchasing and supplier adherence to ethical practices

Polytra views the bronze medal as a significant milestone and is committed to continuous improvement, aiming for higher recognition in future EcoVadis assessments.

4.8.6 ISO-CERTIFICATIONS

Objectives:

- **Maintain and enhance ISO 9001 and ISO 14001 certifications**
- **Achieve ISO 45001 certification by 2026**
- **Obtain ISO 27001 certification by 2027**

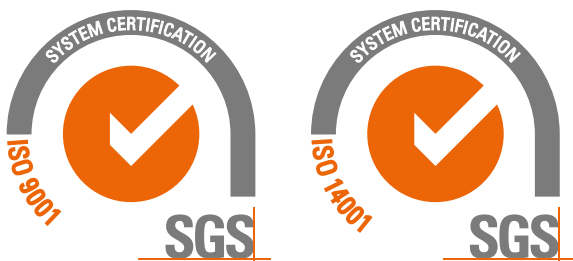
At Polytra, we are committed to governance, operational excellence, and a strong organisational structure. For years, our adherence to ISO 9001 and ISO 14001 standards has demonstrated our consistent evaluation against internationally-recognised quality management systems.

Our upcoming goals include securing ISO 45001 certification in 2026, which focuses on enhancing occupational health and safety for our employees, and ISO 27001 certification by 2027 to ensure robust information security. These certifications are crucial for safeguarding employee well-being and protecting the critical operational systems that support our services. Attaining these ISO-certifications will further reinforce our dedication to organised and efficient operations.

The growing importance of these standards, particularly ISO 14001, has been recognised by our customers, as they increasingly view them as essential. ISO 14001, an international standard for Environmental Management Systems (EMS), has benefited Polytra in several ways:

- **Structured Waste Management:** Provides a framework for tracking and comparing waste impact year after year.
- **Continuous Improvement:** Establishes clear annual goals for progressive enhancements.
- **Regulatory Compliance:** Ensures adherence to local, national, and international waste management laws.
- **Efficient Resource Use:** Encourages optimal resource utilisation and waste minimisation.

These ISO certifications are integral to our commitment to sustainability and operational excellence, aligning with our broader strategic objectives.



05

ENVIRONMENT



5.1 OUR COMMITMENT TO OUR PLANET

We understand that, as a service company, we are dependent on our planet to conduct our business. As a logistics provider, we rely daily on waterways, airways, and land to deliver our services. However, this does not mean we have complete control over the impact we facilitate.

At Polytra, we have developed a comprehensive, integrated approach centred around two key principles: “what we can do” and “what we can enable.” This strategy focuses on our direct actions as well as empowering others through sustainable practices. Our approach is divided into three main pillars:

- **Climate Change:** Mitigating our carbon footprint.
- **Environmental Issues:** Actively addressing environmental concerns.
- **Sustainable Procurement:** Ensuring responsible sourcing and procurement that aligns with our sustainability goals.

This structure allows us to lead with both immediate impact and long-term solutions.

5.2 OUR ENVIRONMENTAL GOALS

At Fracht Group, we are dedicated to addressing environmental challenges through actionable goals and impactful strategies. Our approach encompasses climate action, environmental stewardship, and sustainable procurement.

CLIMATE CHANGE

What Can We Do?

- Achieve a 42% reduction in Scope 1 and 2 emissions.
- Attain a 25% reduction in Scope 3 emissions (excluding transport).
- Focus on reporting, analysing and advising for transport emissions to reduce the carbon intensity.

What Can We Enable?

- Develop and offer green logistics solutions for our clients.
- Enhance transparency regarding our environmental impact.
- Establish a reliable and transparent carbon compensation system.

ENVIRONMENT

- We acknowledge our environmental impact on air, water, and land. Despite our limited direct influence, we are committed to improving these areas through reporting, advising and innovating as our operations depend on their health.

SUSTAINABLE PROCUREMENT

- Our integrated approach focuses on sustainable procurement to assess and improve our purchasing and transport practices. Our Supplier Code of Conduct ensures that all partners adhere to our sustainability goals, and we evaluate their environmental impact based on these standards. Additionally, we enhance our processes by aligning with industry certifications that guarantee responsible practices across the supply chain. By combining these efforts, we aim to address climate change and environmental issues while fostering ethical collaboration through our Code of Conduct.

5.3 CARBON REDUCTION: ANALYSIS AND PATHWAYS -2023

Overview:

- Initial carbon analysis for 2023
- Annual commitment to validate and assess carbon emissions
- Strategic approach addressing both internal actions and external enablement.
- Commitment to Science-Based Targets initiative (SBTi) for Belgium, aligned with the Fracht Group's global goals.

Addressing greenhouse gas (GHG) emissions is central to our sustainability efforts. The undeniable effects of climate change necessitate a thorough understanding of our carbon footprint. In 2023, we conducted our first carbon analysis for Polytra to establish a scientific and robust baseline for our emissions.

5.3.1 CARBON EMISSIONS BREAKDOWN

Total Emissions Polytra 2023: 95,664 tonnes CO₂e.

- **Scope 1 and 2: 73 tonnes CO₂e.**
- **Scope 3 (Transport): 94,773 tonnes CO₂e.**
- **Other Scope 3 Emissions: 891 tonnes CO₂e.**

Our analysis reveals that the majority of our emissions are tied to Scope 3, specifically transportation and distribution, which account for 94,773 tonnes CO₂e. This highlights our role in managing the environmental impact of the transport services we organise for clients.



STRATEGIC FOCUS

- **What We Can Do:** We are committed to reducing Scope 1 and 2 emissions and improving our internal practices.
- **What We Can Enable:** We aim to enhance our green logistics solutions and support clients in reducing their carbon footprints.

Given that this is our inaugural analysis, it is challenging to benchmark progress or highlight improvements. Our approach involves separating the impact of transportation to better understand and address both internal and external factors.

Challenges and Opportunities:

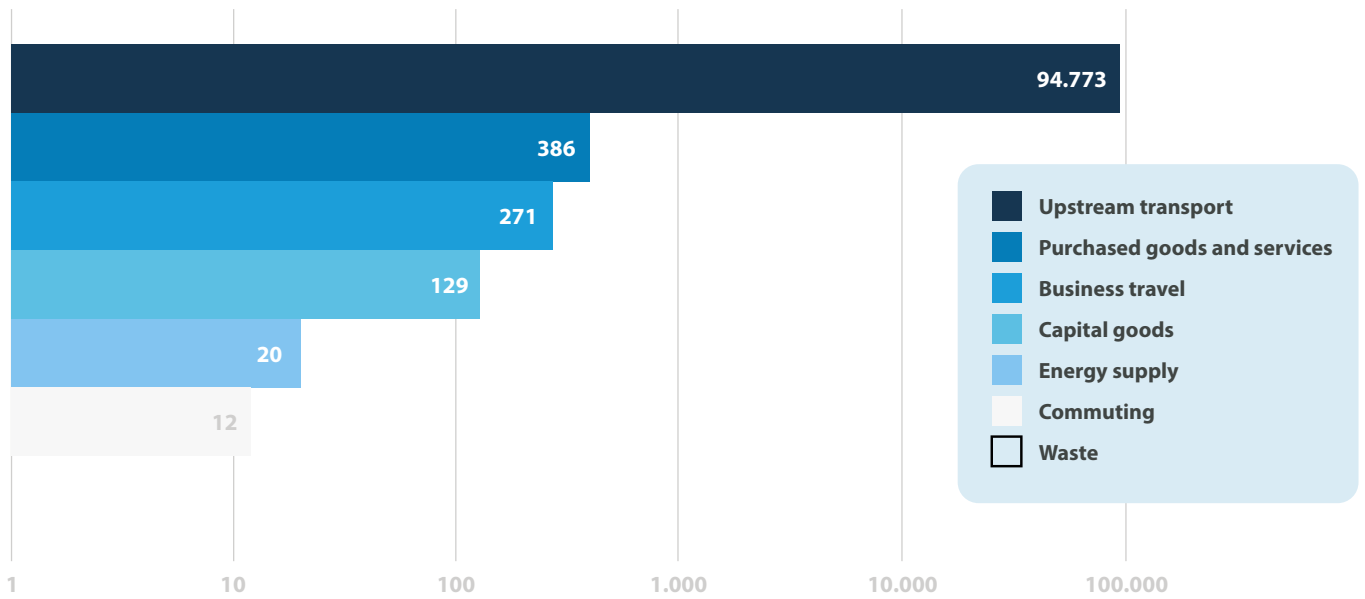
Our primary challenge lies in Scope 3, particularly in transportation. As an intermediary, we focus on offering sustainable logistics options. However, clients' willingness to pay a premium price for greener alternatives is limited, and integrating such options is complex and gradual. The competitive landscape adds pressure, making it crucial to balance sustainability with market demands.

We are committed to progressively integrating green logistics into our offerings, continually evaluating and adapting our strategies to enhance both our sustainability performance and market competitiveness.

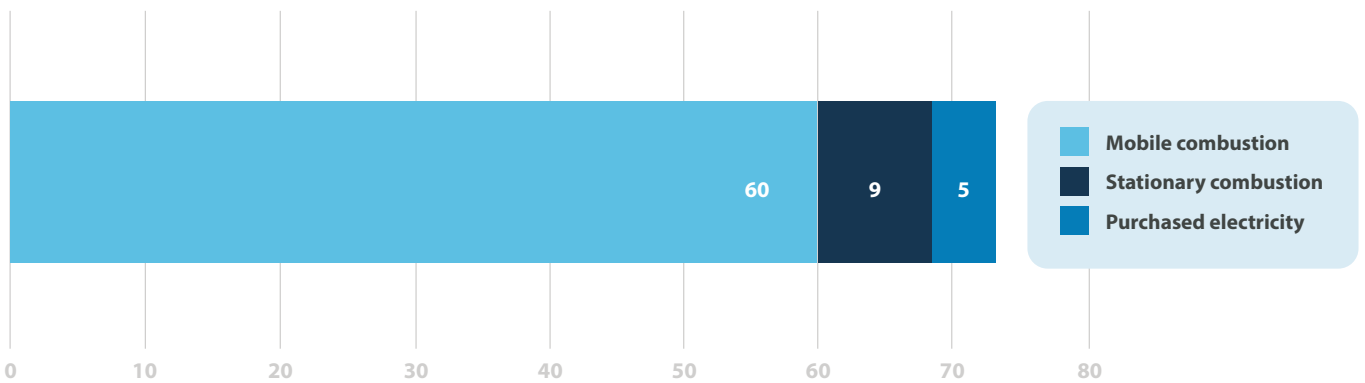
Carbon Reduction: analysis and pathways -2023		With transport		Without transport	
		t CO ₂ e	% share	t CO ₂ e	% share
Scopes - categories	Description				
Scope 1		68	0.07%	68	7.67%
Stationary combustion	Heating of buildings	8	0.01%	8	0.97%
Mobile combustion	Company cars (fuel-based)	60	0.06%	60	6.70%
Scope 2		5	0.01%	5	0.58%
Purchased electricity	Electricity usage buildings & electrical company cars	5	0.01%	5	0.58%
Scope 3 - Upstream		95,591	99.92%	818	91.76%
Purchased goods and services	Purchased goods and services from 60 and 61 (and 62) accounts	386	0.40%	386	43.28%
Capital goods	Purchased goods of the amortisation table	129	0.13%	129	14.46%
Energy supply	T&D losses: electricity consumption, fuel of company vehicles	20	0.02%	20	2.21%
Upstream transport	Impact of all transports	94,773	99.07%	0,00	0.00%
Waste	Residual household waste, paper and PMD	0.2	0.00%	0.2	0.02%
Business travel	Business trips	271	0.28%	271	30.44%
Commuting	By car and public transport	12	0.01%	12	1.35%
Total		95,664	100%	891	100%

Emissions scope 3 (tCO₂e) 2023

Logarithmic scale



Emissions scope 1 & 2 (tCO₂e) 2023



5.3.2 THE RESULTS OF OUR CO₂ ANALYSIS

5.3.2.1 TOTAL ON COUNTRY LEVEL

Understanding our carbon footprint involves analysing Scope 1, 2, and 3 emissions. Below you can find a breakdown of our 2023 emissions, highlighting the significant disparity between Scope 1 and 2 emissions versus Scope 3.

SCOPE 3 EMISSIONS ANALYSIS

Scope 3 emissions dominate Polytra's carbon footprint, constituting 99.92% of the total emissions.

Upstream Transport Emissions: Account for 99.07% of Scope 3 emissions. These result from the transport services provided by Polytra. For the 2023 analysis, the full CO₂ impact of these transports was considered, as Incoterms were not applied. Polytra is working on a refined calculation to attribute emissions only to the transport portion for which it is responsible.

Other Scope 3 Categories: The remaining Scope 3 emissions come from categories that are more directly controllable by the organisation. For each of these categories, we present their relevance as a share of the total carbon footprint, both with and without the impact of transport, as illustrated in the table of the carbon emissions breakdown. In addition to the Green Logistics offering, which targets transport emissions, Fracht's reduction strategy primarily focuses on the three categories with the largest share of the total carbon footprint.

- **Purchased Goods and Services (0.40%; 43.28%):** Includes 'Other Business Services' (external services, consultancy, maintenance), 'Insurance and Banking Services' (overhead fees, insurance), and 'Computer and Related Services' (software for operational systems, accounting, CRM).
- **Business Travel (0.28%; 30.44%):** Includes flights taken during business trips in 2023, totalling 271 tonnes of CO₂.
- **Capital Goods (0.13%; 14.46%):** Includes purchased cars, office furniture, and electronics, reflecting the move to new offices in 2023.

The remaining Scope 3 categories have a relatively limited CO₂ impact.

SCOPE 1 AND 2 EMISSIONS OVERVIEW

For Polytra, Scope 1 and 2 emissions are minimal compared to Scope 3 emissions.

Scope 1 Emissions: Primarily originate from fuel used in company cars and a minor portion from office heating. Scope 1 emissions account for only 0.07% of the total CO₂ emissions.

Scope 2 Emissions: Include electricity consumption in our offices and the CO₂ emissions from charging electric company cars. These contribute just 0.01% of the total CO₂ emissions.

5.3.3 PATHWAYS TO ACHIEVE ZERO CARBON

To achieve our ambitious target of reducing Scope 1 and 2 emissions by 42%, as well as Scope 3 emissions (without transport) by 25% by 2035, the Fracht Group is implementing a global strategy that Polytra is eager to support. Here's how we plan to achieve these goals:

If Polytra adheres to its strategy for reducing Scope 1 and 2 emissions, an estimated reduction of 65% will be achieved by 2028, compared to the Scope 1 and 2 emissions in 2023. This will equate to a reduction of 48 tonnes of CO₂, compared to a total of 73 tonnes of CO₂e. With this reduction, Polytra will exceed the targets set by the Group. However, as seen with stationary combustion in Belgium, there will be limitations in the reduction potential for Scope 1 and 2 in other entities within the Fracht Group. In this way, some margin is created to help achieve the global targets by 2030.

SCOPE 1 & 2 EMISSIONS REDUCTION

Mobile Combustion

Our mobile combustion is directly linked to the company cars used by our employees. The goal is simple: we aim for 50% of employees to have an electric or hybrid car, move by public transport or bike by 2026, and 100% by 2028. This will result in an estimated absolute reduction of 43 tonnes of CO₂e by 2028 based on our reduction strategy template.

Purchased Electricity

We are committed to sourcing electricity from renewable sources through two main initiatives:

- **Solar Panels:** We plan to install solar panels on all Fracht-owned offices globally.
- **Renewable Energy Providers:** For locations where solar panels are not feasible, we will switch to renewable energy providers.

In Belgium, we rent our offices and do not own the buildings, which prevents us from installing our own solar panels at this time. However, this does not mean that we won't take action. In Belgium, we will push for a 100% renewable energy contract, ensuring there are no residual electricity emissions.

This will result in an estimated absolute reduction of around 5 tonnes of CO₂e by 2028.

Stationary Combustion

Unfortunately, if Polytra continues to rent offices, it will not be able to eliminate or reduce the CO₂ impact of this category within Scope 1 emissions. As a result, the 8.65 tonnes of CO₂ will remain for the coming years.



SCOPE 3 EMISSIONS REDUCTION

Within Scope 3, we make a clear distinction between 'services and goods for our organisation' and 'services for our clients' (offered services).

- **Organisation:** purchased goods and services, capital goods, energy supply, 50% business travel, employee commuting, and waste
- **Offered services:** upstream transport, 50% business travel

The more detailed reduction strategy for these Scope 3 categories will be included in the next VSRS-report at the European level. For now, we have already set a target for the business travel category, aiming to reduce and compensate CO₂ emissions by 5% annually through short distance travel by train.

5.4 BEHAVIOURAL CHANGE & SYSTEM IMPLEMENTATION

Transforming our impact on 'goods and services,' 'capital goods,' 'business travel,' and 'waste' requires a shift in behaviour. To drive this change, we need to train employees, clarify the impact of their actions, and implement structured systems to measure progress.

To achieve this, we have established a comprehensive environmental policy with clear targets and a Supplier Code of Conduct. We are also developing a sustainable procurement policy to guide facility management in reducing the environmental impact of purchased goods and services.

We require all suppliers to adhere to our Supplier Code of Conduct, which upholds high standards. This includes regular audits and assessments to ensure compliance and identify areas for improvement. Additionally, Polytra provides training and support to help suppliers meet these standards and improve their practices.

5.4.1 TRANSPARENCY ON CARBON IMPACT

Our core services focus on logistics, and reducing GHG-emissions from transport requires close collaboration with our clients and suppliers. To drive this reduction, we've implemented a dual approach:

- **Green Logistics Offers:** We commit to including the most sustainable option in at least 10% of all our offers.
- **Cargowise Implementation:** We are introducing Cargowise globally and in Belgium to accurately measure and report the carbon impact of each transport, enhancing transparency and awareness.

Through our 'Fracht Green Logistics' strategy, we focus on analysing and minimising the environmental impact of transport. This involves harmonising data collection and analysis in collaboration with Global Logistics Emissions Council (GLEC) accredited partners.



5.4.1.1 OUR GREEN LOGISTICS STRATEGY

Fracht Group is committed to providing sustainable supply chain solutions through our 'Green Logistics Service' offerings. Our strategy includes presenting greener alternatives when issuing quotes, with options such as:

- **Increased Efficiency:** Providing transport solutions that offer higher efficiency compared to standard options.
- **Alternative Transport Modes:** Using alternative transport methods to reduce environmental impact.
- **Innovations:** Acting fast on adopting rapidly evolving new technology and solutions.
- **Sustainable Fuel Solutions:** Implementing fuel solutions that minimise emissions.

This approach aims to raise customer awareness of green alternatives and promote sustainability within the logistics sector.

At Polytra, we recognise that, even though our direct environmental impact may be limited, our role as an intermediary allows us to influence and encourage environmentally-responsible practices among shipping companies, airlines, and transporters. We are dedicated to fulfilling our role as a facilitator of environmental awareness and promoting sustainable practices across the supply chain.

5.4.2 DANGEROUS GOODS AND ENVIRONMENTAL IMPACT

The logistics of handling 'substances of very high concern' can significantly impact the environment. To mitigate this risk, we place a strong emphasis on comprehensive training for our team.

Case Study: Health Care Client

Fracht plays a vital role in the global healthcare industry by managing the door-to-door distribution of radioactive materials for a healthcare provider, specialising in cancer treatment. These small yet high-risk shipments require strict safety protocols and multi-layered packaging, highlighting our expertise in handling dangerous goods. With the control tower based in Antwerp, Polytra ensures smooth coordination across multiple countries.

Polytra specialises in transporting dangerous goods under IMDG, IATA, and ADR regulations. The company maintains rigorous employee training and certification, ensuring compliance and safety. Additionally, Polytra only partners with certified entities to minimise environmental risks and uphold the highest safety standards.

5.5 WATER STEWARDSHIP – SUPPORTING #TEAMSEAS

While Fracht Group does not directly impact water resources, we recognise our significant dependence on them. Nearly 90% of the transport we manage is water-based, highlighting our reliance on global waterways, oceans, and seas. Acknowledging this dependency, we are committed to contributing positively to water conservation efforts.

To demonstrate our commitment, Fracht has supported the #TeamSeas initiative, a major environmental campaign led by prominent YouTubers MrBeast and Mark Rober. This initiative aimed to remove 30 million pounds of rubbish from the world's oceans, rivers, and beaches. The funds raised were distributed between Ocean Conservancy and The Ocean Cleanup, two leading organisations dedicated to combating plastic pollution and addressing the issue at its source.

World Cleanup Day: As part of Fracht's commitment to global SDG-actions, one of our standout efforts includes the annual Port Cleanup in Antwerp. This event is one of four global sustainability actions, underscoring our dedication to environmental stewardship.

5.6 AIR TRANSPORT: BALANCING NECESSITY WITH SUSTAINABILITY

While Fracht Group does not directly emit pollutants into the air, we acknowledge that the air transport sector, which relies heavily on fossil fuels, contributes to air pollution. Our primary environmental impact arises through our value chain, as air freight remains a crucial part of our logistics services. Given its importance and the constraints of the current market, air transport is an unavoidable component of our operations.

5.6.1 THE ROLE OF AIR TRANSPORT

Globally, the Fracht Group manages a substantial volume of air transport for its clients. Despite our awareness of the environmental implications, air transport is essential for several reasons:

- **Speed:** Air freight offers unparalleled speed compared to maritime or road transport, making it indispensable for time-sensitive goods.
- **Security:** Air transport is often perceived as more secure, which is critical for sensitive shipments.

5.6.2 SUSTAINABLE PRACTICES AND FUTURE GOALS

Fracht is committed to reducing the environmental impact of air transport. Our strategy includes:

- **Efficiency:** Maximising efficiency in organising air transport, leveraging the extensive network of the Fracht Group. This is spearheaded by direct routing and the optimisation of space.
- **Sustainable Aviation Fuels (SAFs):** Whenever possible, we offer air transport options that utilise SAFs, which are produced from renewable resources and can significantly reduce greenhouse gas emissions compared to conventional jet fuels. Although overall air cargo volumes need to decrease, SAFs represent a key opportunity to decarbonise remaining air transport activities.
- **Sea transport alternatives:** Whenever speed and security limitations allow it, Fracht offers sea transports as alternative to its clients.

Through these efforts, Fracht aims to balance the necessity of air transport with our commitment to reducing its environmental impact.

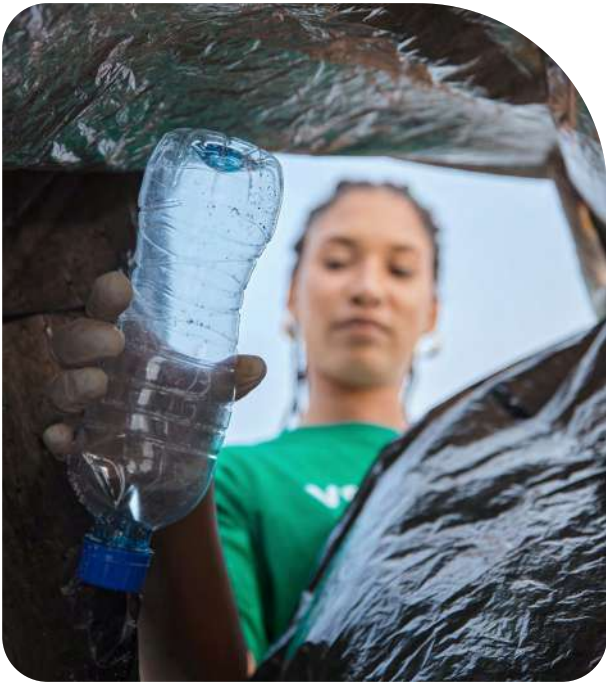
5.7 OPTIMISING WASTE & RESOURCE MANAGEMENT

Our day-to-day operations primarily impact the environment through office-related activities, particularly concerning waste generation and resource use. To address these concerns, we have implemented a comprehensive environmental policy that provides a global framework while allowing for local adaptations. This policy guides our waste and resource management efforts, ensuring that we minimise our environmental footprint and promote sustainable practices across all levels of the organisation.

5.7.1 WASTE STREAMS 2023

Since Polytra relocated at the beginning of 2023, there has been a change in the management of waste streams. In the new building, waste management is overseen by various waste management companies responsible for the whole building. Given that Polytra occupies only one floor, the share of the total waste streams generated by our operations has been calculated based on the average number of Polytra employees present each day in relation to the overall occupancy of the building. This calculation resulted in a share of 13.79%, represented in the following waste streams and treatment methods for 2023. All waste by Polytra generated is classified as 'non-hazardous'.

Non-hazardous waste type	Amount (tonnes)	Treatment method
Plastics and metal packaging	0.22	Closed-loop recycling
Paper (archive destruction)	5.65	Closed-loop recycling
General/ residual waste	3.49	Incineration (with energy re-covery)
Glass	0.05	Closed-loop recycling



5.7.2 WASTE MANAGEMENT STRATEGY

- **Understanding Waste Streams:** We aim to gain a deeper understanding of our waste streams by the end of 2024. This will enable us better assess our environmental impact and refine our waste management practices.
- **Reducing Paper Consumption:** Our target is to reduce paper usage by 10% by 2024. This will be achieved through enhanced digitalisation of our operational booking system, with the ultimate goal of becoming paperless office.
- **Eliminating Packaged Water:** To minimise plastic waste, we provide only tap water in our offices, eliminating the need for packaged water. Our overarching goal is to move towards zero plastics in our offices.

5.7.3 2023 TARGETS FOR POLYTRA

- **Paper Reduction:** We will further reduce paper consumption by an additional 10% in 2023 through our digitalisation efforts. This includes optimising our operational booking system to decrease reliance on paper.
- **Monitoring Waste Streams:** In our newly rented office, we will systematically track various waste streams and their quantities in collaboration with the building's management. This will ensure accurate data collection and help identify areas for improvement.

Through these measures, we are committed to enhancing our waste and resource management practices, aligning with our broader environmental goals, and reducing our ecological footprint.

06

SOCIAL



6.1 OUR COMMITMENT TO PEOPLE-CENTRED LOGISTICS

At Fracht Group and Polytra, our commitment to ‘people-centred logistics’ lies at the heart of our operations. We believe that the success of our services extends beyond logistics and directly impacts the lives of our employees and clients.

Collaboration, efficiency, and effectiveness are not merely goals; they are integral aspects of our daily interactions with clients and suppliers. Our long-standing partnership with BASF, which has lasted over 50 years, exemplifies our dedication to fostering meaningful relationships and mutual growth.

To drive our people-centred approach, we focus on two fundamental areas: the well-being and development of our employees, and the ongoing enhancement of our training and development programmes. We are committed to continuous improvement, recognising that empowering our team members is essential for both individual and organisational success.

This chapter explores how we integrate these principles into our operations and the impact they have on our broader community.



6.2 OUR SOCIAL GOALS

Our Commitment: To align with Sustainable Development Goal 8, Fracht is dedicated to fostering an inclusive, supportive, and growth-oriented work environment by prioritising various social initiatives.

PRIORITIES

- **Establish a Global HR Management Team:** Create a global HR management team at the Fracht Group level to share best practices and align policies and processes.
- **Cultivate a Fracht Culture:** Develop and promote a Fracht culture based on a global framework with local nuances, structured by a global initiatives and content calendar.

SOCIAL POINTS

- **Enhance Employee Well-being:** Improve employee satisfaction and reduce employee turnover through enhanced well-being programmes, support systems, Fracht activities, and surveys. The survey results will serve as the basis for actionable steps.
- **Ensure Fair Employment Practices:** Guarantee fairness, diversity and inclusivity in hiring and promotions, with regular reviews to minimise bias.
- **Invest in Development:** Increase our annual training investment by providing more training days per employee to enhance skills and career growth opportunities, and organise more global exchange programs between regions for our employees.
- **Ensure Health and Safety:** Aim for 0% workplace accidents and incidents while ensuring 100% compliance with health and safety regulations through rigorous training and safety measures.
- **Obtain Great Place to Work certificate:** Demonstrate our commitment to fostering a positive work environment by obtaining reliable insights and tools to continuously improve our organisational culture.

6.3 A FEW NUMBERS

During the reporting year, Polytra provided direct employment to an average of 55 employees (54.4 FTE) in Belgium.

Number of Employees (Head Count)		% of Workforce
Gender		
Male	25	45.45%
Female	30	54.55%
Contract Types		
Permanent Contract	53	96.36%
Management Contract	2	3.64%
Full-time	52	94.55%
Part-time	3	5.45%
Job Category		
Management	7	12.73%
White-collar Workers	48	87.27%
Blue-collar Workers	0	0%

6.4 WORKING CONDITIONS: FOSTERING A STRONG AND INCLUSIVE WORKPLACE

At Fracht Group and Polytra, we believe that good working conditions are essential for attracting and retaining top talent, as well as for building a sustainable business. Our approach is grounded in a comprehensive HR policy that aligns with our overarching social principles. This policy prioritises key aspects of workplace well-being and is designed to foster a positive and inclusive environment for all employees.

KEY PILLARS OF OUR SOCIAL POLICY:

Internal Communication & Social Dialogue <ul style="list-style-type: none"> Encourage open channels for feedback and discussion across all levels of the organisation. 	Flexible Work Practices <ul style="list-style-type: none"> Support work-life balance through telework and clear guidelines for digital disconnection. 	Leadership Development <ul style="list-style-type: none"> Invest in the continuous growth of our management team to foster effective leadership.
Diversity & Inclusion <ul style="list-style-type: none"> Commit to creating an inclusive workplace that values diverse perspectives and experiences. 	Psychological Safety <ul style="list-style-type: none"> Implement structures such as a whistleblower system to ensure a safe and supportive environment for all employees. 	

To set meaningful targets and drive improvement, we regularly assess our working conditions based on relevant structural data points.

6.4.1 GENDER EQUALITY IN LEADERSHIP

One key focus of our analysis is gender balance within the company. While the current gender distribution reflects an imbalance, we are actively working to increase female representation in leadership positions. Our goal is to achieve a 50-50 gender balance in management roles, ensuring equal opportunities for all.

	Female		Male	
Overall	30	54.55%	25	45.45%
Type of contract	3 work part-time		All work full-time	
Governance body (management)	1	14.29%	6	85.71%

6.4.2 FAIR COMPENSATION & WAGE EQUALITY

Ensuring fair pay and equal compensation is essential for fostering an inclusive workplace. To address wage disparities and enhance overall employee well-being, we have established several new goals for 2024 aimed at improving the standard of living and promoting financial equity:

2024 REMUNERATION GOALS:

- **Meal vouchers** of €8 per employee to support daily expenses.
- **CAO 90 bonus system** tied to departmental performance, ensuring that employees share in the success of their team.
- **Bonus system** based on financial results 25%, Group results 25%, POWER-values 25%, and sustainability engagement 25%.
- **Bicycle leasing system** offered to all employees, promoting sustainable commuting and a healthier lifestyle.
- **Transparent and competitive wage structure** providing clear guidelines for fair and equitable pay across all roles.

6.4.3 ENTRY-LEVEL AND MINIMUM WAGE STANDARDS

In 2023, Polytra employed two apprentices and ensured that entry-level wages exceeded industry minimums. The company operates under the regulations of Joint Committee 226, which governs international trade, transport, and logistics in Belgium. Only 3.82% of employees with a permanent contract (2 out of 52.4 FTEs) were paid the minimum wage specified by this committee, indicating that the majority of our workforce receives wages above the minimum threshold.

We also calculated the ratio of entry-level wages to the minimum wage established by Joint Committee 226. In 2023, this ratio stood at 1.41, meaning that starting salaries at Polytra are 41% higher than the legally required minimum. This reflects our commitment to offering competitive and fair wages for all employees.



6.4.4 PROMOTING A HEALTHY WORK-LIFE BALANCE

We are committed to fostering a supportive and flexible work environment that allows our employees to maintain a healthy work-life balance. To achieve this, we have implemented several key policies and practices:

- **Disconnection Policy:** Employees are encouraged to disconnect from work outside of regular hours, ensuring personal time is respected while still considering job-specific responsibilities.
- **Telework Policy:** Employees have the option to work remotely at least one day per week. This policy is reviewed annually to adapt to the evolving needs of our workforce.

In addition to promoting a strong balance between work and personal life, we offer a range of additional services to support employee well-being:

- **Confidential Counsellor:** A designated individual is available to confidentially address complaints and work with employees on appropriate follow-up actions.
- **Free Fresh Soup and Fruit:** To promote healthy eating habits, we provide free fresh soup in winter and fresh fruit in summer for all employees.

By combining flexible working policies with wellness-focused initiatives, we aim to create a workplace where employees can thrive both personally and professionally.

6.5 CONDUCTING A SOCIAL DIALOGUE

In Belgium, all employees are automatically covered by the collective bargaining agreement (CBA) relevant to their sector. These agreements are negotiated at the sectoral level and apply across the entire industry. For Polytra, this is governed by the Joint Committee for International Trade, Transport, and Logistics (PC 226).

Although the organisation is not large enough to have a dedicated union presence, Polytra has implemented several key measures to foster social dialogue and ensure employees have a voice within the company:

Communication Platform:

Polytra uses “Plek,” an internal platform where both employees and management actively share information. This platform serves not only as an official communication channel but also as a space for employees to share messages about their daily lives, fostering a sense of community and improving social interactions.

Well-being Committee:

Open to all employees, this committee meets monthly to propose initiatives that improve workplace well-being, organise Sustainable Development Goal (SDG) actions, and arrange social events in collaboration with HR and management.

Are you happy talks:

In this important Fracht initiative, employees are interviewed to ensure 360 degree follow-up and feedback, and allow adjustments where necessary.

Town Hall Meetings:

Every quarter, Polytra hosts “town hall meetings” where the company’s performance, market trends, workplace developments, and HR updates are shared with employees, fostering transparency and inclusiveness.

Advisory Board:

This board acts as a platform for employees to communicate directly with management on topics of concern. Representatives meet with leadership quarterly to raise issues, propose initiatives, and discuss concerns. Management provides feedback, and action items are developed through mutual consultation.



6.5.1 SUSTAINABLE MOBILITY POLICY

We are committed to promoting sustainable commuting and travel practices for our employees. Our approach encompasses electrification, public transport support, and flexible working arrangements, ensuring we reduce both individual and company-wide carbon footprints. Our sustainability efforts in this area include:

Support for Sustainable Commuting:

We contribute to the costs of public transport, including trains, trams, and buses, while also encouraging alternative transport options such as cycling and carpooling. By 2024, we aim to offer 100% of our employees the opportunity to purchase a bike as part of their remuneration package, further promoting low-impact commuting. Accessibility by public transport is a key consideration for our relocation to the new office in 2024. Additionally, the new office will feature underground parking for employees who commute by bike, making cycling a viable and supported option.

Electrification of the Car Fleet:

We are in the process of transitioning all company cars to electric vehicles. By 2026, 50% of our fleet will consist of electric or hybrid cars, significantly reducing greenhouse gas (GHG) emissions linked to employee commutes.

Flexible Working Hours:

To facilitate the use of public transport, we offer flexible working hours, enabling employees to adjust their start and end times to align with public transport schedules.

Business Travel:

While Polytra values in-person collaboration with colleagues and clients, we remain mindful of our environmental responsibilities regarding business travel. Air travel is only utilised when more sustainable alternatives, such as train travel, are not feasible due to factors like excessive travel time or cost. For trips within Europe, we prioritise train travel whenever possible.

Teleworking and Reduced Office Commuting:

We actively encourage teleworking where feasible. By reducing the need for daily commutes, teleworking helps to lower our overall carbon footprint. Detailed guidelines and options for teleworking are outlined in the Polytra Teleworking Policy.

To reinforce these efforts, Polytra has established specific sustainability targets for mobility, ensuring a continuous reduction in our environmental impact across all aspects of employee commuting and business travel.

6.6 FOSTERING DIVERSITY & INCLUSION

We are dedicated to upholding the highest ethical standards, as outlined in the Fracht Code of Conduct. Throughout the entire Fracht Group, we foster a workplace where diversity is embraced, differences are respected, and inclusivity is prioritised. We believe that the unique perspectives and experiences of our employees—regardless of gender, ethnicity, age, religion, or any other characteristic—enrich our work environment and drive success.

We are committed to cultivating a work culture where every individual feels valued and empowered to reach their full potential. This commitment is reflected in our dedication to equal opportunities, combating discrimination, and promoting a respectful, supportive workplace. To support diversity and inclusion, Polytra offers access to a confidential counsellor, as well as an external service available to employees for additional support. We also ensure that our offices are fully accessible to individuals with disabilities, including height-adjustable desks for wheelchair users.



In relation to the human rights of our workforce, Fracht has implemented its own Code of Conduct, which outlines the importance of adhering to the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights. This includes the principles and rights set out in the International Bill of Human Rights and the eight fundamental conventions identified by the International Labour Organisation (ILO). To monitor compliance with these international standards, Fracht has established a whistleblower platform to address any violations concerning its workforce. Any form of discrimination can be reported through this system by Fracht employees globally.

Additionally, we are enhancing our focus on diversity in recruitment by introducing a new policy that ensures every vacancy is open to all qualified candidates, regardless of age, background, or gender. By fostering a culture of inclusivity, Polytra aims to attract, retain, and nurture a diverse talent pool that will contribute to our collective success.

6.7 CULTIVATING GROWTH THROUGH TRAINING & DEVELOPMENT

At Fracht Group, we believe that training and development are essential for promoting both personal and professional growth among our employees. We offer opportunities that enhance skills, support career advancement, and contribute to overall job satisfaction.

6.7.1 TRAINING HOURS OVERVIEW

In 2023, Polytra recorded an average of 19.6 training hours per employee, amounting to a total of 905 training hours across a yearly average of 46 FTEs. This figure breaks down to 20.25 hours of training for male employees and 19.12 hours for female employees, with 14 female and 16 male employees participating in various forms of skill development, ranging from commercial and IT trainings to customs and CSR.

As part of our long-term goals, Polytra continues to integrate environmental and social sustainability into its training. In 2025, all staff will undergo training on supplier sustainability, underscoring our commitment to sustainable business practices.



6.7.2 LEADERSHIP DEVELOPMENT PROGRAMME

Strong leadership is vital for ensuring employee motivation, driving performance, and fostering overall well-being. At Polytra, we recognise that effective leadership is not only crucial for employee engagement but also key to building an agile organisation capable of adapting to the evolving needs of both our customers and society.

To enhance leadership, we have committed to annual leadership development initiatives:

2024–2025 Leadership Vision:

During these years, Fracht will further refine its leadership vision. A customised training plan will be developed based on this vision, which will be mandatory for all managerial staff. The training will cover areas such as personal coaching, group sessions, mentoring, and leadership development. Through this initiative, we aim to establish a more robust support system for leadership and management throughout the company.

Evaluation Interviews:

In conjunction with the GROW Interviews, managers also conduct an annual Performance Review with their team members, providing feedback. The emphasis of this review is primarily evaluating the employee's performance. This joint process ensures that employees receive the guidance they need to perform at their best.

Grow Interviews:

Each year, managers conduct a GROW Talk with their team members, based on Goals, Realities, Options and the Way forward. This interview enables the manager to understand each employee's motivators, demotivators, and the challenges they face in achieving their goals. Using a questionnaire, managers facilitate conversations that encourage employees to reflect on their performance while setting clear expectations, KPIs, and objectives for the upcoming year. By identifying key factors that influence collaboration, managers can adjust their leadership styles to better support individual performance, ultimately enhancing overall team effectiveness.

Advisory Board for Leadership Development:

Polytra's Advisory Board, composed of team managers, acts as a bridge between employees and management. The board aims to strengthen leadership within teams, gather employee feedback, and propose improvements for the organisation. This system fosters a culture of continuous improvement and encourages managers to refine their communication skills through peer consultations.

6.7.3 EXPANDING OPPORTUNITIES FOR EMPLOYEE DEVELOPMENT

At Polytra, we strive to provide every employee with ample opportunities for personal and professional growth:

Annual Training Plan:

In 2023, we introduced an individual training plan for each job cluster. By 2024, employees will receive a minimum of four job-related training days per year, increasing to five days by 2025. These plans are designed to ensure that employees have access to relevant training opportunities, helping them to stay up-to-date with industry trends and improve their competencies.

Accessible Internal Applications:

To promote internal mobility, we encourage employees to apply for open positions within the company. Vacancies are communicated through various internal channels, ensuring that all employees are aware of opportunities for career advancement.

Global Exchange Program:

Fracht employees have the opportunity to participate in exchange programs between regions to learn new skills and discover different cultures.



Through these initiatives, Polytra aims to cultivate a work environment where learning, development, and leadership thrive, ensuring that employees at all levels feel empowered to take charge of their professional growth.

6.8 COMMITMENT TO WORKPLACE HEALTH AND SAFETY

At Fracht Group, we are deeply committed to ensuring a safe and healthy work environment for all our employees. Our proactive approach to workplace safety involves regular drills, training, and continuous assessments to maintain and enhance our safety standards.

Annual Evacuation Drill:

Each year, we conduct a comprehensive evacuation drill to familiarise employees with emergency procedures. Two dedicated evacuation managers oversee these drills to ensure efficiency and preparedness.

First Aid Training:

We have a team of employees trained in first aid, ready to respond effectively to any workplace emergency. This training ensures that we can provide immediate care, helping to reduce the impact of incidents.

Prevention Advisor:

Our designated prevention advisor is responsible for assessing workplace risks and providing recommendations to mitigate potential hazards, fostering a safer work environment.

Preventive physical wellbeing measures:

In our new 2023 offices, Polytra has provided height-adjustable desks. Additionally, a physiotherapist visits annually to ensure a proper positioning at desks.

Promotion of Sports:

Through Fracht's partnership with Inter Miami, Polytra proudly supports football initiatives, including the Fracht Forward Cup. Additionally, the company encourages sports among its employees by establishing a cycling team and providing jerseys, set to be introduced in 2024.



6.8.1 WORK-RELATED INCIDENTS

Given the nature of Fracht's operations within the freight forwarding industry, the majority of our work is office-based. As a result, work-related accidents are less frequent compared to industries with more physical or production-related activities. In 2023, Polytra reported zero work-related accidents, injuries, fatalities, or instances of work-related ill health. Nevertheless, we remain vigilant and continue to enhance our safety protocols to maintain this exemplary safety record.

6.8.2 SYSTEMS TO KEEP PEOPLE SAFE AND HEALTHY

Polytra has long been committed to high standards of safety and environmental management, a journey that began over a decade ago with ISO certifications.

- **ISO 9001:** Our adherence to ISO 9001, the globally recognised standard for quality management, ensures continuous improvement across all operations.
- **ISO 14001:** In 2021, we achieved ISO 14001 certification, which focuses on robust environmental management. This plays a crucial role in achieving our sustainability objectives, especially in managing risks and improving environmental performance.

Looking ahead, we aim to further enhance our workplace safety framework:

- **ISO 45001 by 2026:** This certification focuses on occupational health and safety management systems. Achieving ISO 45001 will demonstrate our commitment to ensuring the well-being of our employees and maintaining a safe work environment.
- **ISO 27001 by 2027:** Recognising the growing importance of data security in our operations, we are working towards ISO 27001 certification for information security. This will safeguard the integrity of our systems and data, providing additional assurance to our clients.

Through the integration of these ISO standards, Polytra is committed to continuous improvement, ensuring a safe, sustainable, and secure work environment for all employees while reinforcing our operational excellence.

6.9 EMPLOYEE ENGAGEMENT

In 2023, we conducted an in-depth employee engagement survey through Mediwet (External Occupational Health Service), to gain insights into how our teams experience their work environment and roles. The findings provided valuable information about the key areas where we excel and identified opportunities for continued improvement. By focusing on aspects such as role clarity, job satisfaction, and team support, the survey results provided a comprehensive view of the positive elements contributing to a motivated and engaged workforce.

The analysis highlighted several strengths within the organisation, reflecting the positive experiences of our employees across various areas. A key success lies in role clarity, with a significant majority (68.29%) indicating that their tasks are rarely unclear, and 58.54% reporting minimal conflicting instructions. This suggests effective communication and well-defined roles within the team. Additionally, employees feel their skills are well utilised, with 97.56% affirming that their work aligns with their abilities.

Another standout area is the enjoyment of work, with 65.85% of employees regularly finding pleasure in their tasks, and 43.90% consistently expressing high levels of job satisfaction. This is further supported by a strong sense of collegial support, with 85% of employees highlighting the importance of teamwork and mutual assistance within the workplace.



The survey also emphasises a safe and respectful environment, with an astonishing 97.5% of participants confirming that they have never encountered bullying or harassment at work. In addition, employees expressed high levels of satisfaction with their workplace tools, with 90.24% feeling adequately equipped to perform their duties effectively. These results collectively demonstrate that Polytra provides a positive, supportive, and well-structured working environment, where employees feel valued and empowered in their roles.

07

GOVERNANCE



7.1 OUR COMMITMENT TO BUSINESS CONDUCT

The governance of sustainability at Fracht has been introduced with a clear structure and approach, called 'Fracht Forward'. This strategy lies at the heart of Fracht's commitment to ethical business practices and sustainable growth, permeating every level of the organisation and engaging all employees. That's also why it is fully aligned with the Fracht values of respect, integrity, passion, positivity, leadership and empathy. Living these values means conducting ourselves and our business activities in accordance with applicable laws, regulations and Fracht policies.

At Fracht Group, our responsibility goes beyond operational success; it includes ensuring transparency, accountability, and creating long-term value for all stakeholders. Our governance framework is designed to uphold these principles, guiding leadership in making decisions that align with our core values and strategic goals. Through robust systems of control and measurement, we ensure that our actions reflect our dedication to excellence, while our international structure and long-term partnerships help solidify trust and collaboration across global markets.

7.2 OUR GOVERNANCE GOALS

Our approach to business conduct and governance is driven by a commitment to integrity, transparency, and long-term sustainability. Our governance structure is designed to ensure accountability at every level. As a result, in 2023, Polytra recorded zero convictions or fines for violations of anti-corruption and anti-bribery laws. Our goal is to maintain this result in 2024 and beyond by upholding and implementing rigorous systems and control measures.

- **Uphold robust systems** that safeguard our operations and drive continuous improvement.
 - **Code of Conduct**
 - **Supplier Code of Conduct**
 - **UN Global Compact Academy courses**
 - **Whistleblower platform**
- **Adhere to industry certifications** and standards.
- **Navigate global business complexities** through a clear and cohesive international structure, upholding the highest ethical standards across all markets.
- **Foster strong partnerships** and long-term collaboration that contribute to shared success and growth.
- **Engage key stakeholders** in the materiality analysis to further define Polytra's material sustainability topics.

7.3 BUSINESS ETHICS AND COMPLIANCE

To ensure adherence to ethical business practices and compliance across Fracht globally, we have established global policies, led by the Code of Conduct and the Supplier Code of Conduct. Compliance with these policies is mandatory at Fracht, and we're fully committed to upholding them at all times.

The Code of Conduct embodies Fracht's dedication to the highest ethical standards, outlining the expectations for all employees and guiding Fracht in making the rights decisions when delivering services. Every Fracht employee has signed this Code of Conduct as a confirmation of their understanding and commitment to following it.

In alignment, the Supplier Code of Conduct sets forth minimum standards of ethical and responsible behaviour that all suppliers must meet. For any new partnerships, Fracht requires suppliers to sign this document.

At the end of 2023, Fracht committed to becoming a member of the UN Global Compact, pledging to integrate its 10 key principles into our operations. These principles focus on four critical areas: human rights, labour, environment, and anti-corruption. By embracing these values, Fracht not only reinforces its commitment to safeguarding people and the planet but also lays the foundation for long-term success. To ensure these principles are fully embedded throughout the organisation, Fracht requires all employees to complete UN Global Compact anti-corruption courses in 2024.



In alignment with protecting the human rights of our workforce, Fracht has implemented its own Code of Conduct, which emphasises strict adherence to international standards, including the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights. These frameworks incorporate key principles from the International Bill of Human Rights and the eight core conventions identified by the International Labour Organisation (ILO). To ensure compliance with these international standards, Fracht has established a whistleblower platform that allows employees to report any violations, including discrimination, confidentially and securely. This platform is accessible to all Fracht employees worldwide, ensuring that any concerns are addressed promptly and appropriately.

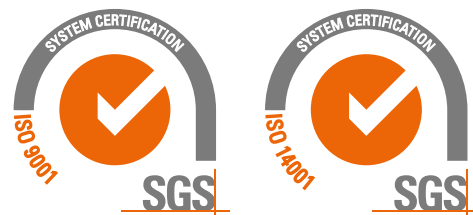


7.4 INDUSTRY CERTIFICATIONS AND STANDARDS

As a freight forwarder, Fracht ensures it holds the most important certifications relevant to the industry and the activities it undertakes. First and foremost, this includes ISO 9001 and 14001 certifications to prove customers Fracht continuously strives to provide excellent services, while recognizing its environmental influence and is working on reducing it. In coming years, Fracht is determined to add ISO 45001 and ISO 27001 to ensure a healthy working environment and information security.

In addition to ISO certifications, one of the key accreditations in the freight forwarding industry is the Authorised Economic Operator (AEO) Certification. Globally recognised as a security standard, the AEO certification is issued by customs authorities to businesses that demonstrate strict adherence to customs regulations, security standards, and supply chain safety. This status indicates that the company is a reliable and secure partner in international trade, ensuring streamlined customs procedures and fewer checks on shipments.

Holding these certifications gives Fracht the benefits of simplified customs procedures, reduced administrative burdens, and enhanced trust and credibility.



7.5 INTERNATIONAL STRUCTURE

With the introduction of the Fracht Forward strategy, a clear international governance structure was implemented to ensure a well organised sustainability management. Driven by a top-down, bottom-up approach, sustainability has been woven into the business at the highest level.

The Fracht Board is at the top, making final decisions and determining the strategy. At a lower level, we have regional sustainability ambassadors who form a sustainability team for their region, and coordinate and share SDG-actions. Finally, the country representatives are responsible for executing actual local actions. Through this structure, Fracht drives local action in more than 140 cities, with a global, harmonised approach to sustainability—implementing a top-down strategy alongside bottom-up action.

In general, the regional ambassadors focus on:

- Composing a sustainability team for their region.
- Coordinating and sharing SDG-actions.
- Creating a sustainability newsletter every month.
- Engaging the country representatives through training, education, and motivation.
- Leading by example.

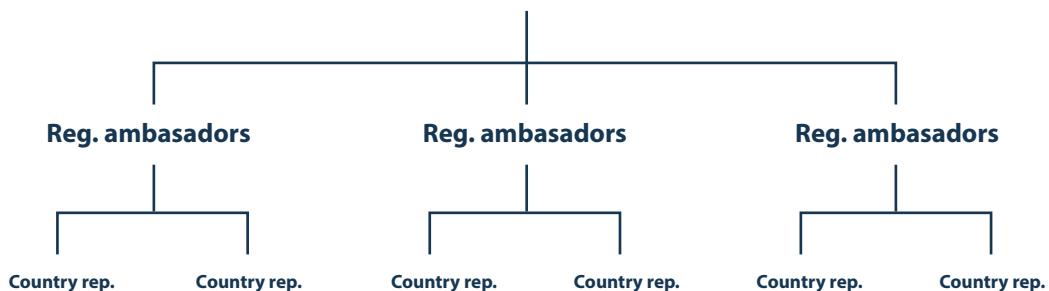
In general, the Fracht Board focuses on:

- The organisation and coordination of global SDG-actions, including World Cleanup Day, World Hunger Day, Pink October, and Earth Day.
- The creation and management of the Sustainability Policy and the (Supplier) Code of Conduct.
- The sustainability content of the Fracht website.
- Leading and inspiring by example.

In general, the country representatives focus on:

- Local actions.
- Engaging the local teams and inspiring by example.
- Increasing awareness among employees in their country.
- Sharing global and local relevant sustainability information about legislation and expectations.
- Involving and engaging with clients and suppliers.

Fracht board



7.6 COLLABORATION

As a service provider, Fracht works in collaboration with customers, suppliers and many other stakeholders. It is of utmost importance to Fracht to invest in and maintain good relationships with all parties. All are expected to respect the principles outlined in the United Nations Universal Declaration of Human Rights, the International Labor Organisation’s Fundamental Conventions, and all relevant laws and regulations. More information can be found in our Supplier Code of Conduct.

7.6.1 KEY STAKEHOLDERS

Key stakeholders are individuals or groups with an interest in a company and who can influence or be influenced by its operations. To identify the most significant stakeholders for Polytra, we employed a categorisation system to outline the engagement activities associated with each stakeholder group.

Stakeholder category	Description	Engagement activities
Subcontractors	The outsourcing of specific knowledge and activities to parties, such as shipping companies, customs agents, transporters, and foreign agents. Especially relevant when seeking guidance of consultants for ISO-certifications and sustainability in general.	Investing in open communication and good relationships, disclosure and agreements on requirements and expectations, close collaboration on ISO-certification preparations and all sustainability matters, ranging from EcoVadis to compliance with laws and regulation on sustainability reporting.
Foreign Branches	Subsidiaries of Polytra that continue to manage services in various European and African countries.	Regular open communication on requirements and expectations, creation and follow-up of Service Level Agreements (SLA's).
Clients	Most relevant clients in terms of turnover and number of transports	Periodic business reviews, electronic exchange of information, communication and follow-up of KPIs, developing and following Standard Operating Procedures (SOPs)

Government	Government institutions like the Port of Antwerp-Bruges and other institutions responsible for customs, laws and regulations	Cooperation with customs agents for Authorised Economic Operator (AEO) certification process, solving customs technical problems
Suppliers	Parties that provide services ranging from IT and courier services to customs fees and services	Benchmarking, periodic reporting of disorders
Employees	Polytra's workforce	Education and training, work-life balance, health and safety, fair employment activities, social dialogue, diversity and inclusion, Fracht activities, employee engagement
NGOs	Non-governmental organisations linked to important environmental aspects like water, air and biodiversity	Regular contribution through worldwide SDG-actions, financial contributions
Lending banks/ creditors/ insurance companies	Cooperation with financial institutions for a.o. bank guarantees and insurances	Periodic reporting of quarterly results and follow-up of damage claims, approval and screening of contracts to ensure coverage of possible risks

Regarding the materiality assessment, EFRAG defines stakeholders as “those individuals or groups of people who can exercise influence over the undertaking and/ or be affected by the activities of the undertaking.” Two main groups of stakeholders can be distinguished:

- **Affected Stakeholders:** Individuals or groups of people whose interests are affected or could be affected – positively or negatively – by the undertaking's activities and its business relationships.
- **Users of the Sustainability Report:** This group includes investors, lenders, business partners, social partners and civil society organisations.

In the coming years, Fracht will increase engagement activities with its key stakeholders to conduct a materiality assessment aimed at determining the sustainability matters that are most important to them. Currently, Fracht already engages with suppliers by requiring them to sign the Supplier Code of Conduct for all new collaborations. Any comments or feedback are taken into consideration for further improvement.

7.6.1.1 LONG-TERM COLLABORATION WITH BASF – SHARED HORIZONS

A Golden Milestone in Logistics

The 50-year partnership between Fracht Group and BASF stands as a testament to the enduring strength of collaboration, innovation, and mutual growth. Together, they have successfully navigated the complexities of logistics within the chemical industry, continually pushing boundaries to achieve excellence. This significant milestone not only celebrates their shared successes but also sets the stage for future aspirations.

A Journey of Mutual Growth

Since 1974, Polytra, a subsidiary of Fracht Group, has been providing complex logistics solutions to BASF. Headquartered in Ludwigshafen, Germany, BASF depends on Polytra to maintain rigorous safety and environmental standards, ensuring that its operations are both efficient and sustainable.

Innovating Together

A shared commitment to innovation has been essential for the longevity of this partnership. The challenges faced by BASF have prompted Fracht to create cutting-edge logistics solutions, establishing both companies as leaders in their respective industries.

Looking Ahead

Both companies are deeply committed to sustainability. Fracht aligns its operations with the UN Sustainable Development Goals (SDGs), utilising FAME biodiesel and championing green initiatives. Simultaneously, BASF focuses on reducing emissions and enhancing energy efficiency on a global scale. Together, they ensure that logistics are not only efficient but also environmentally responsible.

A Future of Excellence

As Fracht and BASF celebrate this golden milestone, they reaffirm their commitment to excellence and sustainability, looking ahead to another 50 years of innovation and industry leadership.

7.7 MATERIAL SUSTAINABILITY MATTERS

To determine the key sustainability matters for Polytra, the Sustainability Accounting Standards Board (SASB) Research Brief for the Transportation Industry was thoroughly analysed. This industry is segmented into nine sub-industries, with Polytra classified under Air Freight & Logistics due to its role in coordinating transport logistics services with third-party carriers. Unlike other segments of the transportation industry that may involve asset ownership for goods transport, Polytra's emphasis on logistics services firmly places it within this sub-industry. The research brief highlights several key sustainability issues that are likely to be material for Polytra, reflecting its operational focus on facilitating logistics.

7.7.1 RISKS & OPPORTUNITIES IN AIR FREIGHT & LOGISTICS

Within the Air Freight & Logistics (AFL) sector, three main segments exist: air freight transportation, post and courier services, and transportation logistics services. Polytra falls within the transportation logistics services segment, providing non-asset-based freight forwarding solutions.

The transportation industry is increasingly facing sustainability challenges due to regulatory pressures and consumer demand for low-carbon solutions. Costs linked to greenhouse gas emissions and air pollutants are squeezing profit margins, prompting Polytra to proactively manage emissions and improve monitoring capabilities. Growing consumer expectations for carbon-neutral services further heighten the need for emissions reduction. As a non-asset-based company, Polytra's reliance on third-party contractors presents additional complexities in managing environmental impact and ensuring safety and sustainability across its supply chain. Supply chain management is thus critical to Polytra's sustainability efforts. Since Polytra relies on third-party providers, it must carefully manage relationships to ensure that contractors minimise

environmental and social risks. Partnering with suppliers operating fuel-efficient fleets or maintaining strong safety records can significantly benefit Polytra's overall performance.

In today's global economy, strict delivery schedules and low-carbon options impact a logistics provider's market share. Customers are increasingly seeking carbon-neutral shipping and are willing to pay a premium for eco-conscious services. Polytra can measure performance in this area by analysing the multimodal GHG-footprint of its logistics providers, reflecting their global Scope 1 emissions, which contribute to Polytra's Scope 3 emissions. Based on industry analysis and financial impact, four key sustainability topics were identified for the sector, with each topic aligned with SASB's prescribed metrics:

1. ENVIRONMENTAL FOOTPRINT OF FUEL USE :

GHG EMISSIONS & AIR QUALITY

- Gross global Scope 1 emissions.
- Long- and short-term action plans to manage these emissions and track reduction progress.

2. FAIR LABOUR PRACTICES:

- Legal fines and settlements related to labour violations.

**3. ACCIDENTS & SAFETY MANAGEMENT
*EMPLOYEE HEALTH AND SAFETY & CRITICAL INCIDENT RISK MANAGEMENT***

- Safety Management System performance and incident reporting.

4. SUPPLY CHAIN MANAGEMENT:

- Complete GHG-footprint across all transport modes.

For Polytra, supply chain management is paramount, as it plays a central role in their non-asset-based business model. This emphasis is reflected in Polytra's sustainability strategy, which includes implementing green logistics offerings, enforcing a Supplier Code of Conduct, conducting a carbon footprint analysis, and developing various other policies. Detailed information on each aspect of this strategy is further explained throughout this report.

08

VSRS-CONTENT INDEX



VOLUNTARY DISCLOSURE REQUIREMENTS

DISCLOSURE REQUIREMENTS					
VSRS Standard	Disclosures	Explanation	Comments	Page reference	
POLICIES - ACTIONS - TARGETS (PAT)	N1 - Strategy: business model and sustainability related initiatives	Description of significant groups of products and/or services offered		19	
		Description of significant market(s) the undertaking operates in (B2B, wholesale, retail, countries).		19	
		Description of main business relationships (such as key suppliers, customers distribution channels and consumers).		25	
		Description of the key elements of its strategy that relate to or affect sustainability matters.			
	N2 - Material sustainability matters	Materiality assessment: how each matter has an impact on people or the environment.			81
		Materiality assessment: actual and potential effects on the undertaking's present or future financial position and performance.			81
		Materiality assessment: actual and potential effects on the undertaking's activities and strategy.			81
	N3 - Management of material sustainability matters	<p>Policies or actions to:</p> <ul style="list-style-type: none"> i. prevent ii. mitigate iii. remediate <p>actual and potential negative impacts and/or to address financial risks.</p> <p>If applicable, the undertaking may refer to the sustainability due diligence or risk management processes implemented;</p>			31, 34, 35
	N4 - Key stakeholders	Categories of key stakeholders considered and a brief description of the engagement activities			79
	N5 - Governance: responsibilities in relation to sustainability matters	The governance and responsibilities in relation to sustainability matters. If applicable, this disclosure shall cover roles and responsibilities of the highest governance body or of the individual(s) in charge of managing sustainability matters within the undertaking.			16
BASIC MODULE	B1 - Basis for Preparation	Which of the following options it has selected in the preparation of its sustainability report using this Standard: i. OPTION A: Basic Module (only); ii. OPTION B: Basic Module and Narrative-PAT Module; iii. OPTION C: Basic Module and Business Partners Module; or iv. OPTION D: Basic Module, Narrative-PAT Module and Business Partner Module.		Option D	
		Whether the sustainability report has been prepared on a consolidated (i.e. the report includes information of the undertaking's and its subsidiaries), or on individual basis (i.e. the report is limited only to the information of the undertaking).		Information of the undertaking Fracht Belgium & general history of Fracht Group	
		The list of the subsidiaries including their registered address ¹ covered in the consolidated sustainability report.		Polytra NV - Fracht Belgium Air - Polytra International Logistics	
	B2 - Practices for transitioning towards a more sustainable economy	Describe specific practices for transitioning towards a more sustainable economy, in case it has them in place. This may include the practices in relation to climate change, pollution, water and marine resources, biodiversity and ecosystems, circular economy, own workforce, workers in the value chain, affected communities, consumers and end- users, or business conduct. Practices include what the undertaking does to reduce its negative impacts and to enhance its positive impacts on people and on the environment, in order to contribute to a more sustainable economy.			24-81

BASIC MODULE - ENVIRONMENT					
BASIC MODULE - ENVIRONMENT	B3 - Energy and Greenhouse Gas Emissions	Total energy consumption in MWh: fossil fuels		not shared	
		Total energy consumption in MWh: electricity (breakdown between renewable and non-renewable sources)		not shared	
		Total estimated gross greenhouse gas (GHG) emissions in tons of CO2 equivalents (tCO2eq): Scope 1 GHG emissions		49	
		Total estimated gross greenhouse gas (GHG) emissions in tons of CO2 equivalents (tCO2eq): Location-based scope 2 emissions		49	
	B4 - Pollution of air, water and soil	The pollutants (with respective amounts) it emits in its own operations to air, water and soil that it is required to report by law to competent authorities (e.g. under the Industrial Emissions Directive and the European Pollutant Release and Transfer Register) or that it already reports according to an Environmental Management System such as EMAS. If this information is already publicly available, the undertaking may alternatively provide a reference to the document where it is reported, for example, through a hyperlink.		55	
	B5 - Biodiversity	The number and area (in hectares) of sites that the organization owns, that it has leases, or that it manages, that are located in or near biodiversity sensitive areas		Not material	
		Total use of land			
		Total sealed area			
		Total nature-oriented area on site			
	B6 - Water	Total nature-oriented area off site		Not material	
		The total amount of water withdrawal			
	B7 - Resource use, circular economy, and waste management	Total amount of water withdrawn at sites located in areas of high water stress		Not material	
		If applicable, the total amount of water consumption, calculated as the difference between its water withdrawal and water discharge from its production processes			
		If the undertaking operates manufacturing, construction and/or packaging processes, the recycled content in the products (goods and materials) and their packaging produced by the undertaking.			Not material
		If the undertaking operates manufacturing, construction and/or packaging processes, rates of recyclable content in the products and their packaging produced by the undertaking.			
Total annual generation of waste in units of weight (preferably) or volume, broken down by type (non-hazardous and hazardous);		Not material			
Total annual waste diverted to recycle or reuse, expressed in units of weight (e.g. kg or tonnes).					
BASIC MODULE - SOCIAL MATTERS					
BASIC MODULE - SOCIAL MATTERS	B8 - Workforce - General characteristics	Total number of employees in full-time equivalents or head count broken down: a) by type of employment contract: temporary and permanent; b) by gender; and c) if applicable, by country.		61	
		B9 - Workforce - Health and safety	The number and rate of recordable work-related accidents		72
			The number of fatalities as a result of work-related injuries and work-related ill health		72
	B10 - Workforce - Remuneration, collective bargaining, and training	based on wages subject to minimum wage rules, the relevant ratio of the entry level wage to the minimum wage.		63	
		The percentage gap in pay between its female and male employees. The undertaking may omit this disclosure when its headcount is below 150 employees.		63	
		The percentage of employees covered by collective bargaining agreements.		63	
	The average number of annual training hours per employee and by gender related to the development of skills and competences, either through formal or informal forms of capacity building.		68		
BASIC MODULE - BUSINESS CONDUCT					
BASIC MODULE - BUSINESS CONDUCT	B11 - Convictions and fines for corruption and bribery	In case of convictions and fines in the reporting period, the undertaking shall disclose the number of convictions and the amount of fines for violation of anti-corruption and anti-bribery laws.		75-78	

BUSINESS PARTNERS MODULE	BP 1 – Revenues from certain sectors	Related revenues of: controversial weapons such as anti-personnel mines, cluster munitions, chemical weapons and biological weapons.		N.a.
		Related revenues of: the cultivation and production of tobacco.		N.a.
		Related revenues of: fossil fuel (coal, oil and gas) sector (i.e., the undertaking derives revenues from exploration, mining, extraction, production, processing, storage, refining or distribution, including transportation, storage and trade, of fossil fuels as defined in Article 2, point (62), of Regulation (EU) 2018/1999 of the European Parliament and the Council ¹⁷), including a disaggregation of revenues derived from coal, from oil and from gas);		N.a.
		Division 20.2 of Annex I to Regulation (EC) No 1893/20064.		N.a.
	BP 2 – Gender diversity ratio in governance body	If the undertaking has a governance body in place, the undertaking shall disclose the related gender diversity ratio.		16
	BP 3 – GHG emissions reduction target	Reduction targets for scope 1 emissions		40
		Reduction targets for scope 2 emissions		40
	BP 4 – Transition plan for climate change mitigation	Transition plan for climate mitigation with an explanation of how GHG emission reduction targets are compatible with the limiting of global warming to 1.5°C in line with the Paris Agreement. This disclosure is applicable only if the undertaking has adopted such transition plan.		50-57
	BP 5 –Physical Risks from climate change	The monetary amount and the percentage of the undertaking's total assets that can be subjected to material physical risks over the short, the medium and the long-term, before considering climate change adaptation actions disaggregated by acute and chronic physical risk.		not applicable
		The proportion of assets at material physical risk addressed by the climate change adaptation actions.		not applicable
		The location of the significant assets affected by material physical risks.		not applicable
its business activities at material physical risk over the short-, medium- and long-term.			not applicable	
	The breakdown of the undertaking's carrying value of its real estate assets, by energy efficiency classes.		not applicable	
BP 6 – Hazardous waste and/or radioactive waste ratio	Total amount of hazardous waste and/or radioactive waste generated (radioactive waste is defined in Article 3(7) of Council Directive 2011/70/Euratom).		not applicable	
BP 7 – Alignment with internationally recognized instruments	Whether its policies with regard to its own workforce are aligned with relevant internationally recognized instruments, including the UN Guiding Principles on Business and Human Rights.		applicable, used in code of conduct (pg.9)	
BP 8 – Processes to monitor compliance and mechanisms to address violations	Whether it has processes in place to monitor compliance with the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the International Bill of Human Rights and the eight fundamental conventions identified in the ILO Declaration or grievance/complaints handling mechanisms to address violations of the above standards with regard to its own workforce.		76	
BP 9 – Violations of OECD Guidelines for Multinational Enterprises or the UN Guiding Principles	Whether there have been any violations of the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work or the OECD Guidelines for Multinational Enterprises with regard to its own workforce during the reporting year.		not applicable	
BP 10 – Work-life balance	The percentage of employees: entitled to take family-related leave, with a breakdown by gender;		not included	
	The percentage of employees:that took family-related leave, with a breakdown by gender.		not included	
BP 11 – A	Number of apprentices in the reporting period.		64	

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CONTACT PAGE



CONTACT

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