



**DB** SCHENKER

# Sustainability Report

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Tomorrow is made together

**2021  
2022**



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# Letter from the CEO

[2-22]

## Dear Sir or Madam,

We are witnessing critical changes in sustainability reporting. Green transformation is no longer just a catchphrase, and for more and more businesses it is becoming a reality that has a real impact on strategic business decisions. The European Parliament has dotted the i's on this issue by introducing a common non-financial reporting obligation. This is a challenge that should be considered beyond numbers, data, or indicators. The report is only a summary, but the actual goal is to revolutionise how people

think and what their attitude is when it comes to sustainability. **That is why we strive for DB SCHENKER to remain an initiator of changes in the industry, and a guide across sustainable logistics of the future.**

I am convinced that the change has already begun to happen and will accelerate tremendously in the coming years. The evolution will affect both large and small businesses, as we will cooperate with business partners that comply with principles of sustainable development across all of their operations. That is why we chose the following slogan for





this year's report: **Tomorrow is made together.**

We have been involved in transport and logistics globally for over 150 years. During this time, as a company, we have undergone many minor as well as major social, political and economic changes. We are now facing one of the most important challenges in history: **we want to achieve carbon neutrality by 2040.** Acting on our strategic assumptions for sustainability, we act in various areas: clean logistics, thriving communities, and shared value, in line with the UN Sustainable Development Goals.

We present to you the ESG report of DB Schenker in Poland for 2021–2022. We have been issuing our biannual reports continuously since 2010, setting industry standards and starting bold conversations about the impact of our business on the environment.

What we present to you in our report is concrete evidence of the actions we are taking. We invest in renewable energy and carbon-neutral products for our customers. Currently, 14 of our 18 terminals rely on green energy, and 8 of them have obtained the prestigious BREEAM certificate. We make it possible for our clients to eliminate the carbon footprint of their shipments, for example by choosing Econeutral or sustainable fuel (SAF) for air freight.

Apart from minding our environmental impact, we also have been actively supporting various social initiatives for many years. Our local Helping Time employee volunteering programme has been around since 2008. Every year, around 20% of the company's employees get involved in dozens of projects. DB SCHENKER volunteers invite customers, drivers and carriers, as well as their families and loved ones, to join them in

their efforts. The nature of the projects is very diverse, from charity and education, through the environment, to road safety. The programme is constantly developing, and is a great example of how we actively engage with local communities.

We also consider compliance issues to be vital. We attach great importance to ensuring that all our activities comply with applicable laws and internal regulations. To this end, we have adopted a 'zero tolerance for corruption' policy, eliminate conflicts of interest, and take special care to compete fairly. You will learn more about specific examples of our activities in the relevant sections of this report.

Sustainability is an important cultural change that affects today's world in many ways, including logistics, where ESG is a key element of our business strategy. At DB SCHENKER we face these

challenges with passion and determination. The transformation is ongoing, and we are actively involved in it.

Enjoy your reading.

**Piotr Zborowski,**  
**President of the Management**  
**Board of Schenker Sp. z o.o.**  
**CEO DB SCHENKER NEE**



# 01

## About DB SCHENKER



# About us

## [2-1] [2-2]

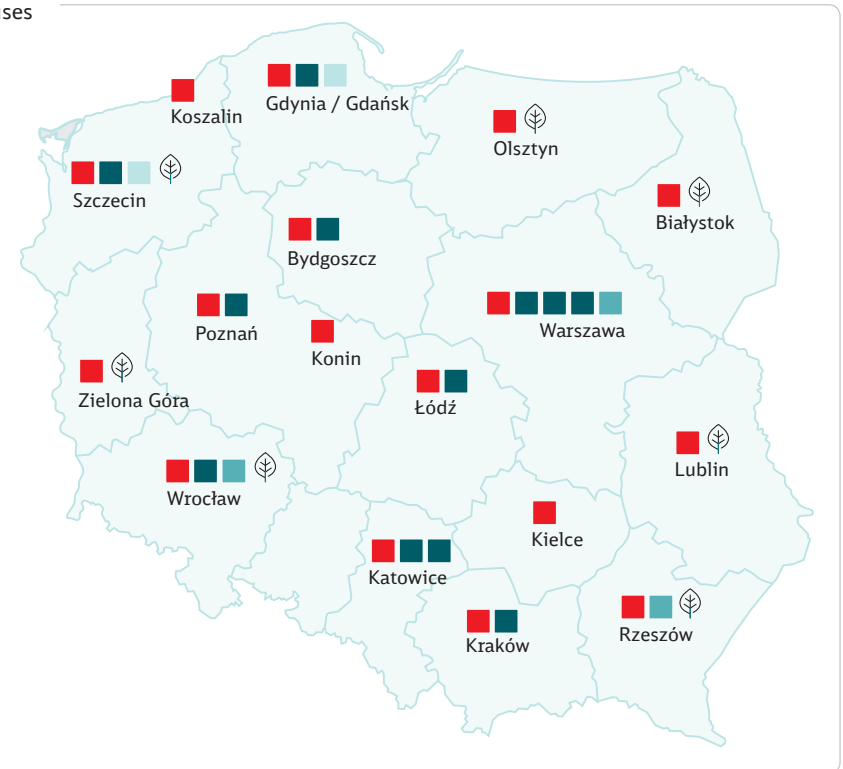
DB SCHENKER in Poland, which this report for 2021–2022 concerns, is part of the global logistics provider DB SCHENKER, a Deutsche Bahn AG subsidiary. The group offers integrated logistics services worldwide, managing global industrial and commercial supply chains. **DB SCHENKER Group’s global network operates in 140 countries and 2,000 locations.** DB SCHENKER has been doing business in Poland since 1991 and created the North and East Europe cluster in the corporate structure together with Lithuania, Latvia, Estonia, Ukraine, Belarus, and Kazakhstan. We operate formally as Schenker spółka z ograniczoną

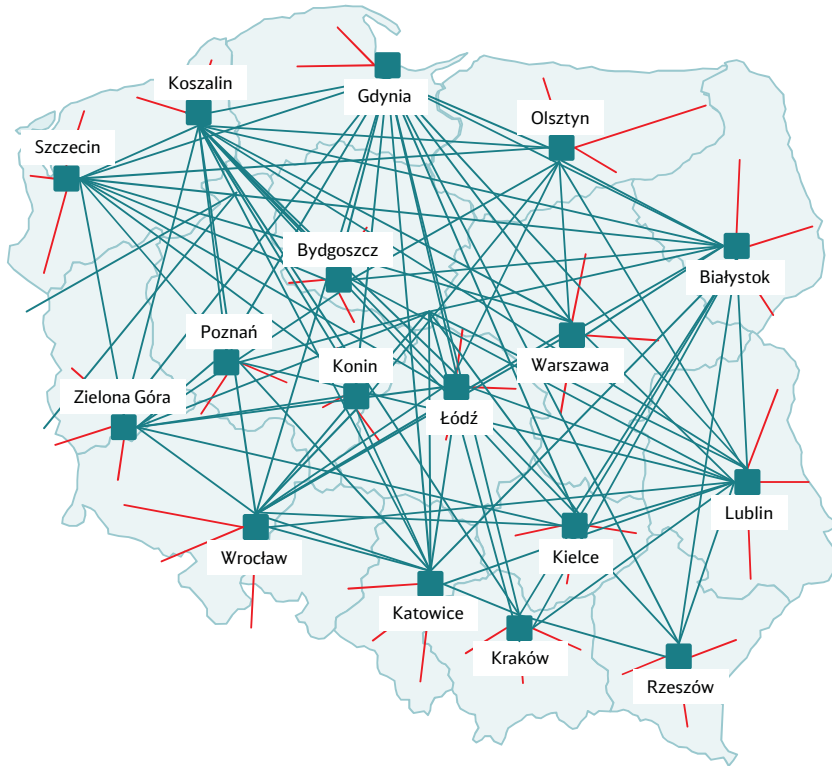
odpowiedzialności (limited liability company) in Warsaw.

## [2-6]

Our Polish operations are a permanent part of the global DB SCHENKER value chain, transporting shipments via land, air, and ocean. We provide warehousing, distribution, and customs services. Striving for top quality, we serve the supply chains of both the largest Polish manufacturing and trading companies, as well as smaller enterprises, which we help grow their businesses.

Branches, offices, terminals, warehouses





**DB SCHENKER's  
network  
in Poland**



**[3-3 economic impact]**

By supporting Polish entrepreneurs, we support the Polish economy. In 2021, DB SCHENKER's revenues in Poland amounted to over PLN 2.325 billion, and to nearly PLN 2.592 billion in 2022. We paid taxes and various types of contributions

to the State Treasury. We are a large company and an important client for many Polish enterprises, including carriers we cooperate with, which means we have an indirect impact on job creation in Poland and the strength of the Polish economy.

**Our finances in 2021 and 2022 (in PLN):**

	2021	2022
<b>Revenue</b>	2 325 763 202	2 591 788 905
<b>EBIT</b>	43 229 381	145 886 527

More financial data for 2021 and 2022 is available in the company's 2021 and 2022 annual reports.

The increase in EBIT in 2022 is due to the sale of the railway business to the DB group company.

**In late 2022, we handled 39,000 parcels a day in Poland, maintaining 350 regular domestic and international connections. The routes operated by us were served by around 4,000 vehicles.**





# Responsible management

## Ethics in delivery

### [3-3 corporate governance]

At DB SCHENKER we bring economics and ethics together. We meet social and legal standards, and we expect the highest ethical standards from all employees and business partners. Every employee is guaranteed to have rights and dignity respected, and we condemn all form of discrimination.

### Our values:

#### Our vision: Delivering the future.



#### Our mission: We add value. Unlocking resources



#### Walk the talk

Each of us takes ownership of and pride in the work we deliver, the value we create, and the role we play in making the world more sustainable.



#### Be one team with one goal

We know we perform best as a team. We challenge each other and ourselves to do better and aim higher every day.



#### Be honest

We are candid and fair with each other, show consideration for one another, and embrace our diversity across the world.



#### Push limits

We constantly ask ourselves, "Is there a better or faster way?" We spark innovation that develops our clients and the industry.



#### Take customers further

We put our customers at the heart of our business, providing the highest quality to address their challenges today and proactively developing new solutions for tomorrow.



#### Play fair with people and planet

We put our people and planet at the centre of everything we do. As an organization, we own our social responsibility to better our world for our people, our customers, and future generations alike.





[2-23]

How we address ethics, anti-discrimination and respect for diversity in Poland is consistent for the entire global DB SCHENKER Group. These issues are regulated in detail by procedures, codes and policies, including:

- DB Ethics Code of Conduct
- DB Code of Conduct for Business Partners and the supplementary Standards of Business Conduct
- Social Minimum Standards



**DB SCHENKER's compliance regulations** are publicly available [on our website.](#)

These documents help us support and respect all internationally recognised human rights. DB SCHENKER strives to eliminate all violations of these rights around the world. Our Policies, similarly to the entire DB SCHENKER compliance system, are based on internationally recognised guidelines and standards, including:

- UN's Universal Declaration on Human Rights
- OECD Guidelines for Multi-National Enterprises
- International Labour Organisation Core Conventions
- Global Compact
- German Sustainability Code

[2-24]

The Compliance Department is responsible for promoting, communicating and enforcing the principles described in the codes and policies in the daily operations of our company. These rules are observed strictly, and no business activities are possible without ensuring they are being respected. A sign-off is required from the Compliance Department before, among all, signing any contract, obligation, or declaration on behalf of the company. Following an analysis, all potential irregularities are reported directly to the Management Board.

All DB SCHENKER employees are familiar with documents related to the broadly defined rules of ethics that are in place. We regularly organise mandatory online training, in-person training conducted by the Compliance Department and additional training dedicated to specially selected groups of employees in response to specific needs. Ethics is also discussed in the company's Teraz DB newsletter, and is also included in the onboarding training for new joiners.

[2-27] In 2021–2022 there were no cases of non-compliance with law or regulations at DB SCHENKER in Poland.



[205-2] [205-3] [206-1]

We strongly and categorically condone corruption and other unfair business practices. Our approach, expressed through ‘no tolerance towards corruption’, is clearly presented in the DB Ethics Code of Conduct. Anti-corruption procedures are communicated to all DB SCHENKER employees in Poland, including members of the Management Board. Once a year, there is a risk of corruption in the organization, during which we analyze relationships with public authorities, applying administrative organizational procedures regarding immediate influence, conflict of interest, cash transactions, partnership relationships, as well as the application of the procedure regarding distribution and sponsorship.

We also require our business partners to counteract corruption – the relevant provisions can be found in the Code of Conduct for Business Partners, which all suppliers must read before starting cooperation with DB SCHENKER. **In 2021–2022, we did not record a single case of corruption in our organisation**, and no legal proceedings for anticompetitive behaviour were initiated or completed against us.

All members of the two-person Management Board are familiar with the company’s anti-corruption procedures. In 2022, we organised a special anti-corruption training for Management Board members.



[2-26] [2-25]

We facilitate the reporting by stakeholders of any potential irregularities, abuses or illegal actions. A global 24/7 online incident reporting system helps us on a daily basis. It allows anyone to safely report a suspected violation of the law or a serious offence. Incidents can be reported openly or anonymously. The system is an addition to other ways

of providing information: by phone, e-mail or traditional mail. The contact details are provided on our website. All reports are handled by the Compliance Department in compliance with all labour and data protection regulations, and the interests of the people concerned are respected. Major confirmed cases of violations are reported directly to the Management Board.

Irregularities flagged to the Compliance Department are analysed and serve to identify recurring issues. The response time and further actions are monitored, including the quality and detail of the investigation. Feedback on how this system functions is also collected, among all during training.

[2-15] All DB SCHENKER employees in Poland, including top managers, are subject to the same rules regarding conflict of interest. They are described in, among all, the DB Ethics Code of Conduct.

- We do not intentionally create conflict of interest situations. Such issues cannot be concealed and need to be reported to the supervisor.
- An employee may work for a competitor only with the consent of his/her superior, provided that this does not conflict with the interests of DB SCHENKER. This needs to be non-competitive and cannot negatively affect the employee's work in the company.
- We do not employ family members of managers in a way that would involve vertical reporting. For example, a branch director may not employ a relative in the branch. We also avoid employing family members of employees in the same team.
- If an employee's relative applies for a job in another unit within the company, the people deciding on employment must have full autonomy in making their decision. It is prohibited to interfere with the evaluation of such a person's work.



In terms of conflicts of interest, the following disclosures are mandatory: controlling interest shareholding, personal relationship, shareholding connections with suppliers and other stakeholders, and related entities (their relationships, transactions, and receivables). In accordance with the procedure, in the event of a conflict of interest situation, all involved parties are informed and actions are taken to limit the involvement of such individuals in particular business activities. In 2021–2022, DB SCHENKER in Poland did not record any material conflicts of interest that could have a negative impact.



## ESG strategy

[2-22]

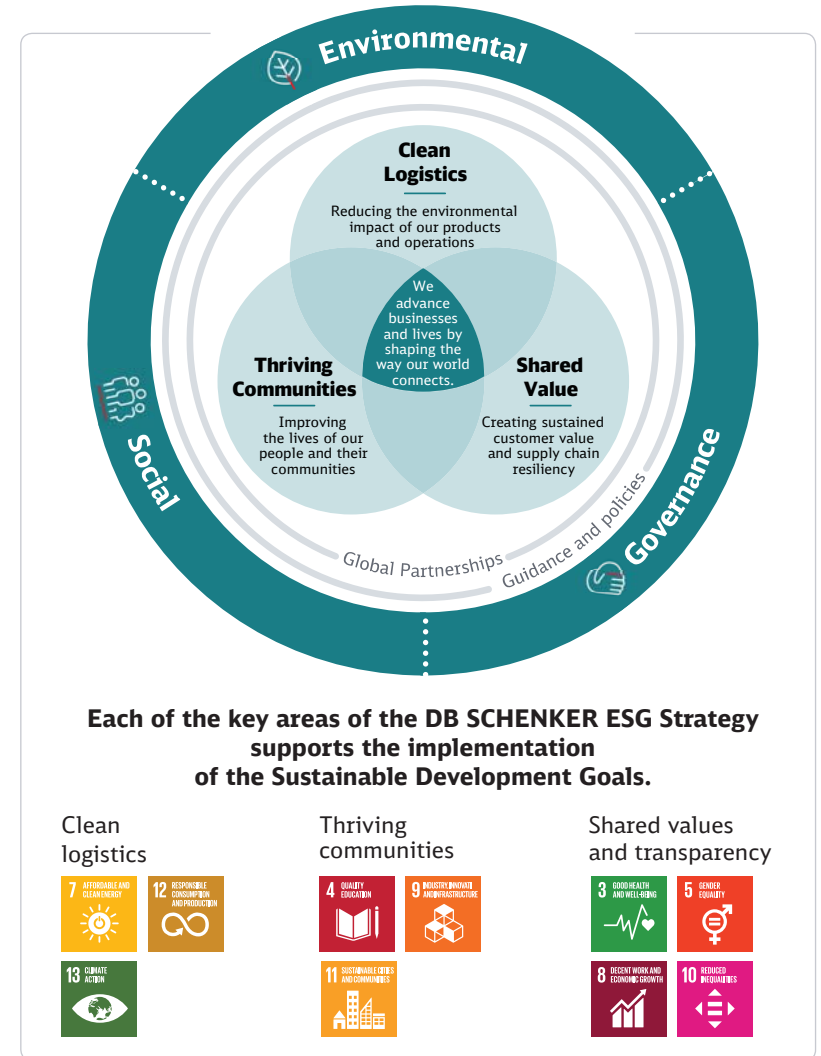
At DB SCHENKER in Poland, we implement DB SCHENKER Group's global ESG Strategy. Our activities are aligned with the global goal of being a leader in sustainable development in the logistics industry.

In line with our strategic assumptions regarding sustainable development, we have selected specific areas of action that are significant for us and our planet. Our action model involves three elements: clean logistics, thriving communities, and shared values. We pursue these based on global partnerships, guidelines, and principles.

- **Clean logistics** – by reducing the environmental impact of our products and operations, we are driving climate action, transitioning towards renewable energy, and managing resources effectively. We aim to ensure sustainable-growth measures for our target to achieve carbon neutrality by 2040. We also provide Scope 3 emission reduction solutions, neutralising emissions throughout the entire supply chain.

- **Thriving communities** – we drive social sustainability through safe and inclusive work conditions that attract and retain the best talent out there. By ensuring a decent and safe work environment for all our employees, we continue to improve their lives. We strive to provide great work opportunities, drive gender equality, and create inclusive workplaces.

- **Shared values and transparency** – we continuously increase transparency and strive for good governance practices beyond compliance. Strengthening effective partnerships and knowledge sharing among our stakeholders plays a key role in our strategy. This is not only to enable the development of sustainable solutions, but also to ensure sustained customer value and supply chain resilience.







## Corporate governance

[2-9] [2-18]

Schenker Sp. z o. o. in Poland is managed by the Management Board and the Supervisory Board. The Supervisory Board consists of two members appointed by the Partner holding at least 80% of the shares. The Board operates by reviewing audit results that offer a full overview of the company's condition in economic, environmental and social terms. This way, the Board evaluates annually the work of management board members in terms of overseeing the management of the impact on the economy, society, and the environment. Employees and shareholders may submit in writing their recommendations to the Supervisory Board.

[2-10]

The competences of the Council include, among all, appointment and dismissal of Management Board members, as the company has not introduced a term of office for Management Board members, who are instead appointed indefinitely. When nominating and selecting candidates and members of the Management Board, considered are competences and personality traits that weigh on the success in the given position. Both competencies and personality traits have been defined in the so-called success profile, a standard document created at the regional level. An external consulting company provides support in the process of verifying whether the respective requirements have been met.

In 2021–2022, DB SCHENKER in Poland had a two-person Management Board.

[2-9]

### Management Board of DB SCHENKER in Poland in 2021–2022:

- **Piotr Zborowski**  
President of the Management Board who also serves as CEO in the North-East Europe cluster
- **Szymon Bielas**  
Vice-President of the Management Board who also serves as CFO in the North-East Europe cluster

In 2023, there was a change in the Management Board of DB SCHENKER in Poland. Jolanta Zwolińska replaced Szymon Bielas, becoming Vice-President and CFO of the North-East Europe cluster.

### Supervisory Board of DB SCHENKER in Poland in 2021–2022:

- **Helmut Schweighofer**  
Chairman of the Supervisory Board
- **Karsten Keller**  
Member of the Supervisory Board
- **Cyrille Bonjean**  
Member of the Supervisory Board

[2-11] [2-12] [2-13]

The company's Management Team includes members of the Management Board, directors of the individual divisions, Finance, Marketing and Communication, Heads of Security, Project Management and Legal as well as Ethics and Compliance. The team makes collective decisions regarding the strategy and its execution, key financial decisions and is responsible for critical matters related to the sustainable development of DB SCHENKER in Poland. Managers and employees responsible for a given area are also involved in their decisions. The President of the Management Board leads the operational management of the Management Team and the President's direct reports. This enables the President of the Management Board to pursue the business goals across all businesses and functions.



**Good practice**

**[2-14] [2-17]** The Management Board is responsible for reviewing and approving data disclosed in non-financial reports. The Management Board’s knowledge about sustainable development was expanded in 2021–2022, among all through the participation of Management Board members in ESG workshops organised by an external consulting company.

**[2-16]**

Critical issues are communicated to the management on an ongoing basis:

- at Cluster Committee meetings attended by the Head of Legal and Compliance
- at weekly meetings with the President of the Management Board
- at biweekly meetings with the Vice-President of the Management Board
- on an ad hoc basis via e-mail or a direct meeting

Many critical issues are communicated, including legal, compliance, and trade compliance risks. The company also assesses risk in various areas using the R2C tool, and the identified risks are discussed and classified by the management team. DB SCHENKER in Poland does not compile statistics or keep records of risk communication.

**[207-1]**

**In Schenker Sp. z o. o., we recognise that state revenues from taxes are crucial to maintain social order, contribute to economic and social development and, as such, play an important role in ensuring stability of state and social structures.**

We consider paying taxes on time and in the right amount, as required by law, to be an essential aspect of responsibility. This is verified during the audit of the annual report by an external auditor, as well as during tax audits.

We are aware that the potential for real economic growth can only be unlocked when operating within the rule of law and respecting the obligations arising therefrom.

We meet all obligations imposed on us by national tax regulations, and implement due diligence standards as

part of the so-called CMS (Tax Compliance Management System). The Tax Department coordinates this programme. One of the due diligence pillars that we have put in place is our own organisational structure and securing the right competent people to handle taxes.

Tax matters are considered to be the responsibility of the entire DB SCHENKER Group. Therefore, the Group was assigned certain tasks as part of the tax function (the so-called taxes corporate function). They are owned by the Group's Tax Department (CBS). Individuals assigned to these tasks at the central level provide advice and support in coordination to the Group companies, including Schenker sp. z o.o., should any doubts related to taxes arise. Performing these tasks at the central level helps ensure uniform standards are followed in tax settlements across all Group companies.

We perceive fostering a responsible approach to tax obligations to span responsible team building, proper and timely performance of tax obligations, and ensuring completeness, correctness and timeliness of information provided to tax authorities.

As required under the tax law, **Schenker sp. z o.o. provides information on the tax strategy implemented and approved by the Management Board.** It is published on the website by the end of the twelfth month following the end of the fiscal year.

The tax-related regulations and standards implemented in the company include:

- Group Guidelines (101.0204: Finance, Accounting and Controlling)
- 280.1000: Tax Compliance Management System Policy
- 280.000: Group Tax Policy
- 280.5000: Groups Transfer Pricing Policy

The Company's employees identify risks within the tax function on an ongoing basis, mainly by monitoring changes in generally applicable law and analysing the interpretation of tax law. The analysis process involves reviewing the rulings of administrative courts, as well as tax interpretations and other guidelines issued by tax authorities. Analysed regularly are also professional publications and tax newsletters published by tax consulting companies or publishing houses specialising in taxes.





# 02

## Collaboration is key

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# Stakeholder engagement and impact on the environment

Our key stakeholders are:

- Employees
- Carriers and drivers
- Owners and global partners of DB SCHENKER
- Customers
- Local communities and non-governmental organizations
- Universities and other knowledge providers
- Media

We maintain transparent relationships with each stakeholder group, based on trust and kindness. We listen to stakeholders and want to be listened to: we consider dialogue to be an opportunity to get to know the expectations of each group, and to present our standpoint

## Key stakeholders of DB SCHENKER





**[2-29] How we engage stakeholders:**



**Employees**

- Ideas for internal improvements reported to the Good Change Book
- Satisfaction surveys and thematic questionnaires
- Online and classroom training
- Integration meetings, sports challenges
- Volunteering projects

- +** **More about employee satisfaction surveys in [Chapter 5](#).**



**Carriers and couriers**

- Dedicated training, including:
  - » Customer service
  - » Insights into logistics operator's operations
  - » Safe and ecological driving
  - » Ethics and compliance
- Participation in company meetings, workshops, webinars and volunteering projects



**Owners and global partners at DB SCHENKER**

- Uniform procedures and global cooperation throughout DB SCHENKER
- Sharing knowledge and experience within DB SCHENKER
- Training
- Global IT solutions, customer, and internal communication systems



**Customers**

- Regularly conducted customer satisfaction surveys
- Invitations to volunteering projects
- Meetings and direct contacts
- Securing data transfer with customers

- +** **More about customer satisfaction surveys and the Information Security Management System in [Chapter 6](#).**



**Local communities and non-governmental organizations**

- Construction of terminals away from urban centres and housing estates
- Using the services of local suppliers
- Environmental and social projects in cooperation with the locals
- Volunteering projects
- Cooperation with the Our Earth Foundation and Food Banks



**Universities and other knowledge providers**

- Partnership with the Warsaw School of Economics
- Lectures for students
- Study visits, internships, and apprenticeships at DB SCHENKER
- Attending job fairs
- Talents International internship programme



**Media**

- Being featured in the industry and economic press and electronic media
- Cooperation with journalists and via social media
- Media monitoring and ongoing response to selected issues



**Good practice**

On the occasion of the 150th anniversary of DB SCHENKER's global operations, our company partnered up in 2022 with the Sopot Tennis Club, assuming patronage over sports education and tennis games for the youngest, organised as part of the Tennis Academy.

**[3-3 organisation's engagement]**

At DB SCHENKER, the beginning of spring and the holiday season are the annual Helping Time when unique volunteering activities are organised by employees. Thanks to DB SCHENKER's financial support, the initiatives of our volunteers are implemented, and **around 20% of our staff is involved in charitable help.**

The Christmas edition is traditionally dedicated to those most in need: the support and help of DB SCHENKER volunteers benefits, among all, orphanages, hospitals,

**[own indicator: number of completed volunteering projects]**



In 2021–2022, we organised a total of 205 volunteering projects as part of the Helping Time programme.

hospices, community centres, and schools. In spring, during the Green Helping Time, environmental and social projects include renovations, environmental workshops, and health and safety meetings.

**Selected Helping Time projects in 2021–2022:**

- In 2021, two clients joined us in our activities for the first time, namely L'Oréal and Mueller Świecie. Thanks to the donations, we were able to **provide support to the Foundation for Children with Cancer Diseases in Poznań.** We managed to ship three pallets of products to the Clinical Hospital in Poznań. Young people from Tarnów Podgorne near Poznań also got involved in the activities, whose task was to apply appropriate labels on cosmetics, shampoos, conditioners, antibacterial gels and candles. Carriers offered their help as well; they transported L'Oréal products



from the Warsaw branch to the Poznan branch, and then delivered them to the foundation's headquarters.

- In Pyskowice, we organised **Safe during Holidays workshops.** We presented basic first aid to children, reminded them how to spend their holidays safely in the city and how to responsibly enjoy forests, meadows, and fields. Volunteers were supported in their work by guests from the medical rescue service, fire brigade, police and municipal guards.

- **We supported the Świętokrzyskie Psychiatric Centre in Morawica, the Mental Health Clinic for Children and Youth in Kielce.** The facility received professional psychological tests, toys, books, and stationery that will be used in therapy.

- **We helped an animal shelter in Wałbrzych.** It is home to a total of over 120 dogs and cats, often abandoned, sick, and over five years old. We donated towels, bed linen and blankets, so badly needed in winter, to the organisation. We also managed to collect specialty pet food and products to maintain animal hygiene and keep the facility clean.

- In Łódź, we reached out to people in crisis of homelessness and **supported the Zupa na Pietryna initiative** with our efforts. Zupa is run by a group of individuals who meet with people in need to offer them their time, a warm meal, a smile and a kind word. Together with volunteers, we prepared and distributed hot meals and sandwiches to nearly 300 people. We also had collected clothing and cleaning products, which we handed out while serving meals.

### Good practice

In 2022, we organised the Ukraine Helping Time spring edition of volunteering. The projects had one shared goal: to support refugees. To multiply the impact of help, volunteers invited customers and suppliers to cooperate. Over 1,200 volunteers provided their support in 44 projects: employees, drivers, and carriers.

One of such initiatives involved helping refugees cared for by the Emic Foundation, which for years has been helping displaced individuals live independently in Poland. Money donated by DB SCHENKER helped purchase basic household items. Another project served to support a foundation

working with children who were witnesses or victims of crimes, accidents or traumatic experiences. The employees' support consisted in providing as many poster paints, markers, drawing boards and plasticine as possible for use during classes with children from Ukraine.

We have also created forms to help connect people who need help with those who can provide it. DB SCHENKER thus helped employees organising collections report the current needs of the refugees from Ukraine. We have also launched a platform that help to find a job at DB SCHENKER in Poland, the Czech Republic, Slovakia, Romania and Germany, so that refugees

can become independent and support themselves and their families.

In the first month of the Russian invasion, 16 employees of DB SCHENKER Ukraine arrived in Poland, together with their families (56 people in total). They received help with transport, renting a flat, legalising their stay and finding a job.

The Mindgram platform, available to all employees, is a resource that enables employees to receive help from an online psychotherapist. In February 2022, people calling the hotline between 7 and 9 p.m. could talk in Polish, Ukrainian, or Russian.



**Jednego dnia wszystko się zmieniło. Nie tylko dla naszych 111 kolegów.**



**[2-28]**

We co-create the logistics industry in Poland. We share our expertise, experience and best practices, including sustainable development, with the market through membership in industry organisations.

As at the end of 2022, we were members of:

- Polish-German Chamber of Commerce and Industry (AHK)
- Lewiatan Polish Confederation of Private Employers
- UN Global Compact Network Poland
- Employers' Union ECR Polska
- Railway Business Forum
- Polish Chamber of Forwarding and Logistics
- Controlling Academy
- Mazovian Regional Chamber of Civil Engineers
- The Polish Chamber of Civil Engineers
- Association of International Road Transport Carriers in Poland
- The Accountants Association in Poland
- SGH Corporate Partners Club



We are glad that our actions are appreciated. In 2021, we received from 'Polityka' magazine the Golden CSR Leaf and Diamond CSR Leaf 2011-21. In 2022, we were again awarded the Golden CSR Leaf.

**Good practice**

Due to Russia's aggression against Ukraine, DB SCHENKER has decided to suspend all shipments to and from Russia, which applies to land, air and ocean transport. The DB SCHENKER Group organised the DB Railway Bridge to provide humanitarian aid to Ukraine. The first train, carrying 15 containers with food, medical products and warm clothing, departed for Kiev on 11 March from Seddin, Germany. This was made possible thanks to the cooperation of DB SCHENKER teams in Poland with Ukrainian railways and DB Cargo.

**[415-1]** In 2020–2021, we did not make financial or in-kind donations to political parties, politicians or any other similar institutions.



# Cooperation with suppliers

## [3-3 business partners] [204-1]

We are a large company and an important customer for many Polish enterprises. In 2021–2022, around 70% of our budget allocated to purchases unrelated to logistics was spent on products and services. In this period, **95% of the budget related to logistics services and organising transport was spent as part of our cooperation with Polish carriers.** Continuous development and the scale of our operations and order volumes mean that cooperation with DB SCHENKER can often weigh on the business success of our suppliers. We want to use this impact to promote the principles that guide us in our daily activities. Every business we purchase goods or services



from needs to comply with our Code of Conduct for Business Partners. The Code is a global document that applies to every local DB SCHENKER company. The document specifies requirements and rules in commercial transactions with business partners, in particular in terms of compliance with ethical standards, applicable law and fair conduct.



### Good practice

Our business partners are given options to report through the DB Group reporting system any violation that may occur as they conduct their business activity for the DB Group.

## Selected rules for business partners:



- Respecting universally recognised human rights
- Zero tolerance for forced labour and condemnation of child labour
- Promoting diversity and zero intolerance for any discrimination when hiring employees
- Due care for the work safety, and safety of products and services
- Protection of employee rights
- Personal data protection
- Compliance with applicable environmental standards and principles of sustainable management and environmental protection
- Counteracting corruption and avoiding conflicts of interest

The Code is known to all our business partners, and the appropriate clause requiring familiarisation with anti-corruption rules and regulations is included in cooperation agreements signed with consultants, agents, suppliers of goods and services, and carriers.

Our purchasing processes are part of the Integrated Quality, Environment, and Work Safety Management System. When selecting offers, we are guided by principles of ethics and promote doing business responsibly. The procedures that are in place allow for effective management of suppliers, and maintaining and developing relationships based on trust. We run market and cost analysis as part of centralising and optimising purchasing processes. When selecting certain suppliers, we also pay attention to the impact on the environment, and the relevant criteria regarding energy, CO<sub>2</sub>

emissions and reducing the negative impact on the environment are included in the requests for proposals. Examples of practices that fall under environmental aspects in 2021–2022 include purchasing

green energy, replacing selected office products with environmentally friendly products, and starting work on the installation of solar panels at selected DB SCHENKER locations.

Suppliers are evaluated in terms of environmental and social aspects at the request for information or request for quotation (RFI or RFQ) stages, depending on the procurement category. In 2021–2022, we

did not record statistical data regarding the environmental assessment of new suppliers.

Carriers constitute a special group of our contractors. Every day, our clients are served by over 3000 drivers employed by transport companies we cooperate with. Their work represents DB SCHENKER in Poland. **In the NPS study conducted in 2022, DB SCHENKER drivers received 9.73 out of 10 points.** They are recognised, among all, for their politeness, punctuality, immediate response, and high quality of service. We have been helping drivers and the carriers that employ them for almost a decade through our Safe Driving Plan. It reinforces best practices in recruitment and driver training throughout Poland.







### Save driving plan



We help train drivers who are starting their careers in the logistics industry, and we do not forget about their more experienced colleagues. For the latter, we have prepared a package of courses that raise

awareness of potential threats and propose practical solutions to potential issues. Individual course modules are devoted to road safety, terminal safety and information security.

#### Good practice

Each accident or road incident involving a vehicle carrying our customers' goods must be reported to the Management Team, in accordance with the relevant procedures. If our carrier is at fault or someone is injured, we take post-accident action. **We also encourage other road users to share with us their opinion about how cars with the DB SCHENKER logo are driven, and feedback is collected via a special hotline at 500 707 000.**

Each driver is required to undergo a sobriety test before driving out onto the road. Drivers entering our terminals are also tested. If the results are questionable, the vehicle is handed over to the carrier and the police are called to conduct another test.

We support carriers in reducing the costs of their operations by creating purchasing groups. This allows to purchase fuel and pay for repairs, vehicle washing and other services below market rates with deferred payment. We also help adapt the business to new regulations. In February 2022, amendments to the Act on road transport and drivers' working time entered into force, which implemented

the EU Mobility Package into Polish law. International carriers were required to adapt to numerous regulations changing the transport services market. At DB SCHENKER, we have prepared a series of materials for carriers explaining the essence of the changes and allowing them to reduce the costs of their operations while ensuring drivers' remunerations remain unchanged. We also invited

business owners, often of family-owned businesses, to meetings related to succession in the organisation and succession management.

#### Good practice

In 2022, drivers started using the new Connect2Drive application on mobile devices. The new system, which supports, among all, GPS functionality, was released to a total of 1,500 drivers. The new application changed the process of planning distribution and handling shipments by drivers.



# 03

## **Environmentally friendly logistics**

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# The path to carbon neutrality

## [3-3 climate change]

The logistics industry is one of the most important ones in the fight for environmental protection and climate change. Globally, DB SCHENKER approaches this issue in a holistic way. All businesses – land, ocean, air, and contract logistics – are researching, testing and implementing solutions to achieve carbon neutrality.

[201-2] Risks related to climate change are determined at the level of the entire DB Group and DB SCHENKER. They have been described in the Deutsche Bahn 2022 Integrated Report available [on the global corporate website](#). The report identifies transition risks

**By 2040, DB SCHENKER will also stop using diesel, crude oil and fossil fuels**

and opportunities, as well as physical risks. The impact of risks on the strategy and organisational model was defined at the global level for the entire Group.

The most important risks are:  
– **Physical risk:** extreme weather events resulting

from climate change that impact business processes

- **Physical risk:** damage to track and storage infrastructure caused by weather conditions, which may lead to losses in revenue, penalties and additional capital expenditures to repair the damage and implement preventive measures
- **Physical risk:** damage to rail and road vehicles, affecting operations and punctuality
- **Transition risk:** government regulations and the rising price of emissions allowances
- **Transition risk:** increased demand for electrical energy that strengthens dependence on energy prices



Clean logistics is the foundation of the ESG Strategy implemented globally by DB SCHENKER. **The ambition which we pursue with our activities in Poland is carbon neutrality by 2040.**

By 2040, DB SCHENKER will also stop using diesel, crude oil and fossil fuels. The use of renewable energy sources, electricity and hydrogen, will also increase.



## Our carbon footprint



### Good practice

In 2022, DB SCHENKER and Lufthansa Cargo launched a **low-emission**, scheduled charter air connection between Frankfurt and Shanghai. Planes on this route use sustainable aviation fuel (SAF). The fuel is made from renewable waste and leftover raw materials, such as used cooking oil. This saves approximately 174 tonnes of conventional aviation fuel per week. In the 2022 summer flight schedule, this initiative helped reduce greenhouse gas emissions (CO<sub>2</sub>e) by 20,250 tonnes.

load unit filling level). The calculations cover the following stages of transport: collection from customers, transport between ports, terminals, and delivery to final consumers. For air transport, OAG data on flight schedules and Eurocontrol Small Emitters Tool data on fuel consumption are used. In maritime transport, emission volumes are based on SCAC carrier codes (Standard Carrier Alpha Code).

We have been measuring DB SCHENKER's carbon footprint in Poland across all three scopes. In our calculations, we identified major emission sources based on the analysis of our business activities. The reported values are expressed as CO<sub>2</sub> equivalent (CO<sub>2</sub>e). No biogenic CO<sub>2</sub> emissions were identified. Emission factors and global warming potential for Scope 1 were determined

based on National Centre for Emissions Management (KOBiZE) publications, while Scope 2 and 3 – based on the corporate emission calculator developed in line with the GHG Protocol by the World Resources Institute and World Business Council for Sustainable Development.

Current monthly carbon footprint data is available on

our eServices platform. We monitor individual data on transport operations and their emission based on EN 16258 and [EcoTransIT](#).

Scope 3 emissions are calculated using data on rented buildings and means of transport used by DB SCHENKER (broken down by fuel consumption and type, vehicle size, EURO class, and

### Savings

# 174 tonnes

**of traditional aviation fuel per week by using a sustainable aviation fuel (SAF).**



### [305-1] Direct (Scope 1) GHG emissions Gross GHG emissions in tonnes of CO<sub>2</sub> equivalent

2021 1,962

2022 1,874

2021 is the base year. Scope 1 covers the consumption of fuels for heating buildings controlled by DB SCHENKER. Mobile sources in Scope 1 are not taken into account.

### [305-2] Indirect (Scope 2) GHG emissions (in tCO<sub>2</sub>e)

2021 5,721

2022 5,318

2021 is the base year. Scope 2 covers electrical consumption by DB SCHENKER in Poland.

### [305-3] Other indirect (Scope 3) GHG emissions (in tCO<sub>2</sub>e)

2021 291,509

2022 265,496

2021 is the base year. Scope 3 covers emissions from transport and emissions from rented buildings.

### Total Scopes 1, 2 and 3 greenhouse gas emissions (in tCO<sub>2</sub>e)

2021 299,192

2022 272,688



### Good practice

In Europe, DB SCHENKER and Volta Trucks started cooperating in 2021 as part of the pre-sale deal concerning 1,500 electric trucks. Volta Trucks is the leading manufacturer of innovative electric vehicles. The cooperation concerns the pre-sale of nearly 1,500 Volta Zero electric trucks. This is the largest order in Europe for large zero-emission trucks. 16-tonne cars will be used in European cities. They are intended to transport goods from DB SCHENKER distribution hubs mainly to densely populated and developed areas.



### [305-4] GHG emissions intensity

Scope 3 tCO<sub>2</sub>e emissions per tonne of cargo

<b>2021 year</b>	0.0433	tCO <sub>2</sub> e
<b>2022 year</b>	0.0413	tCO <sub>2</sub> e

When determining the greenhouse gas emission intensity index, we considered CO<sub>2</sub> equivalent emissions from domestic and international land transport per tonne of cargo.

### [305-5] Reduction of GHG emissions compared to 2021

<b>Scope 1</b>	-88.05	tCO <sub>2</sub> e
<b>Scope 2</b>	-402.89	tCO <sub>2</sub> e
<b>Scope 3</b>	- 26,013.44	tCO <sub>2</sub> e

We recorded a drop in Scopes 1, 2 and 3 emissions compared to the base year (2021).





# Our logistics facilities

We transform our terminals that handle millions of shipments annually from various industries to ensure they have the least impact on the environment. Vast logistics and warehouse space needs electricity for efficient, safe and uninterrupted operation virtually around the clock. Therefore, we consistently increase the consumption of electricity from certified green sources. **In late 2022, 13 out of 17 DB SCHENKER cross-dock terminals in Poland relied solely on energy from renewable energy sources: photovoltaic and wind farms.** Two more terminals were added in 2023, namely in Szczecin and Toruń.

In 2022, we also started reviewing the sources of energy contracted by the owners of facilities our company rents, including logistic warehouses. The first audit showed that four of them are powered in full by green energy.

Our seven terminals built in the past few years are facilities where solutions are in place to reduce energy and water consumption, and support nature.

### The solutions introduced in DB SCHENKER green terminals:

- Solar thermal collector for heating water
- Heating and ventilation systems capable of recovering heat in 70–90%
- LED lighting with an auto-dimming system, which adjusts the light intensity to daylight
- Systems for flushing toilets with rainwater
- Contracting green energy
- Insect boxes in newly constructed facilities



DB SCHENKER terminals with a ‘Very Good’ rating as at the end of 2022:



- Złotoria near Białegostok
- Rzeszów
- Nowa Wieś Wrocławska
- Zielona Góra
- Stawiguda near Olsztyn
- Lublin

In 2023, terminals in Szczecin and Toruń received BREEAM Very Good certificates.



### Good practice

In 2021, our new terminal in Lublin received the BREEAM (Building Research Establishment Environmental Assessment Method) certificate, which sets standards for sustainable design, construction, and use of facilities. The BREEAM certification method focuses on the comfort of using the building, occupational health and safety, and health solutions. Attention is paid to the construction and finishing materials that were used. During the review, the quality of environmental protection solutions is also evaluated, including energy efficiency, water savings and waste management.

### Total electric consumption

<b>2021 year</b>	10,309,067	KWh
<b>2022 year</b>	9,269,791	KWh
Total renewable electric consumption		
<b>2021 year</b>	5,273,767	KWh
<b>2022 year</b>	6,228,482	KWh
Total non-renewable electric consumption		
<b>2021 year</b>	5,033,500	KWh
<b>2022 year</b>	3,041,309	KWh

### Total heat consumption

<b>2021 year</b>	24,554,130	KWh
<b>2022 year</b>	20,214,284	KWh
Heat energy consumption from gas combustion		
<b>2021 year</b>	24,447,600	KWh
<b>2022 year</b>	20,134,584	KWh
Heat energy consumption from heating oil		
<b>2021 year</b>	106,530	KWh
<b>2022 year</b>	79,700	KWh

### [302-3] Energy consumption intensity in terminals and warehouses

Energy consumption per one so-called warehouse line (pallet) in contract logistics		
<b>2021 year</b>	1.2047	KWh
<b>2022 year</b>	1.1664	KWh
Energy consumption per one tonne of load handled in the terminal		
<b>2021 year</b>	3.1763	KWh
<b>2022 year</b>	2.5832	KWh

### [302-1] Total energy consumption in GJ

<b>2021 year</b>	125,507.51	GJ
<b>2022 year</b>	106,142.67	GJ

### Total energy consumption in kWh

<b>2021 year</b>	34,863,197	KWh
<b>2022 year</b>	29,484,075	KWh

We report energy consumption in compliance with the standards set globally by DB SCHENKER.

The goals in terms of reducing utility consumption have been precisely specified in the annual assumptions for the Workplace and Environmental Improvement Plans.

Accomplishing goals and tasks is monitored at the company level in Poland and at the group level using the corporate TORCH tool.

### Good practice

In the spring of 2022, we sent tree seedlings to customers and business partners and asked them to take care of them. We decided on maples, drought-resistant trees that grow naturally and do well in our geographies. The properly secured shipment also contained all the necessary information about planting and year-round care.



### Good practice

We celebrated the 150th anniversary of the global DB SCHENKER in Poland in an environmentally friendly way. At the end of October 2022, we planted 15,000 pines and larches in the Lipusz Forest District in Kashubia and four thousand seedlings in the Siewierz Forest District in the Kraków-Częstochowa Upland. The company's employees and their families, customers and business partners teamed up to plant the trees together. The planting initiative is a part of efforts to rebuild the ecosystem destroyed by the storm, which practically eradicated nearly 50,000 hectares of trees five years ago.





**[306-1] [306-2]**

All our branches in Poland operate conform to the waste management principles of our group. When collecting them, we use an online platform integrated with the Product and Packaging and Waste Management Data Base (BDO). The vast majority of our waste is generated directly from our activity as a logistics operator. It includes packaging materials, parts, and substances used to properly process orders.

We also cooperate with an external entity which, on our behalf, audits all waste recipients to review legally required decisions, permits related to waste management

and entries into the relevant registers.

We monitor the volumes of consumed packaging materials, such as cartons and fillings, as



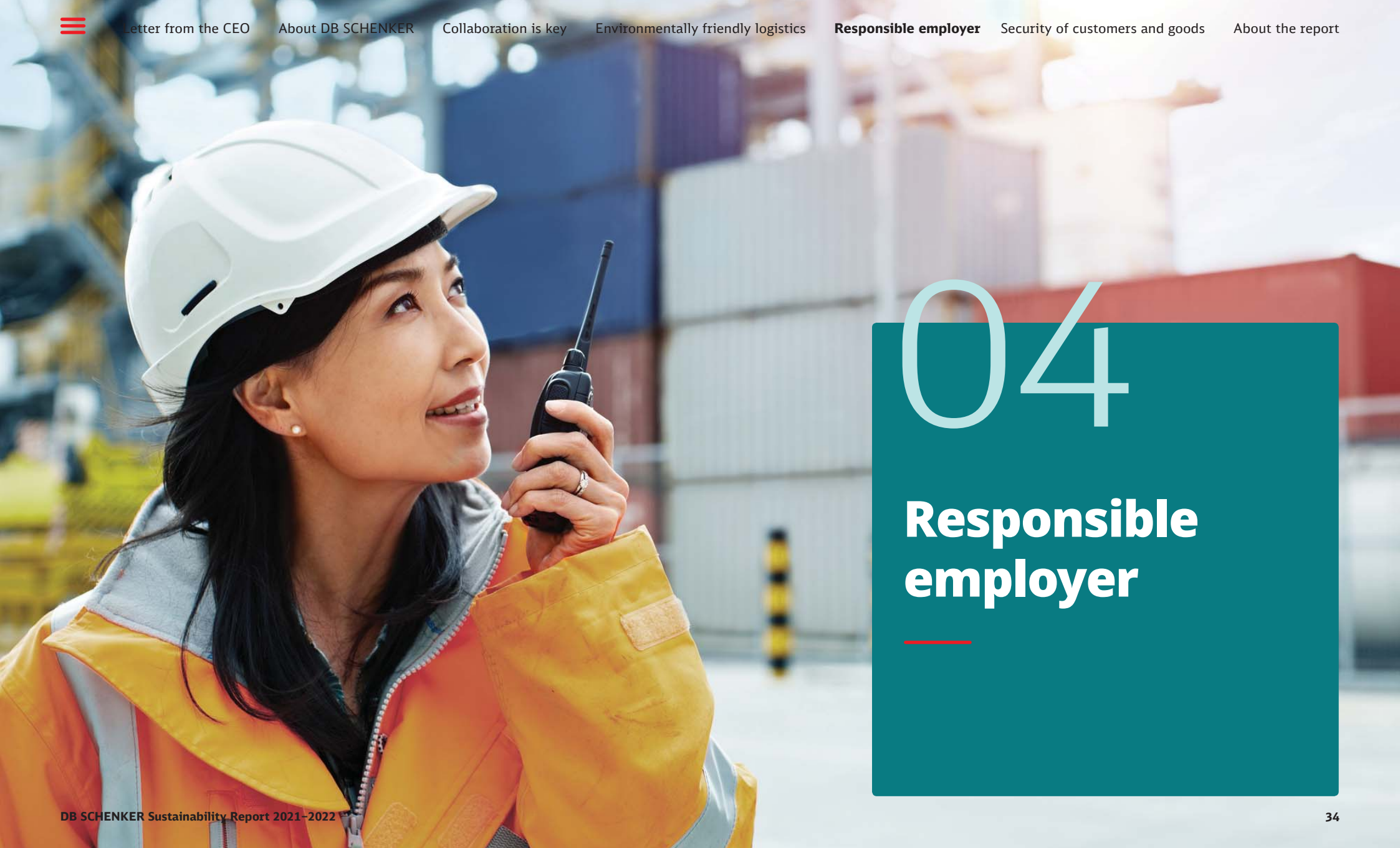
**Good practice**

For transporting shipments, we reuse wooden pallets and spacers protecting the goods. Clean pieces of stretch foil and paper that cannot be used as originally intended are given a second life as filling for cardboard shipment packaging.

well as the amount of waste we generate and the degree of recycling of, mainly, cardboard, paper, wood, plastics, and metals. **In 2021, 1,807.46 tonnes of waste was collected from DB SCHENKER, of which 82.7% was recycled. This was 1,416.61 tonnes and 86.5%, respectively, in 2022.** The remaining waste is handed over to municipal services or specialised companies for disposal.

**[306-3] Waste generated (in tonnes)**

	Paper and cardboard	Plastics	Wooden packaging	Iron, steel and metal mixtures	Sawdust, shavings, wood, offcuts, veneer, etc.	Expired or unsuitable for consumption food products	Other waste
<b>2021 year</b>	864.70	355.65	170.66	37.62	65.66	186.49	126.68
<b>2022 year</b>	725.52	250.37	192.59	0.00	13.00	127.93	107.20



# 04

## Responsible employer

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# Terms of employment

## [3-3 employees – working conditions, health and safety]

At the end of 2022, DB SCHENKER employed 2200 specialists who provide top quality service to customers. Employees are the centre of attention at DB SCHENKER; their competence, experience, and commitment ensure our success on the Polish market and win us the trust of our customers, which is priceless in the industry. Our team understands not only the challenges of everyday work in the logistics industry, but most importantly, we identify with the organisation's mission, and understand what we do each day affects the quality of life of millions of other people.



It is thanks to our employees that we can look boldly into the future. That is why we want to build strong relationships with each person we employ that will last for years and decades, not months or quarters. We clearly define career paths and promotion rules, ensure alignment between what we do and the values we stand by, and deeply care about respecting and understanding diversity. We are thrilled about the professional ambitions of our employees, and we make sure they have opportunities to improve their qualifications together with DB SCHENKER.



## [2-7] Number of employees

	2021	2022
<b>Number of employees by gender</b>		
Women	788	780
Men	1538	1399
All employees	2326	2179
<b>Employees with indefinite contracts</b>		
Women	561	585
Men	1089	1141
All employees	1650	1726
<b>Employees with fixed-term contracts</b>		
Women	227	195
Men	449	258
All employees	676	453
<b>Full-time employees</b>		
Women	777	772
Men	1531	1395
All employees	2308	2167
<b>Part-time employees</b>		
Women	11	8
Men	7	4
All employees	18	12



### [2-8]

All employees have guaranteed working hours. Our full-time employees are supported by contractors cooperating with our organisation. There were 435 such individuals in 2021, and 304 in 2022. We usually contract temporary employment agencies for work related to parcel handling in the terminal and in contract logistics processes within our warehouses. A separate group are truck drivers employed by carriers. More information about them has been presented in [Chapter 3](#).

## [401-1] New hires in the organisation in the reporting period

	2021	2022
Women	188	156
Men	360	207
<b>Total</b>	<b>548</b>	<b>363</b>
<b>Age groups</b>		
Under 30	248	184
30-50	280	163
50+	20	16
<b>Total</b>	<b>548</b>	<b>363</b>

## Share of new hires in the organisation in the reporting period

	2021	2022
Women	6.5%	5.9%
Men	12.5%	7.8%
<b>Age groups</b>		
Under 30	8.6%	6.9%
30-50	9.7%	6.1%
50+	0.7%	0.6%

### [2-30]

We want to retain talent within the organisation. That is why we offer attractive and stable employment conditions, and a unique corporate culture in a global organisation. Our employees value our offer,

and despite high competition in the industry, decide to pursue a long-term career in our organisation. There are no collective bargaining agreements in place at DB SCHENKER.

### Total number of employees who left the organisation in the reporting period

	2021	2022
Women	204	149
Men	390	312
<b>Total</b>	<b>594</b>	<b>461</b>
Under 30	237	168
30–50	314	261
50+	43	32
<b>Total</b>	<b>594</b>	<b>461</b>

### Employee turnover in the reporting period

	2021	2022
Women	7.1%	5.6%
Men	13.5%	11.7%
Under 30	8.2%	6.3%
30–50	10.9%	9.8%
50+	1.5%	1.2%



#### [404-2]

Employee development is an integral aspect of development for DB SCHENKER in Poland. We have prepared a range of training courses tailored to various roles, different experiences and diverse needs of employees.

– **Onboarding for managers** – training supporting the development of soft and hard skills. 18 topics are

covered during the three-month training package. We organise three editions of the training throughout the year.

– **DB SCHENKER Academy** – training for managers with at least one year of experience in the company. Eight training topics covered throughout the year. The training focuses on soft managerial skills.

– **Mentoring** – an annual programme for a group of volunteers. The training focuses on the development of competences selected by the participants.

– **Dedicated programmes available on the e-learning platform** that support the development of expert competences.

– **Lean training and workshops**



We also offer co-financing of studies, learning foreign languages and external courses.



**[404-3]** We know that our customers expect the highest quality of services when choosing DB SCHENKER. Therefore, we regularly evaluate our employees to check whether they achieve their goals and act on our organisation's values. All employees are subject to evaluation, regardless of their level, role, seniority, or function. The process is carried out both locally, in Poland, and globally, at the corporate level, and also involves a review of the employees' professional aspirations.

A 360-degree evaluation also supports employee development. This method allows comparing your self-review with reviews made by other people in the organisation. The results allow to identify strengths and areas of improvement. They also illustrate the significance of individual competencies in the given role. All this makes it possible for a person to draw up a realistic development plan.

**[404-1] Average hours of training a year per employee**

	2021	2022
Women	2	1.7
Men	1.2	1.5

**[2-19] [2-20]**

At DB SCHENKER, we have implemented a Remuneration Policy that is aligned with the goals and assumptions of the global DB SCHENKER policy and the provisions of local law.

Remuneration rules:

- The employees' individual remunerations are benchmarked against the market medians drawn from industry and country-specific remuneration reports (individual remuneration should fall within the remuneration ranges of not less than 80% and not more than 120% of the market median, which are communicated to employees and annexed to the remuneration regulations).
- How much the salary increases depends on the results of the annual performance review (top performers will have salaries raised by a higher amount).



**Good practice**

Senior managers and the Board are also assigned targets for economic, environmental and people impact. These are cascaded to middle managers and other employees. In accordance with the Remuneration Policy, to what extent these are met determines the amount of basic remuneration and bonuses.

- Salary reviews are conducted twice a year: in March for all roles, and additionally in July for blue-collar workers.
- Proposals regarding individual changes in remuneration are planned by line managers, who make decisions based on the received financial guidelines and the remuneration policy.

process to verify whether the remuneration meets market standards and is competitive.

**Changes in remuneration ranges are consulted with trade union representatives and finally approved by the HR Policy Director and the President of the Management Board.** External consultants are also involved in the



**[401-2]**

Package of non-salary benefits complements financial remuneration. These include:

- Life and health insurance
- Private medical care for employees and their families
- Multisport cards
- Annual influenza vaccinations
- Health prevention workshops
- Co-financing of family holidays from the Social Benefits Fund
- In-kind and financial assistance in particularly difficult situations
- Flat renovation loans
- Holiday shopping vouchers

**Good practice**

Employees also have access to a benefits cafeteria. Each employee's account is credited with PLN 25 every month, once a larger amount is collected, the employee can purchase vouchers or services available on the platform.

**We found no cases of discrimination**

**[2-19]**

We also ensure employees have access to Employee Pension Plans (PPE) by covering a monthly contribution of 3% of the basic salary.

**[3-3 employees – equal opportunities] [406-1]**

We build our success based on the diversity of perspectives of our employees. That's why we care about equality, inclusion, and respect. They are crucial to create an organisational culture based on trust and a sense of belonging. DB SCHENKER's global ambition is to promote equal and fair working conditions. The ambition is cascaded onto companies in the individual markets, which include it in their HR strategies. No cases of discrimination were recorded in 2021–2022.

**Good practice**

Every year we celebrate Diversity Week. The #WeMoveTogether slogan of the campaign refers to the responsibility for building a corporate culture in which all employees have the right to be themselves. During the Diversity Week at DB SCHENKER we organised training on unconscious bias and how to counteract bias at work. The initiative closed with the 'Teams Live Event: Diversity is not only about gender' event with the participation of four speakers who shared their experiences and solutions for building an inclusive team.



### [401-3] Parental leave

#### Total number of employees entitled to parental leave in the reporting period\*

	2021	2022
Women	98	102
Men	53	67
<b>Total</b>	<b>151</b>	<b>169</b>
Total number of people who took parental leave in the reporting period		
Women	67	77
Men	2	2
<b>Total</b>	<b>69</b>	<b>74</b>
Total number of employees who returned to work after parental leave in the reporting period		
Women	42	45
Men	2	2
<b>Total</b>	<b>44</b>	<b>47</b>
Total number of employees who returned to work after parental leave and 12 months after returning to work continue to be employed in the organisation		
Women	30	38
Men	1	1
<b>Total</b>	<b>31</b>	<b>39</b>
Rate of return to work of employees who took parental leave		
Women	91.6%	90.2%
Men	100%	100%
Retention rate among employees who took parental leave		
Women	70.4%	84.4%
Men	50%	50%

At DB SCHENKER, we regularly conduct surveys among our employees to elicit feedback. In September 2022, we organised the sixth campaign involving all DB Group companies around the world. The survey is anonymous and voluntary to submit. For the first time in the history of employee satisfaction surveys, we used a fully digital approach to collecting feedback, resulting in an 86% submission rate.

The survey consisted of 44 questions divided into 10 categories:

- Customer focus and quality
- Working conditions
- My line manager
- Organisation of working time
- Questions about the DB group
- Cooperation
- Engagement
- Tasks and activities performed
- Professional development
- Communication and information

# 86%

**attendance in the employee satisfaction survey in Poland**

The overall engagement index of DB SCHENKER employees in Poland was 69, up by 4 points compared to the 2020 edition. The best feedback was received for working conditions, customer focus and quality, my line manager and work time management. The worst performing areas were professional development, and communication and information.

\*Persons entitled to use parental leave at DB SCHENKER in Poland are employees who have submitted an application for maternity leave or parental leave, or have submitted a declaration of intention or lack of intention to use the rights arising from Art. 188 and art. 178 §2 KP (1) (the Labor Code) and at the same time raise a child up to the age of 6.

Discrimination fundamentally contradicts DB SCHENKER's core values. Every employee knows that the company absolutely prohibits any form of discrimination based on origin, gender, beliefs, or preferences. This is clearly stated in our Code of Ethics. **In 2021–2022 we did not record a single case of discrimination.**

The ban on discrimination goes hand in hand with our support for diversity. We promote a work environment that fosters respect and optimal use of the potential that lies in the differences between employees.



### Percentage of employees in the following diversity categories – gender

	2021	2022
<b>Middle management</b>		
Women	36%	32%
Men	64%	68%
<b>Skilled and unskilled employees</b>		
Women	34%	36%
Men	66%	64%
<b>White-collar workers</b>		
Women	52%	53%
Men	48%	47%
<b>Blue-collar workers</b>		
Women	4%	5%
Men	96%	95%

### [405-1] Composition of governance bodies and employees by gender, age group, minority or other indicators of diversity

	2021	2022
Women	11%	11%
Men	89%	89%
Under 30	0%	0%
30–50	56%	56%
50+	33%	33%

### [405-2] The ratio of total salary of women to men, by level

	2021	2022
Middle management	100%	93%
Skilled and unskilled employees	103%	104%

### The ratio of basic salary of women to men, by level

	2021	2022
Middle management	101%	94%
Skilled and unskilled employees	103%	104%





# Safe working conditions

[3-3 employees – working conditions, health and safety] [403-1]

Working at DB SCHENKER is safe, and employee safety has always been the utmost priority in our organisation. We have introduced unprecedented health and safety solutions on the market, trained all employees and constantly refresh their knowledge about how to work safely, reminding them that it is not only about regulations but, most importantly, health and life. In line with our safety culture, all employees are responsible for the safety of themselves and their colleagues.

## Our Safety Goals

# ZERO

**tolerance for accidents at work (i.e. a complete elimination of accidents, with a special focus on risks related to internal hand and mechanised transport as well as falls and slips). This applies both to our employees and subcontractors.**

# ZERO

**excess of the maximum acceptable concentrations and intensities (NDSiN) of harmful factors at work stations and ongoing monitoring of the current measurements of conditions prevailing at work stations.**

We manage safety in a comprehensive manner, based on the Integrated Quality, Environment and Work Safety Management System and occupational health and safety guidelines included, among all, in Workplace and Environmental Improvement Plans. The plans detail the rules that need to be strictly followed in the workplace. **In 2020, we implemented the ISO 45001:2018 standard, which extended the previously applied occupational health and safety procedures, said extension including the system of risks, opportunities, and responsibility for the work safety of subcontractors.** In 2022, a supervisory

audit was conducted by the Quality Certification Centre of the Military University of Technology, which confirmed the effectiveness of the implemented Occupational Safety Management system.



### Good practice

35 DB SCHENKER units have defibrillators available, and the team has been trained to use them. In 2021, 309 employees participated in the training, and in 2022 – 191. We intend to have at least one person on every shift and in every unit who knows how to operate an AED.

**[403-3] [403-4]**

The Central Occupational Safety Team at DB SCHENKER consists of four people with occupational health and safety services licences. Additionally, each region has a Regional Coordinator for Occupational Safety and 5S, and there are also Coordinators for occupational health and safety services in the branches. Occupational safety services are also provided by external companies. Moreover, the trade union at DB SCHENKER in Poland appointed a social health and safety inspector.

**[403-2]**

We identify risks and update information on occupational health and safety threats on an ongoing basis. This process is coordinated by the Head of Occupational Safety in cooperation with the Head of Environmental Protection and Special Products Safety. Their cooperation covers, among all, detecting new threats and potentially dangerous situations as well as planning and carrying out mitigating actions. Identified threats are recorded in Occupational Risk Assessment sheets, updated every year.

The safety management system is subject to continuous revision and changes are introduced, if necessary. To prevent accidents and risky situations, we conduct periodic reviews of processes and verify our policies and procedures. The outcomes are monitored, and based on the analysis of data regarding threats, we act to improve working conditions. We issue internal procedures, new standards, warnings, recommendations and guidance, and the occupational risk assessment is updated. We also consider, among all, the results of measuring parameters in the work environment, and records of accidents and dangerous events.

**[403-7]**

We have developed and implemented procedures, instructions, and standards defining courses of action in the event of any threat situations. Accidents at work are investigated in

compliance with all applicable laws. Causes of accidents are investigated as part of post-accident procedures, which allow to plan activities in line with the hierarchy of control: technical activities first, then organisational, and human-focused activities. After incidents, we also prepare Safety Signals, which present information about the threat and outline preventive measures that should be taken to prevent recurrence.

**[403-9] [403-10]**

**In 2021 and 2022, we recorded no fatal or serious accidents or cases of occupational diseases.**

Among light injuries to employees, the most common were superficial injuries of the ankle joint, sprains, dislocations, and strains of the ankle joint, and superficial injuries of the wrist and hand.



Each employee and subcontractor may report any work-related risks to their superior or occupational health and safety staff at any time. In accordance with the Lean management policy, we follow the ‘no blame’. It is assumed that dangerous and emergency situations are due to organisational, technical and other errors beyond the control of the employee or subcontractor. We encourage employees to report dangerous incidents during their daily briefings and dedicated health and safety meetings. We have also made a special ‘Accidents’ application available for reporting any situations that may pose a threat. It is available on phones, as well as via the website and the Teams application. Anyone reporting a dangerous situation is fully protected against any retaliation.

## Health and safety figures and indicators

	2021	2022
Number of recordable work-related injuries among employees	31	31
Rate of recordable work-related injuries*	7.02	7.41
Number of serious recordable work-related injuries among employees	0	0
Rate of serious recordable work-related injuries among employees*	0	0
Number of work-related fatalities among employees	0	0
Rate of work-related fatalities among employees	0	0
The number of hours worked	4132611	3912851.18
Number of recordable work-related injuries among employees	38	28
Rate of recordable work-related injuries	n/a	n/a
The number of hours worked	n/a	n/a

\* The rate is calculated per 1,000,000 man-hours.



### Good practice

Measures implemented in response to accidents include dock traffic lights, which minimise the risk of unauthorized departure from the dock. We have also developed instructional videos for employees showing dangerous events, which are played during meetings with employees and subcontractors.

### [403-4]

Occupational health and safety issues are consulted with trade unions during quarterly sessions of the Occupational Health and Safety Committee. It consists of representatives of our company, employees, the Occupational Health and Safety Staff and the Social Labour Inspectorate. The occupational risk assessment is prepared by a team that includes representatives of both the employees and the employer. Additionally, the selection of work clothes and footwear is always consulted with trade union representatives, and their needs are considered in negotiations with suppliers. Employees also have the opportunity to be involved and submit their ideas as part of the KAIZEN programme. The best proposals for changes are selected periodically, among all, in the occupational safety area. We also organise the so-called board briefings, during which we meet with employees and discuss the previous



day's results and the current situation in terms of safety at work.

### [403-5]

All employees undergo initial and periodic occupational health and safety training required by law. We also conduct specialised and targeted training. Specialised training is provided to employees operating, among all, forklifts. Individuals who pass the final exam receive the so-called internal permission to operate the given equipment.



### Good practice

We regularly conduct the so-called single-topic lessons that focus on the recorded dangerous situations, and ways to avoid them. In each facility, we also ensure permanent access to materials and information related to occupational health and safety, which are presented, among all, on dedicated boards.





### [403-6] Selected occupational health and safety training at DB SCHENKER:



- Responsibility of the employer and team managers for safety – training for managers
- “BeHaPpy and work smart” – training in ergonomics, safety, and responsibility for forklift operators
- First aid training using defibrillators available in our facilities
- Targeted training organised after introducing changes related to health and safety (e.g. after the installation of traffic lights in the docks)
- Work ergonomics – how to move loads properly and safely
- Forklift operator academy – safety when working with a forklift, responsibility, good practices

We regularly and systematically conduct occupational health and safety audits to review safety in individual facilities. The audits result in reports that contain recommendations and good practices; other

outcomes include meetings with the heads of units, during which occupational health and safety experts present recommendations for safety-related projects.



### Good practice

Facility managers conduct eKASK audits to identify any ongoing threats in the workplace. We aim to conduct at least one audit per work shift. Since July 2021, eKASK is performed via a dedicated app available on desktops and smartphones.

# 4,596

**eKASK audits in 2021**

# 21,624

**eKASK audits in 2022**

We promote occupational health and safety awareness among our employees during annual Safety Days. In the still pandemic year of 2021, we organised, among all, an online conference and a safety knowledge quiz with attractive prizes. In 2022, we turned the Safety Day into Safety Week; some facilities organised evacuation tests and exercises in using fire extinguishers, competitions were held, and employees’ children made drawings illustrating occupational health and safety rules as seen through the eyes of the youngest.





We also care about the health of our employees, both physical and mental. Every year, we conduct training to help manage emotions, and organise sports tournaments that are popular among employees.

To encourage employees to take care of their health, we offer access to Worksmile, a platform of benefits that helps, among all, take proper care of your physical condition and live a healthy lifestyle. Employees can share their sports achievements and receive kudos (praise), which are converted into points that they can redeem on the platform.



**Good practice**

Throughout November 2022, we encouraged all our employees to discuss cancer prevention, perform examinations and... grow a mustache. Across all 13 DB SCHENKER warehouses in Poland we organised the „Zrób to dla jaj. Zapuść wąsy i zapisz się na badania” [play on words: Mind your testicles. Grow a moustache and schedule an appointment for medical tests] cancer awareness campaign. In specially arranged space, we organised ultrasound tests of the testicles and test of PSA antigen level in the blood to prevent of testicular and prostate cancer. A total of 230 employees were tested. **Interest in testing was further fuelled by a competition for the Most Interesting Mustache** in Contract Logistics for everyone employed in the organisation. It involved growing a mustache in any style and posting a photo in a Worksmile group.

**Activity of DB SCHENKER employees in 2021**



In 2020, we launched the Healthy Challenge programme, which continues until now. Employees have access to materials on how to take care of their health at work. There are also instructional videos available on the intranet with exercises that reduce muscle pain, strengthen abdominal muscles, and help address discopathy.

Before the holiday season, we reminded all employees about the harmful effects of drinking and driving. We made a video prepared by Diaego and the UN Institute for Research and Training available to the team, which presents the true story of a professional driver and the consequences he faced after being arrested for driving intoxicated.

A short survey was conducted after the film, and employees could receive a certificate of completion of the Each permille is too much training.



**[403-8] Workers covered by an occupational health and safety management system**

	2021	2022
Number of employees covered by the occupational health and safety system	2420	2293
Share of employees covered by the occupational health and safety system	100%	100%
Number of people who are not employees but whose job or workplace is controlled by DB Schenker, and who are covered by the occupational health and safety system	3760	2816
Share of people who are not employees but whose job or workplace is controlled by DB Schenker, and who are covered by the occupational health and safety system	100%	100%





# 05

## Security of customers and goods

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### [3-3 service quality and security]

The security of goods at DB SCHENKER is one of the basic values that drive the quality of services provided to our customers. An appropriate level of security is crucial to ensuring the protection of employees and company property, as well as maintaining continuity of operations. Therefore, DB SCHENKER has security policies and standards in place:

- Facility security standards ensure appropriate protection measures in warehouses, distribution centres and other facilities where we handle our customers' goods. They span security (including fencing, monitoring, protection), access control, alarm systems, lighting, fire protection systems, and emergency procedures.
- TAPA (Transported Asset Protection Association) certification confirms that operational facilities meet



the requirements of TAPA C certification, or TAPA A in the case of key clients. Monitored are security standards in logistics processes in terms of physical security, tracking technologies, monitoring, and risk management.

- Technical security systems, which are a key element of oversight and ensure adequate security. All our facilities have advanced security systems in place (CCTV, ACC, SSWiN, SAP), as well as staff properly trained to respond to all incidents. In the event of a violation of the law, we have procedures for reporting incidents and cooperating with the appropriate services.
- Risk monitoring and analysis is performed regularly, which is key for continuous process improvement and ensuring the highest quality of services. Potential threats are identified and evaluated

and, if necessary, appropriate solutions are implemented.

- Measure securing shipments at DB SCHENKER include anti-theft protection of vehicles, real-time cargo monitoring (GPS and, for selected customers, temperature monitoring), and safe route selection.

All DB SCHENKER employees and subcontractors undergo security training and know the right procedures. This allows them to respond to emergencies and avoid threats to their personal safety and the security of goods entrusted to us.



### Good practice

We encourage each customer to follow the Packing Manual, which clearly presents the minimum standards that need to be met to avoid the risk of damage to shipments or injury of individuals responsible for handling them. The document provides detailed information about the maximum dimensions and weight of shipments, essential principles of proper packaging of goods, accepted types of pallets and unit load, and the best methods to protect and secure packaging.



## CARE programme

Each of our customers, regardless of the number of shipments sent, their size and weight, expects us to safely deliver their order to the right address and at the right time. **To address this, we are running our CARE programme throughout the organisation, whose purpose is to prevent any incidents during the transport of shipments.**

CARE programme:

- **Guidelines for proper preparation of shipments for transport.** We have prepared clear instructions for customers on how to secure their shipments, the acceptable shapes, sizes and weights, and what labels the shipment should have.
- **Identification and repair of damaged packaging.** DB SCHENKER offers full support in assessing the suitability of packaging for

transport. We proactively flag when an incident may occur and have clear suggestions for solutions.

- **Guidelines for employees on preventing damage and exercising care when handling shipments.** We follow detailed rules of handling, loading, and stacking of goods whenever we handle shipments. We have a loss prevention standard in place, and mitigate the risk of cargo damage and delays.

CARE also enables us to continuously improve processes in the organisation. We record information about every transport-related incident or event that could cause one. By analysing this information, we can implement remedial actions to minimise the risk of similar situations occurring in the future. We also regularly verify whether the implemented solutions are effective.



### Good practice

An ADR advisor, along with a group of several dozen ADR specialists, oversees safety and helps customers properly handle dangerous goods and chemicals. Our drivers receive appropriate training in this respect. A SQAS certificate (Safety and Quality Testing and Assessment System) for trade in chemicals confirms that DB SCHENKER meets the requirements for ADR handling. We also have a Good Distribution Practices (GDP) certificate for organisation of the transport of pharmaceutical products.





## Cybersecurity

### [3-3 service quality and security]

The security of shipments includes the security of their data. At DB SCHENKER, we naturally have access to the data of both our customers and the recipients. We process all this information in line with the applicable regulations and strictly comply with the highest corporate standards.

To protect data, we use the latest IT technologies that effectively prevent its unauthorized use, modification, and loss. Thanks to centralised IT services and a global computing cloud, we guarantee the stability of IT systems. Central information security management ensures data integrity and mitigates the risk of access by unauthorized actors.

For over 20 years, we have been building our information security based on ISO/IEC 27001 certification standards, ensuring adequate protection

of personal data, information constituting intellectual property, financial information and other data entrusted to us by our customers. We investigate each data security incident as they occur and follow the right procedures. Quick analysis allows us to implement potential new security measures.



### Good practice

Cybersecurity training is mandatory for every person starting work at DB SCHENKER. We update and consolidate knowledge acquired during onboarding courses every year by organising refresher training.



### The Global IT Security Competence Centre in the Warsaw tech hub is responsible for implementing and enforcing information security procedures at DB SCHENKER globally.

#### Members of this team handle various issues, including:

- Risk analysis of applications and IT systems
- Reviewing security of internal and external infrastructure (Red-Teaming) in the DB SCHENKER Group
- Developing policies and standards regarding IT security within the Group, monitoring their enforcement and checking the level of IT security knowledge of the company's employees
- Running the Vulnerability Management programme and penetration tests
- Administrating a global IT Security training programme for our employees.

### [418-1]

We identified a total of eight data breaches in 2021-2022. Seven cases did not result in a risk of violating the rights or freedoms of natural persons - therefore, there was no need to report the incidents to the supervisory authority. In one case, due to the high risk of violating the rights and freedoms of natural persons, the supervisory authority was notified about it but did not initiate proceedings. We have also not recorded any complaints from external institutions or the regulator regarding personal data protection. During this time, we conducted six internal investigations to improve processes and prevent similar events.



## Customer satisfaction survey

What we do in terms of physical security of shipments and cybersecurity of customer data has a direct impact on the customers' satisfaction with DB SCHENKER services and trust in our company.

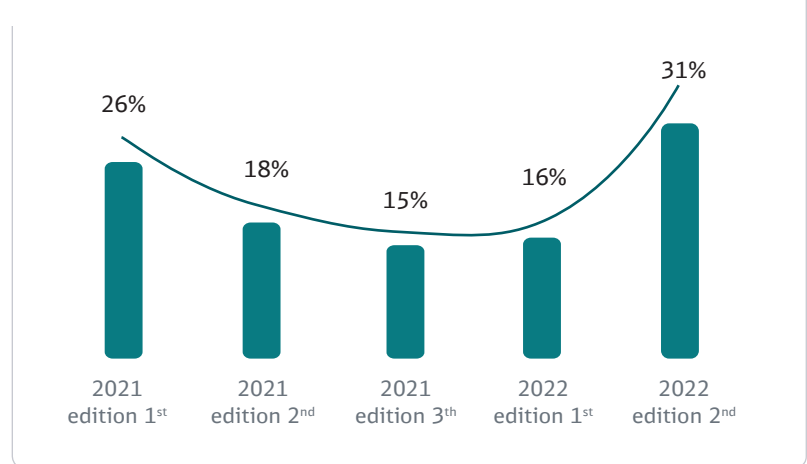
[own indicator: NPS survey results]

**To be able to track the effectiveness of our activities, we regularly survey the satisfaction with our services of the recipients – our clients' customers.**

We use Net Promoter Score (NPS) methodology to examine how willing the recipient of the shipment would be to recommend DB SCHENKER to a friend. Depending on the answer on a scale from 0 to 10, respondents are divided into promoters of our services, neutral customers and detractors. The NPS score is the result obtained by subtracting the percentage of detractors from the percentage



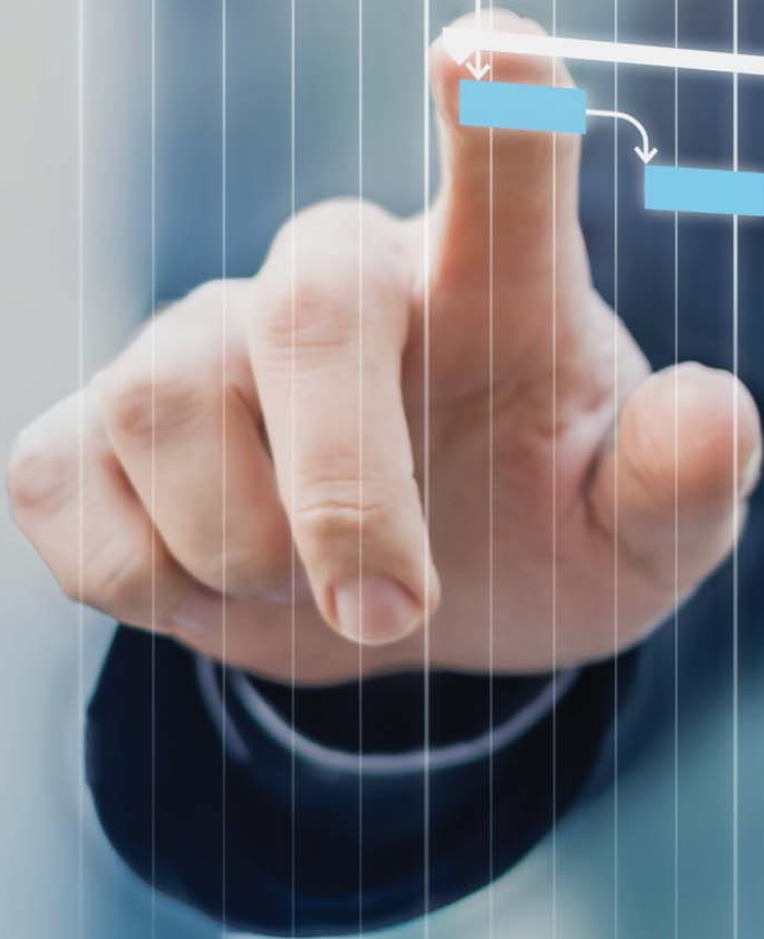
### NPS Overall Results 2021-2022



of promoters. Insights from NPS research are grouped into 4 categories:

- Processes and organisation
- Quality and timely delivery
- Communication
- Human factors

Many factors influenced the recipients' opinion about the shipments, for instance insufficient number of drivers on the market, limited availability of containers in sea freight, changes in shipment handling between the European Union and United Kingdom, as well as disruptions in transport caused by sanctions imposed in response to the war in Ukraine.



# 06

## About the report





**[2-1] [2-2]**

The ESG report covers the activities of Schenker Sp. z o. o. (using the name DB SCHENKER in communication) with its registered office at ul. Żwirki i Wigury 16C (02-092) in Warsaw. The company operates in Poland. Being a part of the organisational structure of the global logistics operator DB SCHENKER, it belongs to the North and East Europe cluster, which, apart from the company in Poland, includes companies in Lithuania, Latvia, Estonia, Ukraine, Belarus, and Kazakhstan.

**[2-3] [2-4]**

DB SCHENKER releases reports biannually, and the first one was published in 2010. The report complies with GRI Standards 2021 and covers the period from 1 January 2021 until 31 December 2022. There were no significant changes in the size, structure, ownership, or value chain in the reporting period. The report does not contain corrections to previous years' data.

**[2-5]**

The report published on 9 October 2023 was externally audited by Bureau Veritas, which is certified on page 60.

## Process for defining material topics

**[3-1]**

DB SCHENKER carried out a process of identifying material topics in compliance with GRI standards. They compiled based on 160 responses from stakeholders: employees, customers, carriers, suppliers, industry organisations, and media representatives. Everyone was asked to assess the impact and significance of individual sustainability issues. The process also involved the analysis of topics considered material by the market, and their assessment by the advisor.



### [3-2] List of material topics



**E – Environmental**

- Climate change



**S – Social**

- Employees – working conditions, health and safety
- Employees – equal opportunities
- Business partners
- Organisation's engagement



**G – Governance**

- Corporate governance
- Service quality and security
- Economic impacts

Please address any questions you may have regarding the report or corporate social responsibility disclosures to:

**DB SCHENKER**  
**Jolanta Zwolińska, CFO**  
ul. Żwirki i Wigury 16 C,  
02-092 Warszawa  
jolanta.zwolinska@dbschenker.com





## GRI table

**GRI statement** SCHENKER Sp. z o.o. has published this report covering 01/01/2021 until 31/12/2022 in compliance with the GRI Standards

**Application of GRI 1** GRI 1: Foundation 2021

**Applicable GRI sector standards** Not applicable

GRI standard / other source	Disclosures	Location and page number	Omissions		
			Requirements (omitted)	Reasons	Explanation
<b>General disclosures</b>					
GRI 2: General disclosures 2021	2-1 Organizational details	6, 54			
	2-2 Entities included in sustainability reporting	6, 54			
	2-3 Reporting period, frequency and contact point	54			
	2-4 Restatements of information	54			
	2-5 External assurance	54, 60			
	2-6 Activities, value chain and other business relationships	6			
	2-7 Employees	36			
	2-8 Workers who are not employees	36			
	2-9 Governance structure and composition	13			
	2-10 Nomination and selection of the highest governance body	13			
	2-11 Chair of the highest governance body	13			
	2-12 Role of the highest governance body in overseeing the management of impacts	13			
	2-13 Delegation of responsibility for managing impacts	13			
	2-14 Role of the highest governance body in sustainability reporting	14			
	2-15 Conflicts of interest	11			



GRI 2: General disclosures 2021	2-16 Communication of critical concerns	14	Number of critical issues reported during the reporting period	In 2021-2022, no statistics or register was kept regarding the communication of critical issues	The Company did not keep a register of communicated critical problems due to the lack of such a legal obligation
	2-17 Collective knowledge of the highest governance body	14			
	2-18 Evaluation of the performance of the highest governance body	13			
	2-19 Remuneration policies	38, 39			
	2-20 Process to determine remuneration	38			
	2-21 Annual total compensation ratio	-	The data required by the indicator was not disclosed	The Company treats this information as confidential	The Company is not legally obliged to publish information on the ratio of the salary of the best paid person to the median remuneration of employees
	2-22 Statement on sustainable development strategy	3, 12			
	2-23 Policy commitments	9			
	2-24 Embedding policy commitments	9			
	2-25 Processes to remediate negative impacts	10			
	2-26 Mechanisms for seeking advice and raising concerns	10			
	2-27 Compliance with laws and regulations	9			
	2-28 Membership associations	21			
	2-29 Approach to stakeholder engagement	18			
2-30 Collective bargaining agreements	36				
<b>Material topics</b>					
GRI 3: Material topics 2021	3-1 Process to determine material topics	54			
	3-2 List of material topics	54			
<b>Corporate governance</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	8			





GRI 205: Anti-corruption 2016	205-2 Training about anti-corruption policies and procedures for employees and managers	10			
	205-3 Confirmed incidents of corruption and actions taken	10			
GRI 206: Anti-competitive behaviour 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	10			
<b>Economic impacts</b>					
GRI 3: Istotne Tematy 2021	3-3 Management of material topics	7			
GRI 207: Taxes 2016	207-1 Approach to tax management	15			
<b>Business partners</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	22			
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	22			
<b>Organisation's engagement</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	19			
	own indicator: number of completed volunteering projects	19			
GRI 415: Public Policy 2016	415-1 Total monetary value of financial and in-kind contributions made to political parties, politicians and other similar institutions	21			
<b>Climate change</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	26			
GRI 201: Economic performance 201	201-2 Financial implications and other risks and opportunities due to climate change	26			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	28			
	305-2 Indirect (Scope 2) GHG emissions	28			
	305-3 Other indirect (Scope 3) GHG emissions	28			



GRI 305: Emissions 2016	305-4 GHG emissions intensity	29			
	305-5 Reduction of GHG emissions	29			
GRI 302: Energy 2016	Energy consumption within the organization	31			
	302-3 Energy intensity	31			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	33			
	306-2 Management of significant waste-related impacts	33			
	306-3 Waste generated	33			
<b>Employees – working conditions, health and safety</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	35			
GRI 401: Employment 2016	401-1 Total number and rate of new employee hires and total number of employee turnover during the reporting period	36			
	401-2 Benefits provided to full-time employees	39			
	401-3 Parental leave	40			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	42			
	403-2 Hazard identification, risk assessment, and incident investigation	43			
	403-3 Occupational health services	43			
	403-4 Worker participation, consultation, and communication on occupational health and safety	43			
	403-5 Worker training on occupational health and safety	44			
	403-6 Promotion of worker health	45			
	403-7 Prevention and mitigation of occupational health and safety impacts	43			
	403-8 Workers covered by an occupational health and safety management system	47			
	403-9 Rate of work-related injuries (partially reported)	43	Rate of work-related injuries among associates and number of hours worked	The Company does not record information on the number of hours worked and does not calculate the rate of work-related injuries among associates	The Company does not collect information on the number of hours worked by associates and does not calculate the work-related injury rate among co-workers due to the lack of such a legal obligation




GRI 403: Occupational Health and Safety 2018	403-10 Rate of work-related ill health	43			
<b>Employees – equal opportunities</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	39			
GRI 404: Training and Education 2016	404-1 Hours of training per year per employee by employment structure	38			
	404-2 Programs for upgrading employee skills	37			
	404-3 Percentage of employees receiving regular performance and career development reviews, by gender and employee category	38			
GRI 405: Diversity and equal opportunity 2016	405-1 Composition of governance bodies and employees by gender, age group, minority or other indicators of diversity	41			
	405-2 The ratio of basic and total remuneration of men to women, by level	41			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	39			
<b>Service quality and security</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	49			
GRI: 418. Customer Privacy 2016	418-1 Total number of substantiated complaints concerning breaches of customer privacy and losses of customer data	51			
	own indicator: NPS survey results	52			





# External verification



**INDEPENDENT LIMITED ASSURANCE STATEMENT**  
To: The Stakeholders of Schenker Sp. z o.o.

**Introduction and objectives of work**  
Bureau Veritas Polska Sp. z o.o. (Bureau Veritas) was engaged by Schenker Sp. z o.o. to carry out independent assurance on the Selected Information presented in the Schenker Sp. z o.o. Sustainability Report 2021/2022 (the Report). This Assurance Statement applies to the related information included within the scope of work described below.

**Selected information**  
The scope of our work was limited to assurance over GRI Standards Disclosures (Consolidated set of GRI Sustainability Reporting Standards), Core option included in the Report for the period 1 January 2021 to 31 December 2022:

- GRI Standards 201: 1, 2-1 do 2-15, 2-17 do 2-20, 2-22 do 2-30, 3-1, 3-2, 3-3.
- GRI Standards 2016: 207-1, 205-2, 205-3, 206-1, 204-1, 415-1, 201-2, 305-1 do 305-5, 302-1, 302-3, 401-1, 401-2, 401-3, 403-1 do 403-8, 403-10, 404-1, 404-2, 404-3, 405-1, 405-2, 406-1, 418-1 oraz 403-9 partially
- GRI Standards 2020: 306-1, 306-2, 306-3.
- Own disclosures: Number of completed volunteering projects, NPS survey results.

Excluded from the scope of our work is any assurance of other information included in the Report.

**Reporting Criteria**  
The Selected Information needs to be read and understood together with the standards for sustainability reporting The GRI Standards 2016, 2020 and 2021 as set out at <https://www.globalereporting.org>.

**Limitations and Exclusions**  
Excluded from the scope of our work is any verification of information relating to:


- Activities outside the defined verification period;
- Positional statements (expressions of opinion, belief, aim or future intention by Schenker Sp. z o.o., and statements of future commitment).

This limited assurance engagement relies on a risk based selected sample of sustainability data and the associated limitations that this entails. The reliability of the reported data is dependent on the accuracy of metering and other production measurement arrangements employed at site level, not addressed as part of this assurance. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

**Responsibilities**  
This preparation and presentation of the Selected Information in the Report are the sole responsibility of the management of Schenker Sp. z o.o.  
Bureau Veritas was not involved in the drafting of the Report or the Reporting Criteria. Our responsibilities were to:

- obtain limited assurance about whether the Selected Information has been prepared in accordance with the Reporting Criteria;
- form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- report our conclusions to the Management of Schenker Sp. z o.o.

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**Assessment Standard**  
We performed our work in accordance with International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after December 15, 2015), issued by the International Auditing and Assurance Standards Board.

**Summary of work performed**  
As part of our independent verification, our work included:

1. Assessing the appropriateness of the Reporting Criteria for the Selected Information.
2. Conducting interviews with relevant personnel of Schenker Sp. z o.o.
3. Reviewing the data collection and consolidation processes used to compile Selected Information, including assessing assumptions made, and the data scope and reporting boundaries.
4. Reviewing documentary evidence provided by Schenker Sp. z o.o.
5. Agreeing a selection of the Selected Information to the corresponding source documentation;
6. Reviewing Schenker Sp. z o.o. systems for quantitative data aggregation and analysis.
7. Assessing the disclosure and presentation of the Selected Information to ensure consistency with assured information.

**Conclusion**  
On the basis of our methodology and the activities described above:


- Nothing has come to our attention to indicate that the Selected Information is not fairly stated in all material respects.

**Evaluation against GRI Standards**  
Bureau Veritas Polska Sp. z o.o. undertook an evaluation of The Report against the GRI Standards. This included cross checking the GRI index table against all the reference documents to provide an opinion on the self-declared GRI application level.  
Based on our work, it is our opinion that Schenker Sp. z o.o. Sustainability Report for 2021/2022 has been prepared in accordance with standards for sustainability reporting The GRI Standards, Core option.

**Statement of Independence, Integrity and Competence**  
Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety, and social accountability with over 190 years history. Its assurance team has extensive experience in conducting verification over environmental, social, ethical and health and safety information, systems and processes.  
Bureau Veritas operates a certified<sup>1</sup> Quality Management System which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.


<sup>1</sup> Certificate of Registration No. 44 100 160145 issued by TÜV NORD CERT GmbH

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Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the TIC Council<sup>2</sup>, cross the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour and high ethical standards in their day-to-day business activities.

**BUREAU VERITAS POLSKA Sp. z o.o.**  
Warsaw, October 2, 2023



Witold Długan  
Member of the Board



Artur Świątczak  
Lead Verifier

<sup>2</sup> TIC Council Compliance Code EDITION 1 December 2018

Page 3 of 3

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