



# SUSTAINABILITY QUEHENBERGER LOGISTICS 2022



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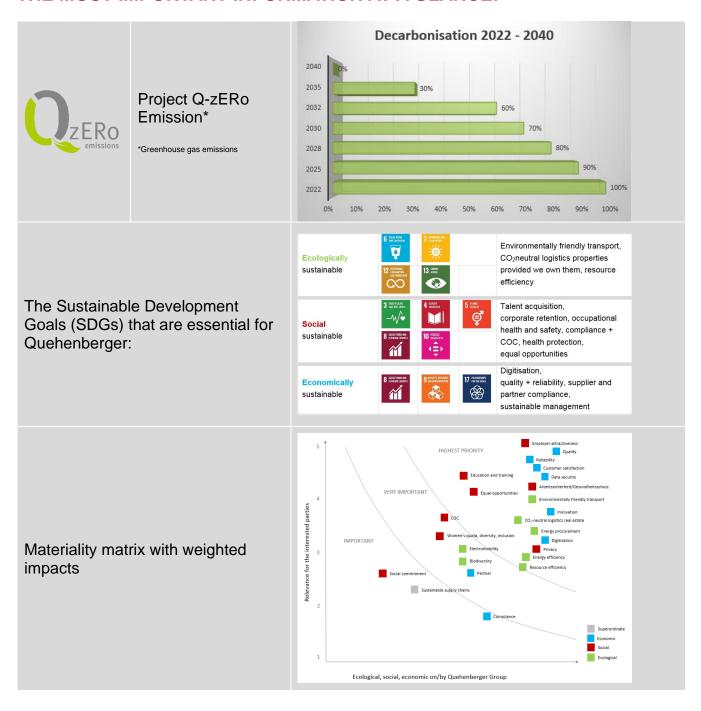
# Close to your business.



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#### THE MOST IMPORTANT INFORMATION AT A GLANCE:





Sustainability str	ategy			
1	2	3	4	5
Harmony of the three pillars Ecology, Social and Economy	Create added value and reduce CO <sub>2</sub>	Promote innovations and implement them digitally	Orientation towards the goals of the government, the	Orientation towards the Sustainable Development
			EU or the Paris Agreement	Goals

All illustrations are also included, numbered and explained directly in the sustainability report.



#### 0. General

#### 0.1. Scope of application

The scope of the Sustainability Report 2022 corresponds to the *certificates* or, where available, the annexes of the certificates ISO 9001, ISO 14001, ISO 45001/ 01,02,03, *04*, *05*, *07*, 10 - as of 31.12.2021 and is available for inspection at Sequrity GmbH at the drive under T:\QM\AQG\Nachhaltigkeitsbericht\2022\01 Anwendungsbereich Stand 221231.

#### 0.2. Report deadlines

All figures are based on a calendar year. Exceptions are explicitly mentioned for tables.

#### 0.3. Gender equality policy

In the spirit of gender mainstreaming, we would like to point out that all formulations in this report always refer to both the male and the female gender.

#### 0.4. The Executive Board



Christian Fürstaller CEO & Managing Partner



Rodolphe Schoettel
CFO & Managing Partner



Klaus Hrazdira

Figure 1: The Executive Board: from left to right Christian Fürstaller (CEO), Rodolphe Schoettel (CFO), Klaus Hrazdira (COO)

TRUST AND GOOD RELATIONSHIPS WITH CUSTOMERS, PARTNERS AND EMPLOYEES ARE OUR GREATEST SUCCESS.

Close to your business.



Quality work and a medium-sized corporate culture are what make Quehenberger companies stand out. Within the group of companies, internationally operating logistics companies are managed with a high understanding of quality.

Quehenberger Logistics is a medium-sized, owner-managed quality provider for transport management, network and contract logistics with an international focus. The quality of the service is based on the competence of the international management, the experience of long-standing employees and the flexibility of an organisation with flat hierarchies.

At Quehenberger Logistics, personal contact with customers and partners as well as mutual commitment through handshake quality are what count. As a medium-sized company, we at Quehenberger Logistics focus on those industries and regions in which we can meet our high quality standards.

Standardised products, proven industry solutions and an excellent partner landscape guarantee maximum efficiency.

Those who build and maintain relationships based on trust and partnership take their counterparts seriously and seek mutual success. We at Quehenberger Logistics live this attitude, because it has shaped our economic actions from the very beginning.



#### 0.5. Short historical review

For the second time in a row, EUR 100 million annual increase in turnover.	2022	
	2021	Turnover record over EUR 500 million.  Exceeding the warehouse space mark of 700,000 m <sup>2</sup> .
10th anniversary of the Quehenberger Logistics brand.	2020	
	2019	Exceeding the warehouse space mark of 500,000 m <sup>2</sup> .
Exceeding the warehouse space mark of 400,000 m <sup>2</sup> . Expansion of the presence in Eastern Europe to include the markets of Poland and Kazakhstan. Foundation of Quehenberger Logistics Sweden. Sale of the shares in Q Logistics GmbH to ÖBB-Holding AG. Takeover of Alpin Spedition GmbH.	2018	
	2017	Exceeding the warehouse space mark of 300,000 m <sup>2</sup> .  Opening of eight new logistics locations. Joint venture with ÖBB-Holding AG in the general cargo Austria segment - foundation of Q Logistics GmbH.
Foundation of Quehenberger Air + Ocean GmbH. Change of name from X1 EXPRESS GmbH to Quehenberger Express GmbH.	2015	
	2014	Takeover of Günter Bauer Transportgesellschaft.  Takeover of the German Transalkim Internat. Speditions  GmbH with locations in Germany, Romania, Hungary and the Netherlands.
Takeover of Logwin locations in Slovakia, Hungary, Croatia, Macedonia, Romania, Bulgaria, Serbia. Takeover of X1 EXPRESS GmbH.	2013	
	2012	AUGUSTIN Network (formerly LKW Augustin) is renamed Quehenberger Logistics.
Takeover of the business segment Road + Rail Eastern Europe and the network Austria from Logwin AG by Christian Fürstaller, Rodolphe Schoettel and Rudi Quehenberger. The company is renamed Quehenberger Logistics.	2010	
	2009	Takeover of LKW AUGUSTIN by Christian Fürstaller and Rodolphe Schoettel.
Change of name from Lausenhammer to R. Quehenberger Spedition.	1983	
	1965	Rudi Quehenberger joins the Lausenhammer Salzburg transport company.



#### 0.6. Customised solutions - Products

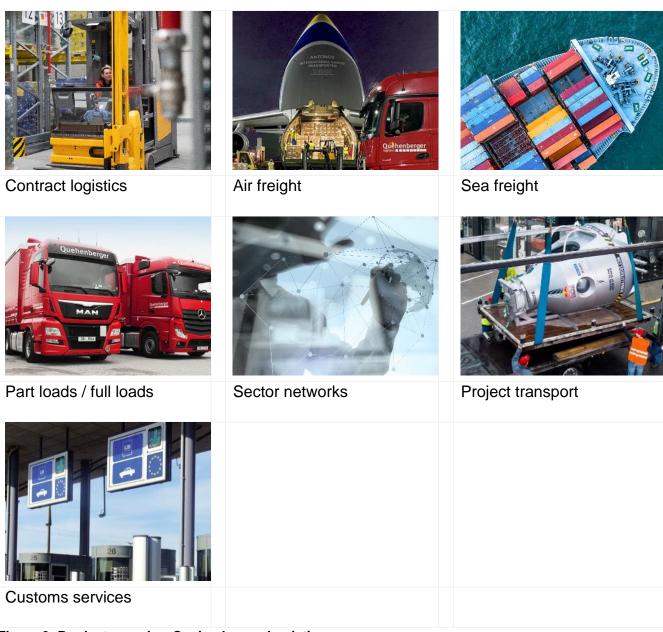


Figure 2: Product overview Quehenberger Logistics

Source: Quehenberger Logistics



PRODUCTS	Description
Contract logistics	With the services of Quehenberger Logistics, our customers benefit from a particularly high level of adaptability. Our customised solutions in the area of contract logistics not only ensure smooth processes, but also clear competitive advantages.
Air freight	Thanks to our strong global network, our customers benefit from fast and reliable door-to-door solutions. In addition, there are customised transport concepts for individual needs and customs services that ensure an uncomplicated and safe transport process.
Sea freight	With our sea freight products, we offer tailor-made options for maritime goods, special, heavy and hazardous goods transport. Systematic screening of the logistics chain and our door-to-door service ensure safe and cost-effective transport of the goods.
Part loads / full loads	With their detailed knowledge of the industry and the region, our experienced and competent employees ensure that transports are handled smoothly. We find the most efficient route for our customers' goods.
Industry networks	Customised solutions for specific requirements - that is our promise to our customers. To fulfil this, we have built up extensive, strong industry networks for retail, fashion, consumer goods and tyres over the years.
Project transport	In Central and Eastern Europe, we have experienced and well-established project connections and are therefore in a position to provide the right vehicle combinations for almost all conceivable dimensions and weights - irrespective of whether it involves continuous land transport or multimodal solutions via inland waterways.
Customs services	The customs services of Quehenberger Logistics offer you a comprehensive solution package to reduce the effort in this sector. Our experts in Central and Eastern Europe have expertise in all customs procedures and handle goods transports quickly and reliably.



#### 0.7. Our mission, vision and values

SERVICE IS PROVIDED BY PEOPLE, THAT'S WHY WE FOCUS ON PEOPLE.

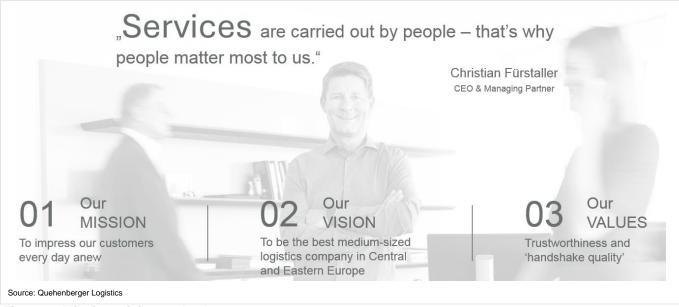


Figure 3: Mission, vision and values



#### 1. Strategy and measures



Sustainability is an integral part of our corporate strategy.

#### 1.1. Our sustainability strategy

The Executive Board has the overall responsibility for the sustainability strategy.

Sustainability is not a burden for us. It provides us with a stable basis for global competition. Even if many think that sustainability is "not an issue" in times of economic strain and additional requirements, we at Quehenberger Logistics are firmly convinced that we are on the right track with our environmental, social and economic commitment. In the course of globalisation, sustainability is becoming a central competitive factor for internationally operating companies.

The goal of entrepreneurial action is clearly and unambiguously defined. We want to make our contribution to sustainably improving the quality of people's lives and work in the long term through economic success, the constant optimisation of our services and the independent involvement of our employees.

We therefore see quality, safety and the environment as integrated and inseparable building blocks of sustainable corporate success.

We strive to make people aware of and use the positive reinforcing effects of each factor on the other two. We are aware of our environmental responsibility - that is why we are committed to active and preventive environmental protection and sustainable action.

We want more than just compliance with legal requirements.

We consider the impacts on air, water, soil and noise. The basis for the assessment is compliance with the legal requirements, the specifications required in the standards and the formulated environmental goals.



1	2	3	4	5
Harmony of the three pillars Ecology, Social and Economy	Create added value and reduce CO <sub>2</sub>	Promote innovations and implement them digitally	Orientation towards the goals of the government, the EU or the Paris Agreement	Orientation towards the Sustainable Development Goals
The aim is to bring	We create added	Innovations and	In doing so, we are	We also
environmental	value for our	creating added	guided by	incorporate the
responsibility,	customers and for	value with fewer	governmental and	Sustainable
social commitment	the company - and	resources are	supranational	Development
and economic	reduce the	essential factors	objectives such as	Goals of the
performance into	environmental	when it comes to	the climate	United Nations'
harmony.	footprint at the same	sustainable	neutrality plans of	into our
From an economic	time. This idea is at	management. We	the German	sustainability
point of view, our	the heart of the	see digitisation in	government and the	management and
actions and	sustainability	particular as an	EU or the Paris	focus on eleven of
activities can go	strategy and its	essential element	climate protection	the seventeen
beyond what is	associated goals.	in making	goals.	selected goals
required by law.		processes more		that are
		efficient and thus		particularly closely
		saving resources.		linked to our
				business areas.

Figure 4: Strategy





Within the scope of our technical and economic possibilities, we strive for continuous improvement - this is part of the environmental orientation of our company. It is therefore important to present environmental impacts transparently and to derive concrete goals and measures from them.



Quehenberger Logistics wants to achieve climate neutrality by 2040 with the "Q-zERo Emission\* " project.

\*(Greenhouse gas emissions)

We are already continuously reducing our CO<sub>2</sub> emissions by using alternative drive systems.

With our partner "GRYN", customers have the option of handling their logistics services in a climate-neutral manner in all business areas.

To ensure development, we consider the three pillars of sustainability: Ecology, Social and Economy. We are convinced that we can only be economically successful if we do so in harmony with our natural and social environment.



#### 1.2. Pillars, focus and goals for sustainable development



Figure 5: Pillar, goals and focus for sustainable development



Source: United Nations Department of Global Communications



#### 1.3. Integrated Management System IMS

Our company has implemented an integrated management system since 2001, which currently consists of ISO 9001, ISO 14001, ISO 45001, GDP, SQAS, AEO-C/S/F and currently in the development of ISO 27001.

An integrated management system is all the more successful the better the interaction and commitment of all people involved in the system are ensured. This applies to the management as well as to the Quality, Safety and Environment department, and of course to each individual employee.

Quality ISO 9001	Safety ISO 45001
Environment ISO 14001	Others AEO-C/S/F, GDP, SQAS <sup>1</sup>
Currently being set-up ISO 27001	1 SQAS assessment for renewal 2023

Figure 6: Standards by which we work

These standards help to coordinate and implement the various requirements in the areas of quality, environment, and occupational safety and health.

Energy audits in accordance with the Energy Efficiency Act are carried out at regular intervals to continuously improve energy efficiency.





# **Current standards/certifications/assessments**

Quality management	According to the international standard for quality management systems ISO 9001:2015
Environmental management	According to the international standard for environmental management systems ISO 14001:2015
Safety and health management	According to the international standard for occupational health and safety ISO 45001:2018
Good Distribution Practice (GDP)	Certificates issued explicitly for the transport sector confirm the GDP-compliant handling of transports, but not a registration in the Europe-wide central database called EudraGMDP
Safety and Quality Assessment System → Safety and Quality Assessment System (SQAS)	SQAS is a standard of the European Chemical Industry Association. It is used to assess the quality, safety and environmental compatibility of logistics providers.
Authorized Economic Operator (AEO-C/F/S)	In European Union customs law, an Authorised Economic Operator is an audited company that enjoys certain privileges.
Information Security management  Currently under development	The international standard ISO/IEC 27001 specifies the requirements for producing, implementing, operating, monitoring, maintaining and improving a documented information security management system, taking into account the risks throughout the organisation.



#### 1.4. Memberships/interest groups/influence

Quehenberger Logistics does not exert any political influence on legislative procedures. In new legislative procedures, the interests of the company and its stakeholders are represented by the relevant associations.

Our affiliations are not based on political influence, but rather on the use of concrete services such as counselling, legal assistance and networking.

There are memberships and partnerships primarily in industry-specific associations and federations, in the chambers of industry and commerce of the respective branches, and in regional business development associations. Quehenberger Logistics is not politically active in any organisation and does not make any financial donations or contributions in kind to political parties or institutions.

Our commitment to sustainability is also reflected in our membership of various projects that promote ecologically and socially responsible business practices.

#### 1.4.1. CNL

Quehenberger Logistics is a member of **CNL** (Council for Sustainable Logistics)



The focus of CNL: CNL's first focus is to develop cooperation with manufacturers of e-vehicles that meet the requirements of CNL members. Services of CNL:



	Benefit
1.	Regular information on the latest developments, innovations and technologies in the sustainable logistics sector.
2.	Preparation of ecological, social, political, legal and economic aspects.
3.	Advice on funding. Details at: http://councilnachhaltigelogistik.at/

#### 1.4.2. EcoVadis

Quehenberger Logistics is a member of EcoVadis (international platform for CSR ratings)



EcoVadis aims to improve environmental and social practices through the consistent use of global supply chains. EcoVadis operates the first collaborative platform that enables companies to measure sustainability performance across 200 sectors and 160 countries. Companies can manage risks and drive environmental innovation in their global supply chains.

We are subject to an annual assessment by EcoVadis and strive to improve through continuous development. Our customers can get an overview of our company by unlocking the scorecard.



#### 1.4.3. OA

Quehenberger Logistics is a member of the Central Association of Forwarding & Logistics



The Central Association of Forwarding & Logistics is a voluntary interest group for freight forwarders and logistics service providers with a freight forwarding concession. The central association is independent, non-partisan and transport-neutral. The association is a member of the international umbrella organisation FIATA and the European umbrella organisation CLECAT. The central association also represents the interests of its members across borders.

#### 1.4.4. BVL

Quehenberger Logistics is a member of the Federal Logistics Association (BVL) Austria and Germany



For a good four decades, BVL Austria has acted on a voluntary basis as the competence network for the benefit of the growing logistics sector.

As Austria's largest network for logistics professionals, BVL makes a significant contribution to the further development and practical application of logistics. The aim of the BVL is to provide a neutral platform to ensure an interdisciplinary exchange of experience between practice, science and teaching. The focus is on knowledge transfer and awareness raising for industry concerns.



#### 1.4.5. IA

Quehenberger Logistics is a member of the Federation of Austrian Industry (Industrialists' Association - IA)



The Federation of Austrian Industry, or Industrialists' Association (IA) for short, sees itself both as an interest group at Austrian and European level and as a service organisation for its approximately 4,200 members. Unlike the chambers, membership is on a voluntary basis.



#### 2. Materiality



The topics identified as relevant were assigned to the three areas of ecology, social affairs and economy and arranged in the materiality matrix according to their importance for Quehenberger Logistics and their impact on society.

There is a continuous dialogue with the stakeholders. This dialogue is used to perceive important trends and developments in society and in the business units - and to take them into account when shaping corporate responsibility.

#### 2.1. Stakeholders

Our stakeholders are all those interested parties who act in the context of our company and thus influence it to a greater or lesser extent. In the joint cooperation of all parties involved, we are personal, direct, passionate about service, loyal and goal-oriented. These characteristics are in line with our brand values. We define the following groups of stakeholders:

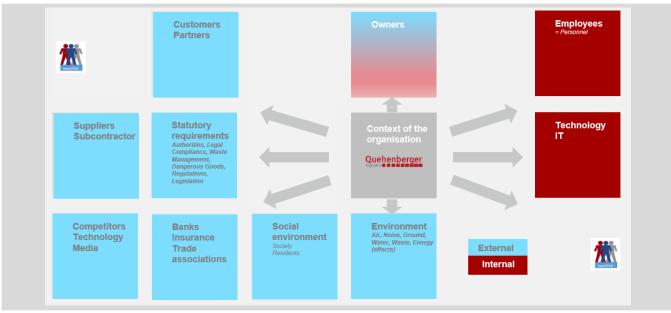


Figure 7: Interested parties of Quehenberger Logistics



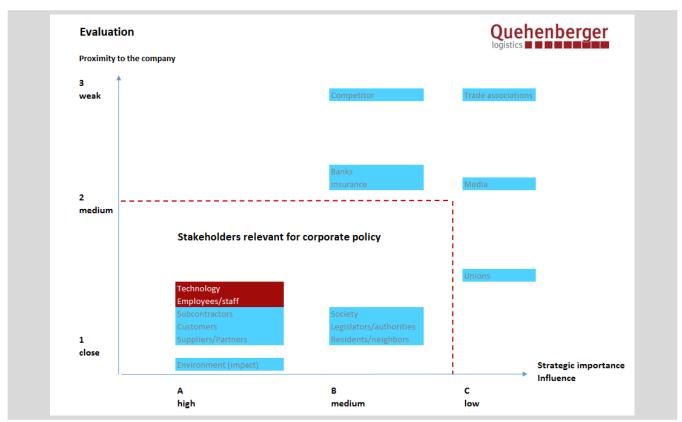


Figure 8: Related parties of strategic importance interested in Quehenberger Logistics



#### Communication with stakeholders

We use different media as a means of communication.

Employees	Customers
Intranet	Customer magazine
Email-Newsletter	Satisfaction survey
Employee newspaper	Personal conversations
Satisfaction survey	
eLearning	Occupational physician
Personal interviews with all managers	Working committee meeting
Personal interviews with all employees	
Authority Offices	Logistics/forwarding partner
Trade Office: General information	Partner Review Meeting
BH: administrative penal matters	
Building office: construction matters	Public
Tax office: questions / concerns about financial issues	Advertising presence
AMS: recruitment subsidies, calls for tenders	Social Media
Chamber of Commerce: legal information, postings,	
apprenticeship subsidies	
Chamber of labor: clarification, information, inquiries	

Figure 9: Internal and external communication

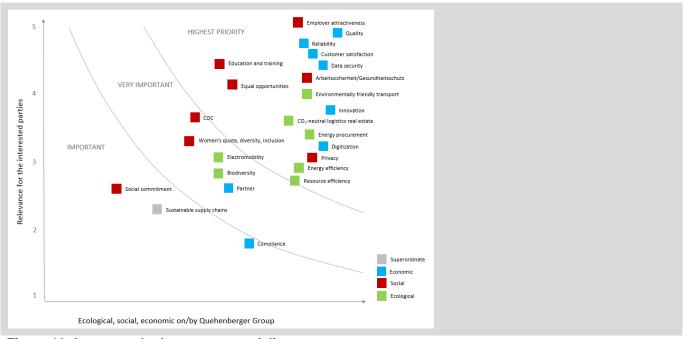


Figure 10: Impact and relevance - materiality



#### 2.2. Risks and opportunities

Excerpt from the documentation "Risk matrix - total context and aspects

#### **Ecological**

In the area of ecology, the emission of CO<sub>2</sub>, noise and particulate matter is a significant negative aspect, especially in the case of the company's own vehicle fleet. It is therefore very important to Quehenberger to reduce emissions as far as possible.

Experts are trained (e.g. dangerous goods safety advisors) and all employees involved are trained in the area of dangerous goods/substances. A continuous improvement process is practised here in the event of deviations.

Quehenberger has been environmentally certified according to ISO 14001 since 2001 and is continuously working on reducing emissions. For example, the entire fleet has been converted to the Euro VI standard and regular driver training courses are held in fleet management to promote fuelefficient driving. Furthermore, investments are being made in alternative drive technologies.

Our customers are also offered compensation for transport emissions where these cannot be avoided. The logistics locations are gradually being equipped with energy-efficient technology such as LED conversion or photovoltaic systems.

#### Social

Another risk is demographic change, which is accompanied by an acute shortage of skilled workers throughout the logistics industry. Through a strong employee orientation and other instruments, Quehenberger tries to retain its employees, which should lead to less fluctuation. Employee orientation, employee development and employer branding are also being continuously expanded.

The risk to staff health posed by the coronavirus was addressed early on by setting up the task force. The first warnings were taken very seriously and important steps were already decided on in February 2020. In March 2020, a pandemic plan valid for the entire company place was in corresponding hygiene regulations were defined. The protective measures were continuously reviewed, regularly adapted to developments and communicated continuously. In this way, planned and consistent action made a decisive contribution to the protection employees during the pandemic, while at the same time maintaining the smooth running of processes.

The task force is rolled out to all thematic areas when necessary, and is considered the central **crisis** management unit.

**Diversity** plays a big role in an industry with many nationalities. Therefore, the topic of diversity as well as integrity is very important.

#### **Economic**

Overall economic risks for the Quehenberger Group are industry-related issues such as rising crude oil, fuel and heating oil prices, increased taxes or transport-related levies for transport services.

**Economic risks** are the continuing competitive pressure or a possible recession due to the war in Ukraine.

The **supply bottlenecks** for central preliminary products in industry have also had an impact on the logistics sector. There were fluctuations in volumes, especially in the automotive logistics sector.

The overall long delivery times could also make business operations difficult in future.

Sanctions against Russia and the war between Russia and Ukraine.

Increasing danger of a **blackout**, which, depending on its length, would result in a corresponding threat to operations.



Continuous risk controlling and a risk-based approach tailored to the company are important for the early identification of potential hazards.





The responsible managers of the business units are regularly informed about identified risks and the defined measures. A special focus is placed on such risks that result from strategic decisions and could endanger the company's existence.

This also requires making the workforce aware through training, information, example by managers, etc.

It is also of utmost importance that the business activity does not pose any risks to people, the environment or society.



#### 3. Ecologically sustainable

As a responsible and forward-thinking company, it is important to us to play our part in environmentally friendly logistics. Especially in our industry, it is a big challenge to act sustainably.

Pollutant emissions, resource consumption and environmentally friendly disposal are issues we deal with every day.

With our economic activities, we strive for a development which

"meets present needs without risking that future generations will not be able to meet their own needs in the same way".1

Christian Fürstaller

**CEO & Managing Partner** 

1 source: Definition from 1987, Brundtland Report of the United Nations



That is why the vehicle fleet is the focus of our analysis. We control our fuel consumption and the resulting emissions. Reducing greenhouse gas emissions and air pollutants is our greatest challenge. We are proud to have gained efficiency in this area again this year and strive to continue to maintain and improve this high level.

When analysing the ecological environmental impact or the consumption of natural resources, we look at the following core indicators: Emissions, energy, water, materials, and waste.



## 3.1. Targets for the reduction of the corp. carbon footprint (CCF)



Quehenberger Logistics has set itself the goal of being climate-neutral by the year 2040 with the Q-zERo project. In the medium term, the company aims to reduce a total of 65% of CO<sub>2</sub> emissions from the 2022 base year by 2030.

In addition to the defined goals in the areas of ecology, social and economy, Quehenberger prioritises ecological goals as follows:

# ENVIRONMENTALLY FRIENDLY TRANSPORT

Increase the share of alternative drive systems in the truck fleet and in international transport.

# CO<sub>2</sub>-NEUTRAL LOGISTICS REAL ESTATE

Build new buildings (owned) in a CO<sub>2</sub>-neutral or climate-positive way.

Conversion to LED lighting in existing properties.

Expansion of photovoltaic systems.

#### RESOURCE EFFICIENCY

Conscious use of resources through sustainable procurement.



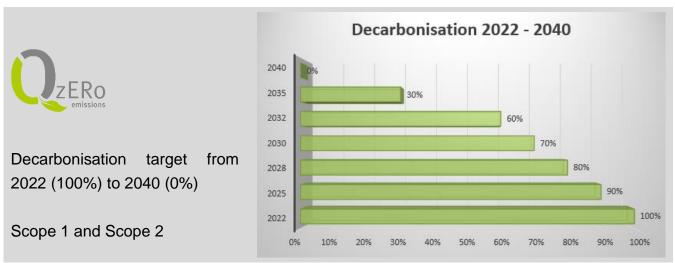


Figure 11: Q-zERo emissions and decarbonisation by 2040



For the **year 2023**, Quehenberger Logistics has set itself the following goals in order to make a significant "negative" contribution to global warming:

Source: United Nations Department of Global Communications

INCREASED USE OF ALTERNATIVE DRIVE TECHNOLOGY	DIESEL REDUCTION IN THEIR OWN TRUCK FLEET
Increase in alternative drive engines on a 2022 basis	Reduce diesel consumption in own truck fleet by 1% per cent (I/100 km) based on 2022
INCREASING ENERGY EFFICIENCY	USE OF A HIGHER SHARE OF EURO VI SUBCONTRACTORS
Implementation of energy efficiency measures in the branches	Increase of the Euro VI share to 90% on the basis of 2022



#### 3.2. Environmental indicators: climate-relevant direct GHG emissions scope 1

#### 3.2.1. Explanation of scope 1

#### Scope 1



Scope 1 emissions are emissions from sources for which Quehenberger Logistics is directly responsible or in direct control. These include emissions from energy sources at the sites, such as **natural gas and fuels (oil, wood chips, etc.) coolants,** as well as emissions from the operation of boilers and furnaces for which we are responsible or in control. Scope 1 also includes **emissions from the company's own vehicle fleet (e.g. cars, trucks, delivery vans, etc.)** 

#### 3.2.2. Truck fleet direct CO<sub>2</sub> emissions: Figures and data

Carbon dioxide is the world's most common greenhouse gas (GHG) released by combustion processes and is therefore a major contributor to global warming. Through measures that are economically and ecologically compatible, we always strive to reduce CO<sub>2</sub> emissions.

Our vehicles are stationed at the two fleet locations in Austria and the Czech Republic. Emissions refer to the emissions generated by these vehicles internationally.

Bases of	A conventional diesel internal combustion engine emits 2,443 kg of direct
calculation:	CO2 equivalent emissions per litre. Biodiesel, on the other hand, only emits
	0.033 kg/l (according to the Austrian Federal Environment Agency).



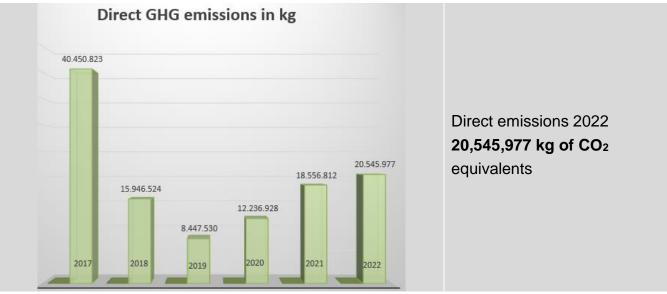


Figure 12: Direct greenhouse gas emissions of truck fleet in kg of CO2 equivalents

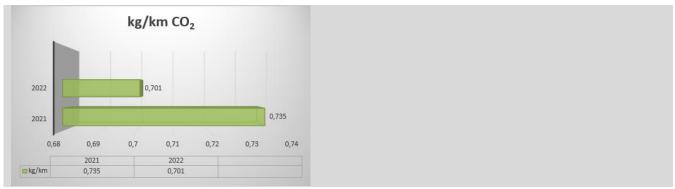


Figure 13: Direct greenhouse gas emissions of truck fleet in kg of CO2 equivalents per km



Savings in direct CO<sub>2</sub> equivalents in 2022 through the use of the latest technologies: **876,294 kg CO<sub>2</sub>** 

(Is the difference between 0.735  $\rightarrow$  0.701  $\mbox{^{\star}}$  Total km driven 29,327,130)



## 3.2.3. Company vehicles car emissions direct CO2equivalents: Figures and data

Calculationbases:	Kilometres travelled / 1000 * 324 kg (source: my climate calculator)
-------------------	--

789,469 kg CO <sub>2</sub>	1,063,492 kg CO <sub>2</sub>
2,436,633 km	3,282,382 km
168,615.00 I diesel	208,670.25 I diesel
2022 Values for EE	2022 Values for AT/DE

Figure 14: Passenger cars 2022 direct emissions of CO<sub>2</sub> equivalents



# Savings in 2022

due to exchange of diesel for e-vehicles see point 3.3.5. in the Sustainability Report

<b></b>	2023	Replacement of one third of the truck fleet Approx. 80 trucks to latest Euro standards
	measure:	Further replacement of diesel cars with electric cars
		Use of a further 2 e-trucks



## 3.2.4. Natural gas, heating oil, wood chips: Figures and data

13,89 kWh/kg 0,73 kg/m3 2,72 kg CO<sub>2</sub> /m3 Formula: ((kwh/kwh per kg) / kg per m3) \* kg  $CO_2$  per m3 The values were considered and 11,89 kWh/kg Bases of calculation: calculated separately in the individual Heating oil: evaluations on the basis of branch (Austrian Federal Environment Agency)  $3,31 \text{ kg CO}_2/\text{I}$ office and energy source. Formula: ((kwh/kwh per kg) / kg per I) \* kg CO<sub>2</sub> per IWood chips: 0,45 kg CO<sub>2</sub> per kWh 1050 kWh/m3

Branch:	Total 2021	Total 2022
Natural gas, crude oil, wood chips AT	1.166.042	1.222.700
Natural gas, crude oil, wood chips EE	1.013.007	934.550
Total:	2.179.049	2.157.250

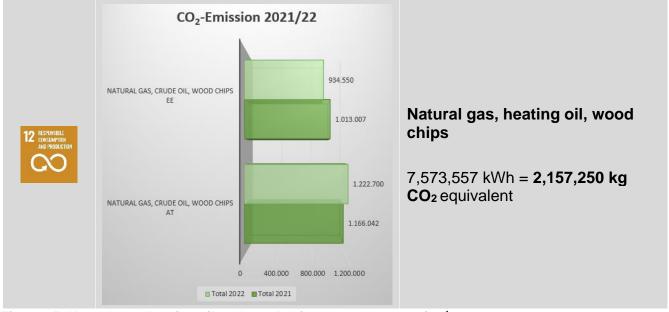


Figure 15: Natural gas, heating oil and wood chips: 2022 consumption<sup>1</sup>

\_

<sup>&</sup>lt;sup>1</sup> Not complete (energy consumption often included in rental price)



#### 3.2.5. Facts and measures

In addition to emissions from combustion in the engine, emissions also arise from the extraction, production and transport of fuels. This year we are also looking at greenhouse gases on a well-to-wheel scale, i.e. from extraction to combustion in the engine. Here we take into account the emissions from the cultivation, production and transport of the biodiesel. In 2022, these total emissions (direct scope 1 and indirect scope 3) from our own truck fleet activities comprised 26,734 tonnes.

Our vehicles are stationed at the two fleet locations in Austria and the Czech Republic. Emissions refer to the emissions generated by these vehicles internationally.

#### 3.2.6. NO<sub>x</sub> emissions: Figures and data

Explanation: Nitrogen oxides NO<sub>X</sub> (nitrogen monoxide (NO) and nitrogen dioxide (NO<sub>2</sub>) are mainly produced as unwanted by-products during the combustion of combustibles and fuels at high temperature. The biggest polluter by far is traffic.

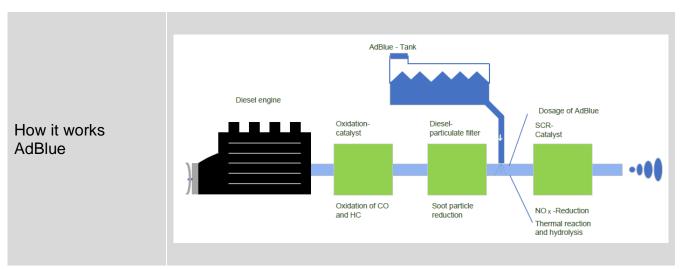


Figure 16: Schematic representation of how AdBlue works

Source: Quehenberger Logistics



AdBlue is carried in an extra tank in the vehicle and injected into the exhaust gas stream. Under the effect of heat, ammonia is produced, which in turn reacts with the nitrogen oxides, which are converted into harmless nitrogen and water vapour in an SCR catalytic converter (SCR = selective catalytic reduction). The reduction in nitrogen emissions is up to 90 per cent.

#### 3.2.7. Facts and measures

In order to keep pollutant emissions as low as possible, we always update the vehicles in our own fleet in Austria and the Czech Republic to the latest state of the art. For this purpose, one third of the fleet is replaced by new vehicles every year. In this way, we guarantee an extremely modern fleet of vehicles in accordance with the latest Euro classes.



The Euro classes define the maximum permissible emission values of air pollutants. Since the introduction of the Euro VI emissions class (2013), special NO<sub>x</sub> exhaust gas aftertreatment systems (SCR catalytic converters) have been used on heavy commercial vehicles. The NO<sub>x</sub> emissions of the vehicles could thus be massively reduced.

Figure 17: Euro VI in use

Source: Quehenberger Logistics



	Euro Class	2019	2020	2021	2022
	Euro VI	47	-	-	0
	Euro VI c	193	151	117	89
ZERO	Euro VI d	-	43	113	107
emissions	Euro VI e	0	0	0	26
	Total	240	194	230	222

Figure 18: Number of vehicles in own fleet (located only in Austria/Czech Republic) by Euro classes

Over the last five years, we have been able to improve continuously, so that from 2020 to 2022 we have been operating exclusively with vehicles in Euro classes VI. The vehicle fleet, i.e. the number of trucks, has remained more or less the same since 2019.

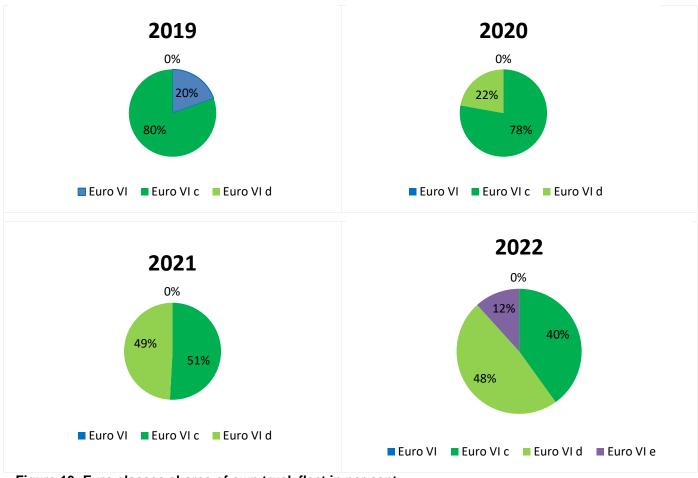


Figure 19: Euro classes shares of own truck fleet in per cent



Our trucks comply with the latest exhaust emission classes Euro VI c, Euro VI d and VI e

## 3.2.8. Refrigerant

## Strasswalchen workshop:

No refrigerants are used in our workshop that could lead to direct greenhouse gas emissions.

## Loosdorf:

In Loosdorf, refrigerants are used in our cooling systems as shown in the attached diagram.

We had no direct scope 1 emissions in 2021 and 2022.

NH3 system		no change or refilling	no change or refilling
Refrigerant	R717		
Filling weight	3,200 kg		
Cooling capacity	1,407 kW		
Dehumidification LFTG wall cavity (built 2004)		no change or refilling	Both compressors replaced. Ges. refrigerant was used again!
Refrigerant	R407c		26.07.2022
Filling weight	8 kg		
Cooling capacity	30 kW		
GWP	1774		
CO <sub>2</sub> equivalent 14.19 T			
Water chiller LFTG VW (built 2004)		no change or refilling	no change or refilling
Refrigerant	R407c		
Filling weight	2x30 kg (2 circles)		
Cooling capacity	2 x 65.5 kW		



System designation	Data	2021	2022	
Split air conditioner server room (built 2017)				
Refrigerant	R410A	no change or refilling	no change or refilling	
Filling weight	2.2 kg			
Cooling capacity	7 kW			
GWP	2088			
CO <sub>2</sub> -equivalent 4.6 T				
Split air conditioner server room 2 (built 2008)		no change or refilling	no change or refilling	
Refrigerant	R410A			
Filling weight	2.6 kg			
Cooling capacity	7.03 kW			
Split air conditioner E-distribution room (built 2016)		no change or refilling	no change or refilling	
Refrigerant	R410A			
Filling weight	2.2 kg		•	
Cooling capacity	7 kW			
GWP	2088			
CO <sub>2</sub> equivalent 14.19 T				
VRV air-conditioning system for social rooms (built 2019)		no change or refilling	no change or refilling	
Refrigerant	R410A			
Filling weight	9.8 kg			
Cooling capacity	22.4 kW			
GWP	2088			
CO <sub>2</sub> equivalent 14.19 T				
VRV air conditioning system - LFTG SO (built 2019)		no change or refilling	no change or refilling	
Refrigerant	R410A			
Filling weight	13.3 kg			
	45 134/			
Cooling capacity	45 kW			

Figure 20: Refrigerant



# 3.2.9. Key figures and emission-reducing measures that make a direct contribution to scope 1

The amount of greenhouse gas emissions emitted in CO<sub>2</sub> equivalents is directly related to fuel consumption. The consumption of our vehicles is recorded electronically, which is why we have a very good basis for measurement in this area.

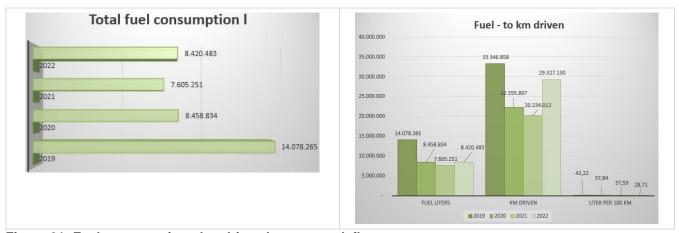


Figure 21: Fuel consumption - km driven by own truck fleet



## Climate-neutral transports

From 2022 onwards, we will offer transport options in cooperation with our partner "GRYN" that can be carried out on a climate-neutral basis.

Climate protection projects are supported and promoted.

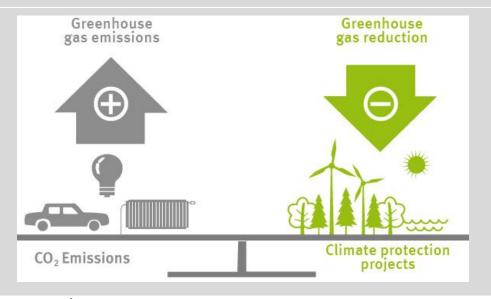


Figure 22: Climate-neutral transports

Source: Quehenberger Logistics

#### **EcoDriving Trainer**

Three of our employees have currently completed a trainer course to become EcoDriving trainers from klimaaktiv and are thus trained fuel-saving experts. In 2022, we held 193 Klimaaktiv driver training sessions in the company to motivate our drivers to drive efficiently.

#### Driver analysis

In addition, the driving style of our drivers is permanently recorded and analysed so that we can identify potential for improvement in this area. If a deficiency is detected, the internal EcoDriving trainers come into play, providing the drivers with the appropriate know-how to achieve an efficient driving style.

The driving behaviour is assessed with regard to fuel consumption and braking behaviour. Weight and route conditions are taken into account in the analysis. An automatic fuel analysis is carried out:



- Total consumption
- Standstill consumption
- **○** CO₂ emissions

- Driving consumption
- AdBlue consumption

Awareness-raising leads to an increase in competence.

The rating is on a scale from 0% (poor) to 100% (very good). The average score in 2021 was 88.8%. This represents a deterioration of 1.5% compared to the previous year. This is due to the fact that, in 2021, 153 trucks have already been converted from Daimler's "Fleetboard" to MAN's "RIO", which has stricter assessment parameters. In 2022, the remaining vehicles were converted.

Unfortunately, RIO changed the measurement parameters several times during the course of the year, which is why an average driver score for the **whole of 2022** is **not meaningful**. **Q3 2022 is** significant. Here the **average score** was **92%**. So this was a significant improvement compared to 2021.

### Air filter cleaning

With our own cleaning machine for air filters, we clean them after every 100,000 kilometres driven. Clean air filters extend engine life and lead to lower fuel consumption.



## Tyre treads/wear

We replace our tyres within the permitted scope in our own workshop. On the one hand, reprofiling extends the service life of the tyres and, on the other hand, reduces rolling resistance, which has a minimising effect on fuel consumption.

The increasing wear on truck tyres is counteracted by the measure Ecotraining drivers.

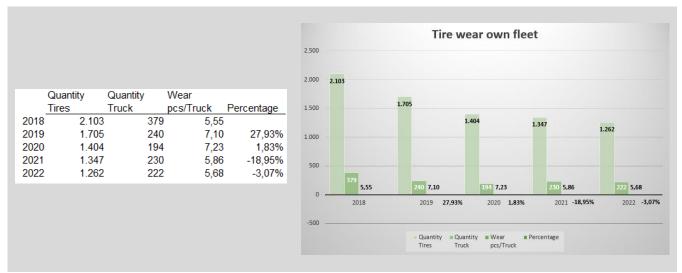


Figure 23: Truck tyre wear

#### Semi-automatic gearboxes

Our trucks are semi-automatic, so that the engine is always kept in the optimal speed range. This increases the economic efficiency with lower fuel consumption at the same time.



## Tyre pressure monitoring

We measure the tyre pressure after every 50,000 km driven. Optimum tyre pressure reduces fuel consumption.

#### Speed limit

Since 2020, we have limited the speed of our internationally deployed trucks to a maximum of 84 km/h. In this way, we reduce CO<sub>2</sub> emissions in the long term.

## Goods handling in our HUBs

We are always looking to consolidate orders in our HUBs to achieve optimal utilisation of our loading capacities. Partial loads are collected by Quehenberger throughout Europe in our HUBs and efficiently delivered depending on the destination. This is our proposed solution to short transit times as well as to reduce emissions and our understanding of environmental protection.

#### Reduction of empty runs

With regard to empty runs, we set ourselves high reduction targets, as these do not make sense from either an ecological or an economic point of view.

The share of empty runs is 9.66%, which we achieve through optimal coordination between our dispatchers and drivers.



Objective 2023:

9.50%



## 3.2.10. Power generation from own plants (photovoltaics)





			To (e
Branch	Year	Month	g
Eberstalzell	2022	07-12	

Total PV power (everything generated by the sun

Surplus electricity (fed into the grid) (kWh)

132.430

36.0

Electricity from PV used directly by us (kWh)

96.352

Calculation basis

1 kWh 0,191 kg CO<sub>2</sub>

Formula: kWh \* kg CO<sub>2</sub> per kWh



The commissioning of the photovoltaic system in Eberstalzell from July full operation until December yielded a **total savings in 2022** of

25,294 kg CO<sub>2</sub>



2023 measure:

Further conception of photovoltaic systems on our facilities is planned.



Objective 2023:

Expansion of trading centre and others under review



# 3.3. Ecological indicators: climate-relevant indirect emissions scope 2

#### 3.3.1. Explanation of scope 2

Scope 2





Scope 2 emissions are indirect greenhouse gas emissions from purchased energy, such as electricity, steam, district heating or cooling, which are generated outside our own system boundaries but consumed by our company. For example, electricity purchased by a utility is generated outside, so the resulting emissions are considered indirect emissions.

If we generate energy ourselves from sources for which we are responsible or control, the associated emissions are considered direct scope 1 emissions. The same applies to companies such as electricity suppliers or providers that have their own power generation facilities and feed all the electricity they generate into the local grid. The greenhouse gas emissions from these facilities are recorded under scope 1 emissions. In summary, scope 2 only includes indirect emissions that result from the generation of purchased energy. Other emissions from the production and processing of upstream fuels or the distribution of energy in a network are included under scope 3.



## 3.3.2. Energy consumption electricity in general: Figures and data

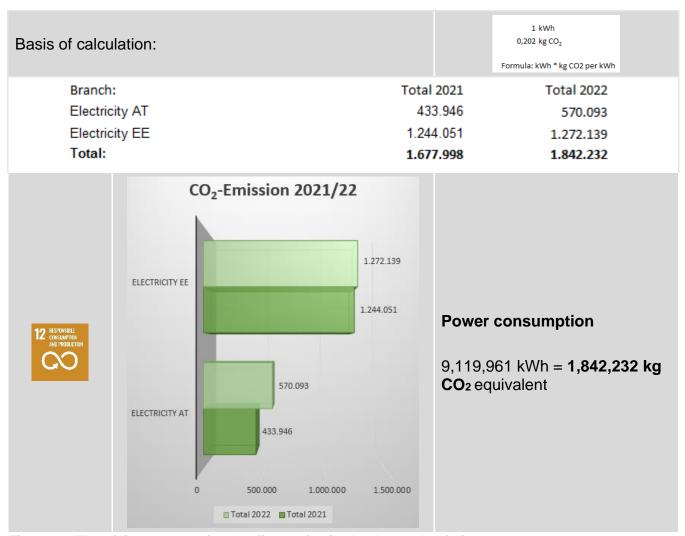


Figure 24: Electricity consumption key figures for Quehenberger Logistics



## 3.3.3. Energy consumption in electricity for an e-car: Figures and data

The electricity consumption through the use of the e-cars since registration of the vehicles in 2022 is as follows:



## 3.3.4. Energy consumption district heating: Figures and data

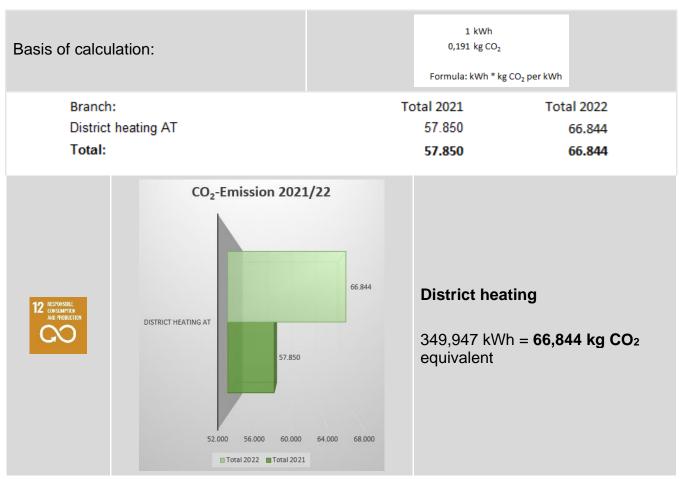


Figure 25: District heating key figures for Quehenberger Logistics



## 3.3.5. Electromobility as a replacement for combustion engines: Measure and facts

We see great potential in electrically powered mobility, especially for city logistics, and therefore wish to contribute towards shaping this technology from the very beginning. To this end, we started the e-mobility project in 2018 by using an e-truck from MAN for our tours in cooperation with the CNL. This was returned to MAN in December 2021. We are part of a pioneering research project and proud to contribute with our practical know-how.



Figure 26: E-truck for test operation

Source: Quehenberger MAN



In 2022, we had 3 MAN ETGE 3.5 tonne electric Sprinter vans in use.



# Key data of the sprinters:

MAN ETGE panel van

3.5 tonnes
Inner city delivery from 04:30 am
10.7 m³ interior
Small pallets and packages, hanging goods
Ø daily mileage 60 - 80 km

					Savings QZERO emissions
Per Sprinter		9.71 l/100 km	Savings		
3 Sprinters	59,000 km		5,728 I	237 g/km	13,983 kg CO <sub>2</sub>

Figure 27: Sprinter key data and savings



## As well as 1 Volvo FM 300 truck



## Key data e-truck:

Volvo FM 300 6x2 E-truck

Performance: 400 kW (equivalent to 544 hp) 26 tonnes max. permissible total weight 14.8 tonnes highest permissible payload 18 Euro Pallet loading capacity

Source: Quehenberger Logistics

		Savings		Savings ZERO emissions
10,220 km	36 l/100 km	3,672	876 g/km	8,952.72 kg CO <sub>2</sub>

Figure 28: Key data on e-trucks and savings

In 2022, we have exchanged or used 8 diesel vehicles for e-cars.

The vehicles were put into service between 31 August and November. The values were calculated on the basis of new registrations and diesel vehicles withdrawn from circulation.







Source: Quehenberger Logistics

## Key data for e-cars 2022:

6x VW ID 3 2x VW ID 4 GTX

List with the details is available

Between 106 - 132 g/km

Savings ZERo emissions

6,147.5 kg CO<sub>2</sub>

Figure 29: E-CAR, 2022



The use of e-vehicles yielded a total savings in 2022 of

29,083.22 kg CO<sub>2</sub>



2023 measure:

Further replacement of 6 diesel cars  $\rightarrow$  Replacement with evehicles

A further 3 have been ordered but cannot be delivered until 2024 and are therefore not included in the savings calculation.





Objectives for 2023:

Planned savings through car exchange (fossil fuels) with ecars and 2 new trucks

Total: 142,062.48 kg CO<sub>2</sub>

#### 3.3.6. Facts and measures

Due to the size of the company, we are subject to the Energy Efficiency Act in Austria as an energy consumer, which requires an energy audit every four years. This includes measures to increase efficiency, which we report to the energy monitoring office in Vienna. Within this, the following areas are considered: Buildings (~1% of energy consumption), processes (0%, as we are a DL company and do not operate any production facilities), transport (~99% due to fuel consumption).

Since we are also an energy supplier through our petrol station, we report commercial energysaving measures to the energy monitoring office every year.

These include, among others:

#### Renewal of the truck fleet

Driver training by EcoDriving trainers: In 2022, 193 trainings were conducted

Exchange charging stations for forklift trucks: In 2022, almost 100% new, more efficient charging stations were deployed; a self-charging truck is also in use

LED lighting for new buildings and repairs

On 07/2022 a photovoltaic system was installed in Eberstalzell

In 2022, the radiators were equipped with thermostatic heads in order to be able to set the temperature optimally and thus save energy.



## 3.4. Ecological key figures: climate-relevant emissions scope 3

## 3.4.1. Explanation of scope 3

Scope 3 includes all **indirect emissions** that occur along our value chain. In order to clearly distinguish between scope 2 and scope 3, the US Environmental Protection Agency (EPA) describes scope 3 emissions as "the **result of activities from facilities** that are **not owned or controlled** by your company, but your company directly influences those activities within its own value chain".

## Scope 3



Although these emissions are not controlled by our company, they may well account for the largest share of our greenhouse gas emissions. Various values are already monitored via the indirect environmental aspects (ISO 14001) and the context analysis.

Based on the financial transactions of the reporting company, the GHG Protocol distinguishes between upstream and downstream emissions for scope 3 emissions:

Upstream emissions include the indirect greenhouse gas emissions within a company's value chain that are related to purchased goods (tangible goods) and services (intangible goods).

Downstream emissions are the indirect greenhouse gas emissions within a company's value chain that are associated with its sold goods and services and occur after they have left the ownership or control of the company concerned.



## 3.4.2. Sub Fix freight forwarders indirect emissions

We also do not leave out our Sub Fix freight forwarders in the analysis.

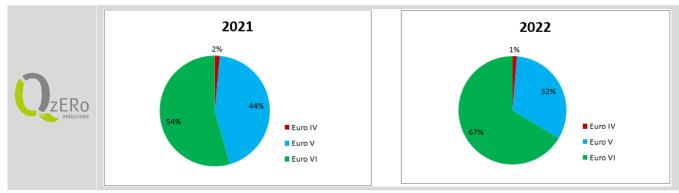


Figure 30: Number of vehicles of our subcontractors by Euro classes, 2022

The majority of the trucks in our Sub Fix freight forwarders comply with the Euro VI emissions class. Nevertheless, we still see great potential for improvement here.

In Europe, certain exhaust emission limits (carbon monoxide (CO), nitrogen oxides (NOx), hydrocarbons (HC) and particulate matter (PM)) are set for motor vehicle exhaust.

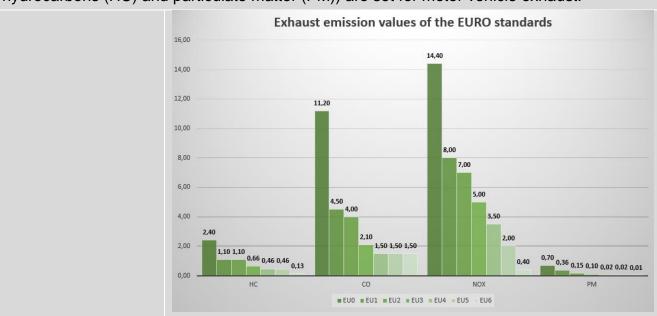


Figure 31: Graphic illustrating the development of the Euro classes and emissions

Data source: kfztech.de



## 3.4.3. Own fleet Well-to-Wheel - indirect CO2 emissions: Figures and data

In addition to emissions from combustion in the engine, emissions also arise from the extraction, production and transport of fuels. This year we are also looking at greenhouse gases on a well-to-wheel scale, i.e. from extraction to combustion in the engine. Here we take into account the emissions from the cultivation, production and transport of the biodiesel.

Calculation  bases:    Direct emissions [kg/l]   Indirect emissions [kg/l]   occur during the extraction of raw materials, production, and transport to the filling station.    Direct emissions [kg/l]   occur during the extraction of raw materials, production, and transport to the filling station.		Emission factors according to the Federal Environment Agency (Source: http://www5.umweltbundesamt.at/emas/co2mon/co2mon.html)							
bases:  engine  materials, production, and transport to the filling station.									
bases:	Calculation				direct + indirect emissions				
bases:									
Enable disease 244 0004	bases:			transport to the ming station.					
Feeril disease 2.44 0.64									
rossii diesei 2,44 0,64		Fossil diesel	2,44	0,64	3,08				

	2022
	8,420,482 I diesel/ 29,327,130 km
	0.190 kg/km
Indirect CO <sub>2</sub> emissions	5,389,109 kg CO <sub>2</sub>

Figure 32: Truck indirect emissions, 2022



# 3.4.4. Company cars - indirect CO<sub>2</sub> emissions: Figures and data

	https://www.umweltbundesamt.at/fileadmin/site/themen/
Calculation	mobilitaet/daten/ekz_fzkm_verkehrsmittel.pdf
bases:	
	68.7 CO <sub>2</sub> g/km

2022 Values for EE	2022 Values for AT/DE
168,615.00 I diesel	208,670.25 I diesel
2,436,633 km	3,282,382 km
167,396 kg CO <sub>2</sub>	225,499 kg CO <sub>2</sub>

Figure 33: Car indirect emissions, 2022



#### 3.4.5. Air travel

In order to be able to cover longer distances in a reasonable period of time, air travel is used.

This only regards necessary journeys to and from business appointments, therefore shown in scope 3.

Where possible, the company car or train is used. Business trips are also replaced by Team meetings, where possible.

This evaluation concerns all locations in Austria and Germany. The Eastern European countries were considered separately and are not included in the chart, as there are no comparative values to previous years here.

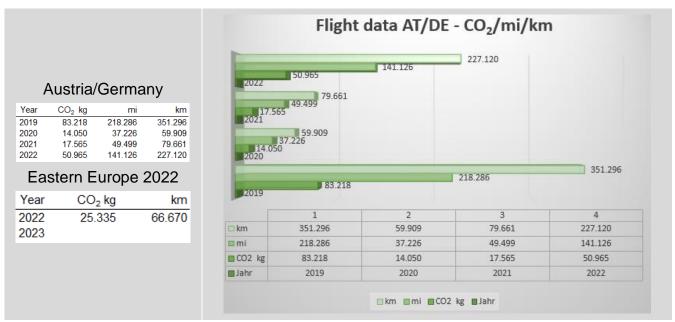
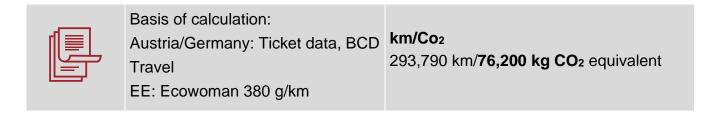


Figure 34: Flight data CO<sub>2</sub> and km, 2022





## 3.5. Other ecological key figures: Environmental aspects/environmental impacts

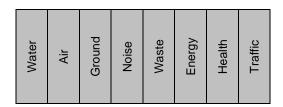
Based on an initial identification of environmental aspects, in the course of preparations for the implementation of an environmental management system, the aspects and their impacts are identified according to the business activity.

As changes in business activities, products and services emerge, further assessments are made.

Within the scope of our possibilities, we strive for continuous improvement - this is part of the environmental orientation of our company. It is therefore important to present environmental impacts transparently and to derive concrete goals and measures from them. It is hard to identify improvements without this constant observation of the development of environment-related data and facts.

It is necessary to always go through this process to ensure an improvement that contributes to climate and environmental protection.

We note the impact on the areas.

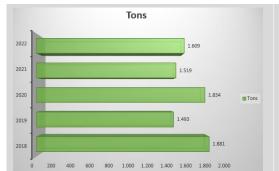


The basis for the assessment is compliance with the legal provisions, the specifications required by the standard and the formulated environmental goals.



## 3.5.1. Waste management: Figures and data

Due to the size of the company in Austria, we have a waste management officer and write annual waste management concepts for our Austrian sites. The most relevant waste volumes in the company are generated at our sites. These are located in Austria, Germany and various Eastern European countries



Waste	2018	2019	2020	2021	2022
AT					
Commercial waste	138,1	98,7	139,0	98,7	101,1
Paper / cardboard	212,7	131,7	83,2	79,4	145,1
Light fraction	40,8	36,4	25,6	30,0	41,2
DE					
Commercial waste	2,5	1,7	1,4	2,8	1,4
Paper / cardboard	1,3	3,6	2,8	1,4	0,5
Light fraction	1,0	0,5	0,9	1,5	0,3
EE	1.484,5	1.220,0	1.581,6	1.305,1	1.319,1
Total (t)	1.880,9	1.492,7	1.834,4	1.518,9	1.608,6

Figure 35: Waste generation - Warehouses and transhipment warehouses



Due to the customer structure, the quantities of waste have decreased for the most part and increased in some areas. Furthermore, great importance is attached to employee training with the aim of ensuring proper separation and also disposal of recyclable materials.



In addition, we record the amount of waste generated in our workshop. Qualified employees work here on the repairs of vehicles and vehicle parts.

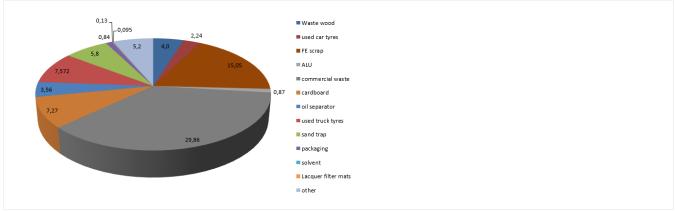


Figure 36: Waste generation at the Straßwalchen workshop in tonnes, 2022

The wastes shown in the graph add up to a total of 82.5 tonnes. Used batteries are temporarily stored on the premises in a ventilated room.

Aluminium, ferrous scrap, waste wood, cardboard and paper are recycled.

#### 3.5.2. Transport of recyclable materials

In the face of a growing population, increasing consumer behaviour and the associated waste volumes, we see it as a contribution to a sustainably functioning society to also be able to offer our transport service for the area of recyclables transport. In 2022, approximately 90,000 tonnes of recyclables were transported. This is an increase of 10,000 tonnes compared to the previous year. When transporting recyclable materials, we take into account all the laws to be complied with, the Waste Shipment Ordinance and the national waste laws.



#### 3.5.3. Disposal and waste treatment

The waste from the warehouses, transshipment warehouses and the workshop is collected on our premises and then handed over to the appropriate disposal companies. To ensure that waste treatment complies with the law and is optimal in terms of the individual resources, we work together with the following companies in this area in Austria, for example: Energie AG, Höller Entsorgungs GmbH, Prima Pellets, Schienen- und Stahlhandel GmbH, Fahrzeugbedarf Kotz und Co KG and Reifen-John GmbH und Co KG.

We have also established special measures for our used toner containers and mobile phones:

## 3.5.4. Recycling4Smile

In order to no longer have to throw the empty toner containers of our printers uselessly into residual waste, we support the campaign of the "Rote Nasen" [Red Noses] collection boxes. The containers are collected and made available to the "Rote Nasen" clowndoctors, who collect the toners from our locations. The clowndoctors hand them over to the company Embatex AG, which specialises in the production of toner cartridges using the recycling process. Every recyclable cartridge and toner cartridge means a donation for the "Rote Nasen Clowndoctors". For more information, see: <a href="https://www.rotenasen.at/firmen-und-partner/druckerpatronen-sammeln/#.VriGX9JRHpE">https://www.rotenasen.at/firmen-und-partner/druckerpatronen-sammeln/#.VriGX9JRHpE</a>

Concerns all locations in Austria and Slovenia.



## 3.5.5. Water: Figures and data

We record the water consumption of our truck wash, as this is where the most relevant quantities occur:



Figure 37: Water consumption car wash Straßwalchen

Due to the danger of frost in winter, trucks are mainly washed in the warm season.

The increased consumption in 2021 was due to a defective car wash. The measure was the installation of a new car wash and a disconnection of the consumer meter.



## 3.5.6. Miscellaneous material: Figures and data

## Copy paper

Through progressive digitisation, we will be able to exploit reduction opportunities in this area in future.

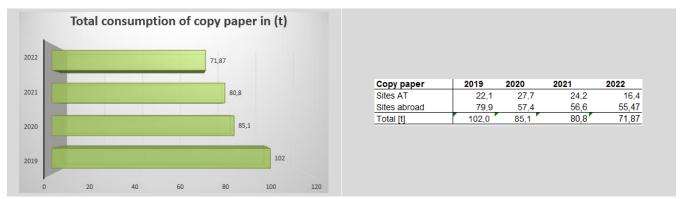


Figure 38: Consumption of copy paper by Quehenberger Logistics

The reduced volumes are due to the shift from printed to electronic invoices.

#### Cleaning agents

The cleaning agents used in our workshop and for the car washes are tested and labelled, free of phosphates and phosphonates in the formula and comply with the Salzburg guidelines.



## Hazardous substances

The hazardous substances consumed in our workshop were recorded and put in relation to the number of trucks.

	Substance database - hazardous working substances - Consumption comparison 2021 - 2022										
		Quantities				Comparison per truck					
					Change	Change	233	226	Change	Change	
	Category	Measuring unit	2021	2022	in piece/kg/l	in %	2021	2022	in piece/kg/l	in %	
	Aerosole	Can	547,00	472,00	-75,00	-13,71%	2,35	2,09	-0,26	-11,04%	
	Sealant / Adhesive	kg/l	289,00	236,00	-53,00	-18,34%	1,24	1,04	-0,20	-15,81%	
	Colors	kg	208,00	190,00	-18,00	-8,65%	0,89	0,84	-0,05	-5,82%	
	Color accessory materials	kg	443,00	340,00	-103,00	-23,25%	1,90	1,50	-0,40	-20,87%	
	Fat	kg	611,00	693,00	82,00	13,42%	2,62	3,07	0,44	16,93%	
	Antifreeze	I	2.600,00	1.190,00	-1.410,00	-54,23%	11,16	5,27	-5,89	-52,81%	
	Gases	Bottle	8,00	10,00	2,00	25,00%	0,03	0,04	0,01	28,87%	
	Oils	I	28.478,00	20.977,00	-7.501,00	-26,34%	122,22	92,82	-29,40	-24,06%	
	Cleaner	kg/l	2.715,00	1.910,00	-805,00	-29,65%	11,65	8,45	-3,20	-27,47%	
	Windscreen antifreeze	I	8.800,00	6.167,00	-2.633,00	-29,92%	37,77	27,29	-10,48	-27,75%	

Figure 39: Consumption of hazardous substances by Quehenberger Freight

## 3.5.7. Create awareness and competence

To promote awareness of environmental protection measures among our employees, possible measures have been summarised in an environmental primer. This can be accessed via the intranet and contains tips for an environmentally friendly and resource-saving everyday office life. Among other things, it points out possibilities in the area of waste separation and energy-saving measures.

Once a quarter, environmentally relevant topics are discussed in the regular meetings. Furthermore, employees are required to attend an annual QeLearning training course on the topic of the environment.



Figure 40: QeLearning



# 3.6. Summary total balance CO<sub>2</sub> equivalents

Scope	Consumption = V Savings = E	Topic	CO <sub>2</sub> emissions
1	E	Own truck fleet through use of new technology	876,294 kg CO <sub>2</sub>
1	V	Own truck fleet	20,545,977 kg CO <sub>2</sub>
1	V	Total cars	1,852,961 kg CO <sub>2</sub>
1	V	Natural gas, heating oil, wood chips	2,157,250 kg CO <sub>2</sub>
1	V	Refrigerant	0 kg CO <sub>2</sub>
2	V	Electricity	1,842,232 kg CO <sub>2</sub>
2	V	Electricity for e-mobility	929 kg CO <sub>2</sub>
2	V	District heating	66,844 kg CO <sub>2</sub>
3	V	Fleet indirect (well-to-wheel) emissions	5,389,109 kg CO <sub>2</sub>
3	V	Total air travel	76,200 kg CO <sub>2</sub>
2	Е	E-mobility	29,083 kg CO <sub>2</sub>
3	V	Car indirect emissions	392,895 kg CO <sub>2</sub>
	E	Green Challenge	1,694 kg CO <sub>2</sub>
1	E	Power generation photovoltaics	25,294 kg CO <sub>2</sub>
	V	Total	32,324,396 CO <sub>2</sub>
	E	Total	932,365 CO <sub>2</sub>
		TOTAL output	31,392,031 CO₂



# 4. Socially sustainable

We see social responsibility as an integral part of our corporate actions and have manifested this in our corporate policy as well as in our Ethics and Compliance Policy.1

Friederike Zagler
Managing Director Sequrity GmbH

1 source: Quehenberger Logistics



In the area of social sustainability, we strive to implement appropriate measures, particularly with regard to our employees. In addition, we also consider other stakeholder groups that are in contact with the company and strive for sustainable cooperation.

The most important factor of our successful environmental work are the employees of Quehenberger Logistics. Their inventiveness and commitment contribute significantly to the further development of environmental and social sustainability goals.

Only together is it possible to successfully tackle the challenges for our future. To ensure that all **employees** are always up-to-date and informed, we use the following communication channels: Intranet, email newsletter, social media, as well as eLearning.

Worldwide, our employees ensure smooth flows of goods, efficient process control and high customer satisfaction. For them, competence, performance, experience and commitment as well as continuous qualification and further training are indispensable components of their self-image.



## 4.1. Corporate Social Responsibility (CSR)

The term CSR refers to issues related to sustainable development that are applied in business. The ISO 26000 standard defines CSR as: "The responsibility of an organisation for the consequences of its decisions and operations on society and the environment, through transparent and ethical behaviour that:

- contributes to sustainable development, including health and well-being of society
- takes into account the expectations of interested parties
- complies with applicable law and international standards of conduct
- and is integrated throughout the organisation and is implemented in its business relationships".

The 6 core areas listed by ISO 26000 are: Human rights, labour conditions, environment, fair competition, consumer issues, community participation and development to guide us.



# 4.1.1. Ethics and Compliance Policy / Code of conduct

Our company has rolled out the Code of Conduct, which defines the company's principles with regard to responsibility for people and the environment, throughout the company. The Code of Conduct is an excerpt from the Ethics and Compliance Policy and is available in all common languages on the intranet.



The Ethics and Compliance Policy contains regulations on the following topics:

General						
Scope						
Philosophy						
General behavioural requirements						
Behavioural principles						
Role model function of management						
Compliance with statutory regulations						
Sanctions lists						
Guidelines for action						
Corruption						
Money laundering						
Transactions with related parties						
Antitrust law						
Fraud						
Respectful treatment						
Sexual harassment						
Discrimination						
Employment contracts						
Forced labour						
Child labour						
Remuneration policy / working hours compensation						
Employee representatives						
Data protection						
Safety and health						
Responsibility for our environment						
Whistleblower → Reports of legal violations						
(Austr. Whistleblower Protection Act HSchG)						
Supplier relations						
Procedure in the event of infringements of this policy						



# In order to live up to our social responsibility, Quehenberger Logistics attaches particular importance to going beyond the legal requirements:

**Minimum wage regulations**: All employees (apprentices/trainees, interns, employees, workers, drivers) receive a valid contract according to the legal requirements and any under a collective bargaining agreement.

**Remuneration policy**: Our remuneration policy is based on legal (collective bargaining) requirements and we measure employees solely on their conduct and performance.

**Forced labour**: We firmly reject any form of forced labour. Work done is properly compensated, even if it is called a training measure, obligation to cooperate or work integration.

**Child labour:** As we strictly adhere to legal regulations, the employment of children (child labour) is completely excluded.

**Working Hours Act:** Compliance with the provisions of the Working Hours Act (such as rest periods, prohibition of work on Sundays and public holidays, driving time regulations, etc.)

Compliance with the co-determination rights of employees.



**Occupational health and safety:** We ensure safe working conditions and systematically determine existing dangers and health hazards in order to derive appropriate measures. Our workplaces are set up and designed so that the employees can complete their work as safely as possible. We also offer safety and occupational health care.

Compliance with all worker protection laws and occupational health and safety laws and regulations.

**Legal register** with the legal rules and regulations relevant for Quehenberger Logistics.

**Employee satisfaction**: We want to integrate our employees into the company with lasting benefit, while regularly conducting employee satisfaction surveys for this purpose. Obtaining feedback and suggestions with different tools is a concern for us.

**Discrimination**: We do not tolerate any form of discrimination and are guided by the UN Charter and the European Convention on Human Rights. Discrimination is any form of unjustified disadvantage or unequal treatment of individuals or groups on the basis of various perceptible or non-perceptible characteristics. Perceptible factors are, for example, age, ethnicity or disability. Not directly perceptible are, for example, ideology, religion, nationality or sexual orientation. Human rights are considered as fundamental values, which are to be observed and respected by all employees. In everyday work life, we live according to this attitude and treat each other with respect.

**Workers' interests**: In order to guarantee employee interests, a Works Council is implemented at some locations for industrial or commercial personnel. It is up to every employee to utilise this or other employee representation.



We promote **diversity** in the company and are proud to employ people from 27 different nations in Austria alone.



#### 4.2. Attracting talent

Talent attraction and retention is a key focus area of the sustainability strategy. Only those who have sufficient personnel capacities in future will be successful on the market. In order to counter the risk of demographic change, it is crucial to attract and retain qualified employees.

#### 4.2.1. Hire a Q Family Member

The employee referral programme (for the countries Austria/Germany) serves as a support in recruiting qualified workers and special skilled workers. The aim is to use their network to fill vacant positions more quickly and in the long term.

This programme was launched in July 2022.

Hire a Q Family Member	Period	Number of employees
Hire a Q Family Member Hire finden Sie alle ausgesablite Stoller	07/2022 – 12/2022	3 employees



# 4.3. Increasing qualification and competence



A shortage of skilled workers, increasingly complex requirements in freight forwarding, logistics and IT, and constant growth require sustained commitment to training, promotion and further development of all employees. In this respect, Quehenberger Logistics relies on a holistic training, education and further training concept in all specialist areas and across all career levels - from apprentices/trainees to managers.

#### 4.3.1. Internal training programmes

Young Generation	For our apprentices/trainees with many varied modules to acquire
Programme (YGP):	specialist knowledge as well as methodical and social skills

Our apprentices/trainees (Austria/Germany) are distributed as follows in the following apprenticeship occupations:

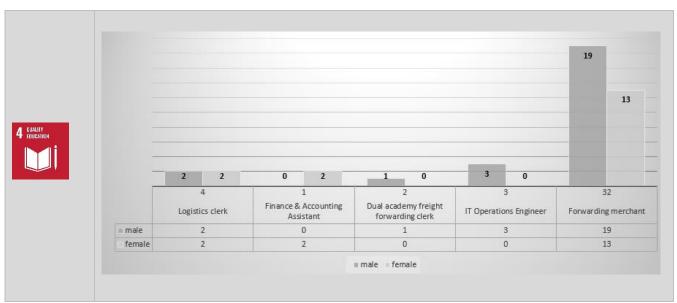


Figure 41: Apprentices in their apprenticeship branches



Young Professional
Program (YPP):

This programme is aimed at employees who have been with the company for a longer period of time and are aiming for a managerial position or would like to further their education in their specialist area. The programme lasts 1.5 years and has a character like a university.

# **Leadership Program**

The Leadership Programme lasts a total of one year and includes 11 modules.



Facts & Figures 2022

The 2022 training plan was implemented as planned. In addition, the outstanding trainings from 2021 were caught up on and some individual trainings for specific departments and locations were designed and completed. All trainings planned in person could also be implemented in person in 2022.

# 4.3.2. Training and QeLearning

With our education, training and QeLearning platform, we want to give all our employees the opportunity to continue their education in various specialist areas and to gain further knowledge or refresh their knowledge. The courses are equally available to all employees so that everyone has the same access to information and the same level of knowledge. The range of additional learning programmes is being gradually expanded, especially in the area of QeLearning.



Facts &
Figures
Trainings
sessions
and
QeLearning
2022

Number of Number





Facts & Figures 2022

**Total hours of** classroom and online training, plus QeLearning: **34,990 hours** 



Objectives for 2023:

Expansion of areas offering courses and knowledge exchange

- focus on IT/digitisation/sales

Training of a further 10 architects by the end of 2023



#### 4.4. Employee retention

#### 4.4.1. Mobility programme

In order to gain international work experience and to brush up on language skills, we give our employees the opportunity to spend time abroad at our locations. Unfortunately, this had to be dispensed with in 2020/2021 due to the pandemic.



Facts & Figures 2022

In 2022, the mobility programme was resumed for the first time after the restricted years during the coronavirus. An apprentice from Vienna spent a month at the Hamburg branch in July 2022.

#### 4.4.2. Check-In Day

A check-in day is organised at regular intervals for our new employees. The aim is to make it easier to get started and to establish initial contacts. The new employees gain exciting insights into the company's history, our brand values, corporate strategy and corporate culture.

#### 4.4.3. Talent Talk

This process is about offering employees prospects and developing internal potential in order to retain employees and further increase the quality and efficiency of the company. Based on the feedback from the organisation and the exit interviews, the Talent Talks are intended to prevent employees from leaving due to a lack of prospects. Talent Talks can be initiated at any time either by the employee, the manager or HR.



#### 4.4.4. Appraisal interview

We hold annual appraisal interviews that focus on goals, expectations and development opportunities for our staff. In order for everyone to develop according to their abilities and for us to make the most of the potential as a company, we create this space for dialogue between employees and superiors. Throughout Austria, the appraisal interview also includes a development interview.

#### 4.4.5. Corporate Benefits

All employees benefit from discounted purchase prices from numerous well-known manufacturers as part of a discount programme. Here, too, the process is completely paperless via an online portal.

#### 4.4.6. Vaccination offers

Annual vaccination offers for flu protection or TBE vaccination by the company doctor have been part of the company's preventive programme for years. Quehenberger Logistics was also one of the first companies to offer its employees coronavirus vaccinations during working hours. The company was thus able to achieve a high vaccination rate among its employees.



#### 4.5. Health protection



As a service company, our employees are our most valuable asset. Only when our employees are thriving do we too thrive as a company. It is out of this attitude that we have launched the **recreation and health programme** "QActive – achieve more together, stay healthy, have fun". This aims to boost mental and physical fitness while enhancing a sense of belonging among our staff.

#### 4.5.1. QActive



Our QActive recreation and health programme includes a variety of events for our employees. These range from free participation in sports events, after-work sports sessions and organised mountain hikes to tips and information on healthy eating. Unfortunately, many of these events could not be held due to the pandemic.

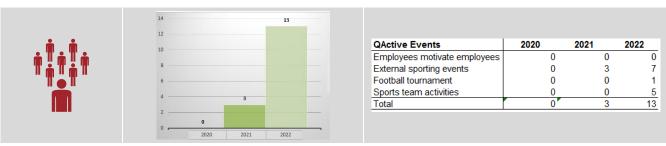


Figure 42: QActive events



#### 4.5.2. External sporting events

Participation in the following popular sporting events is free of charge for our employees:



Salzburg Charity Challenge

From 15 June to 15 September 2022, we again diligently collected kilometres for a good cause. This year, the collected contribution goes to the organisation "Kinder haben Zukunft" [Children have a future].

Figure 43: Salzburg Charity Challenge



# Salzburg Business Run

More than 6,000 runners took part in the 15th edition of the Salzburg Business Run in Salzburg's old town. Quehenberger Logistics did not miss this event and even the most adverse circumstances such as storms and heavy rain could not stop our team. The team describes the event as a special opportunity to run together for a good cause and to celebrate this in a fitting manner - the perfect conclusion for the Charity Challenge 2022.

Figure 44: Salzburg Business Run

Source: Quehenberger Logistics



#### 4.5.3. Green Challenge



Source: Quehenberger Logistics

# **Green Kilometre Challenge**

Sustainable travel to work and back home. Motivating employees to make their commute to and from work "greener": by walking, cycling, using public transport. The kilometres are collected and compared in the online portal. https://app.do-more-sport.eu/

In total	6,102.67 km	were covered
of which on foot	1,437.00 km	390.43 CO <sub>2</sub>
of which by bicycle	4,665.67 km	1,166.39 CO <sub>2</sub>

Figure 45: Green Kilometre Challenge



#### Slovakia cycles/walks/uses alternative means of transport

"Bike to Work" (DPNB) is a national campaign in Slovakia whose main goal is to support the development of non-motorised transport - especially cycling - in cities. Employees are increasingly using alternative means of transport on their daily commute to work, accumulating kilometres by bicycle. Our colleagues from Slovakia (Sered) took part in this promotion with two teams.

In total	548.08 km	were covered
of which on foot	7.03 km	1.91 CO <sub>2</sub>
of which by bicycle	541.05 km	135.36 CO <sub>2</sub>

Figure 46: Slovakia cycles, walks, uses alternative means of transport

The projects "Sustainable travel to work and back home" in 2022 yielded a total savings of	
--	--



#### 4.5.4. Football tournament in Straßwalchen



Those who know our company know that we are very attached to football. In previous years, our **employees from all countries** met once a year for a joint football tournament. This tradition was taken up again and so a tournament was also held in the summer of 2022.





Figure 47: Football Tournament Straßwalchen, 2022

Source: Quehenberger Logistics



#### 4.5.5. Healthy corner



There is a "healthy corner" in 40% of our locations. Here, a basket of organic, regionally packaged fruit is offered once a month or more often.

Figure 48: Healthy corner
Source: Quehenberger Logistics

#### 4.5.6. Healthy food at in-house events

We offer healthy meals at events at our headquarters in Straßwalchen. We order (vegetarian or with meat, depending on your preference) from a regionally based inn and also offer nuts, fruit and cakes.



# 4.6. Occupational safety

Health protection, occupational health and safety and fire protection are essential components of the safety policy of Quehenberger Logistics.

The core element is the STOP principle and the continuous improvement process.

With our safety programme, we want to ensure that people and the environment feel as safe as possible. We create the appropriate framework conditions with our **safety and health policy** (integrated in QSE policy) based on local laws. Furthermore, we try to reduce the accident rate through appropriate measures



On the other hand, the entrepreneurial duties of these laws and regulations are delegated to certain established functions, and in the Eastern European locations there are external safety consultancies for this purpose.

In order to meet the legal requirements, regular training is carried out with the support of e.g. SFK, §6 (para.3), SVP, QSUVNL, or the external occupational safety specialists and the central quality management.

Employees are made aware through regular briefings and involved through workplace evaluations, continuous improvement and reporting processes.

Compliance with the legal requirements is monitored by the occupational safety team as well as by the central QSE management within the scope of audits. In addition, there is very close contact with the contact persons of the supervisory authorities (labour inspectorate, etc.).



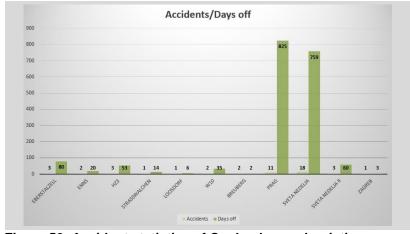
# 4.6.1. Occupational accidents

We keep company accident statistics and have set ourselves the goal of reducing the number of accidents through ongoing training and safety instructions.

Accidents/Total number employees	2018	2019	2020	2021	2022	(%), in relation to total number employees
Accidents at work AT	11 / 591	16 / 518	6 / 474	8 / 524	13 / 650	0,48
Accidents at work EE	21 / 1696	26 / 1833	19 / 2231	18 /2419	22 / 2059	0,33
Accidents feleet /intern./nat.	30 / 733	21 / 318	10 / 281	10 / 294	12 / 349	0,04
Deaths	0	0	0	0	0	unchanged
Thousand men quote	21	24	12	12	16	unchanged
Days lost	2018	2019	2020	2021	2022	Comparison 2021-2022 (%)
AT	68	317	119	92	214	132,15
EE	93	267	317	558	822	39,80

Figure 49: Accident statistics of Quehenberger Logistics

Under accidents fleet/nat./internal we record accidents of our drivers with personal injuries.



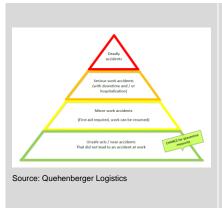
The amount of lost days for the Czech Republic and Slovakia is due to the high turnover in the warehouse (food) and driver sectors.

No serious injuries were reported at any site.

Figure 50: Accident statistics of Quehenberger Logistics



#### 4.6.2. Near misses / unsafe acts



In order to prevent accidents at work in the long term, so-called **unsafe acts** (= near misses) are reported by the quality officers of the branches and recorded in the Near Miss documentation.

In this way, causes of danger are identified, evaluated and eliminated in advance. Another precautionary measure are the inspections by our **safety specialist** and the safety support companies used in the other countries, whereby any safety deficiencies are identified and measures are initiated.

Figure 51: Unsafe Acts Prevention

#### 4.6.3. Company doctor

Our company doctors check the safety of the workplaces at regular intervals and are also available for health concerns and preventive measures such as vaccination campaigns.

#### 4.6.4. Pandemic

Prevention concept, risk analysis, task force

Due to the declared pandemic, a prevention concept including a risk analysis was developed with effect from 03/2020 and a task force was founded, which has steered us as a company with all employees safely through the crisis and continues to do so.

Close to your business.



#### 4.6.5. Fleet measures

We do everything we can to prevent fatal accidents.

Since 2015, we have equipped our trucks with assistance systems such as **emergency braking**, lane departure warning and distance control.

#### 4.6.6. Petrol station and workshop

The petrol station business is run in compliance with the legal regulations. Authorised persons regularly inspect the operation and the installation. Binding agents, among other things, are available to prevent overflow damage. To create safe working conditions and reduce the risk of slipping, the floors of the workshop are cleaned several times a week.

## 4.6.7. Inspection/maintenance of the vehicles

The legally required inspections such as TÜV, service, tacho inspection, noise inspection, inspection of ADR equipment, are monitored via our electronic fleet management system. A traffic light system is used to quickly identify which vehicles need to be inspected next.



# 4.6.8. Employee participation, consultation and communication on occupational health and safety

In order to ensure that consultations are carried out by experts and that the employees are involved, we have created and installed legally prescribed and additional officer functions in Austria/Germany.

The following consultation options are implemented as instruments in our company:

Instrument	Topic	Legal	Intern al	Extern al
ASA Workers' Protection Committee Meeting P202 Communication	Information exchange of safety and health issues. Representation of workers can raise issues collectively.	(depending on the size of the branch)	1	1
Coordination meetings on quality, safety and environmental issues P202 Communication	Coordination of safety and health issues, serves to precisely delineate responsibilities and coordination with SGA.  Compulsory for workplaces with several employers.	<b>√</b>	<b>J</b>	<b>√</b>
Regular monthly meetings after P202 Communication	Exchange of information as specified in the protocol template as well as health and safety issues.  Everyone can voice their opinions and concerns.		<b>√</b>	
Mental and physical stress at the workplace  In the course of the employee satisfaction survey AA305 Occupational Safety Manual	Staff/employees can voice their opinions and concerns about the questions asked.	<b>√</b>	1	
Employee satisfaction Employee satisfaction survey	Staff/employees can voice their opinions and concerns about the questions asked.		1	
Safety inspections	Staff/employees can voice their opinions and concerns and report them to the SFK for forwarding to QSE.  For reporting, see point 5.2.	<b>√</b>	1	
QSE report item 15	Staff/employees can voice their opinions and concerns and report them to QSUVNL for forwarding to QSE.		1	



Instrument	Topic	Legal	Intern al	Extern al
Operating regulations	Staff/employees can voice their opinions and concerns.		1	
Internal audits	Staff/employees can voice their opinions and concerns during interviews.		1	
Safety instructions for external companies	Stakeholders can voice their opinions and concerns.			1
sicherheit- gesundheit@quehenberger.co m	Establishment of an email address so that staff/employees can express their opinions and concerns or make reports.		1	
verbesserungsvorschlag@que henberger.com P502 Correction and improvement	Staff/employees can make suggestions for improvement.		1	
Intranet (News)	Staff/employees are provided here with all the most important information in a timely manner.		1	
Introduction to the (IMS) system for new employees	Staff/employees are informed about this issue and the possible tools they can use.		1	

Figure 52: Instruments of consultation



# 4.7. Equal opportunities - Diversity management



**Equal opportunities** are a matter of course for us and we strive to increase the quota of women every year.

Across the company, in management positions up to branch and site management and above, as well as in the Corporate Central units, the **ratio of women in management positions is 64:30** 

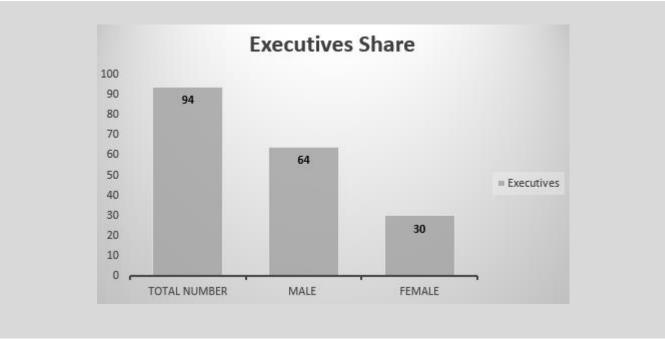


Figure 53: Equal opportunities at Quehenberger Logistics



#### 4.8. Commitment to the common good

#### 4.8.1. School tours



Guided tours for school classes take place at our company from time to time. We want to give young students an insight into the working world and help them find a career.

#### 4.8.2. Christmas cards



Every year, Quehenberger Logistics supports the Society of Austrian Children's Villages (Gesellschaft Österreichischer Kinderdörfer - GÖK) in Salzburg by purchasing Christmas cards. These are sent to our customers, suppliers and partners throughout the Group.

Figure 54: Christmas cards of Quehenberger Logistics

Source: Quehenberger Logistics



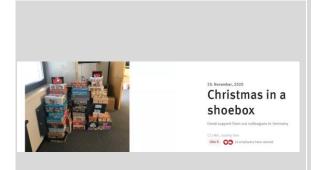
# 4.8.3. Football camps for children



The Rasselbande team in Austria organises and designs a movement school and football camps for children: "It is particularly important for pre-school children to acquire a variety of relatively simple movement skills, as these later serve as a starting point for all sports" (Franz Aigner, founder of Rasselbande). As one of the main sponsors, Quehenberger Logistics has made a significant contribution to the maintenance of the Rasselbande since 2014. More information at <a href="http://www.rasselbande.at/">http://www.rasselbande.at/</a>

Figure 55: Rasselbande
Source: Website of Rasselbande

#### 4.8.4. Gifts of hope



"Weihnachten im Schuhkarton" [Christmas in a Shoebox] is the world's largest charitable gift-giving campaign. Quehenberger Logistics DE has been supporting this campaign for several years and organises the transport to Eastern Europe in addition to other tasks. Our customs department handles export formalities to third countries. The trucks are tracked by GPS so that donors can follow the journey of their parcels.

Figure 56: Weihnachten im Schuhkarton

Source: Quehenberger Logistics



#### 4.8.5. Love of animals in Romania



The problem of stray dogs has not only been recognised by the public, but also by Quehenberger. In the meantime, 60 animals have been raised and cared for by the "dog team" at the Clinceni site near Bucharest. An employee of Quehenberger Clinceni is a volunteer animal keeper and provides the animals with food. They are also taken to the vet regularly, where vaccinations are the order of the day.

Figure 57: Love of animals in Romania

Source: Quehenberger Logistics Romania



#### 5. Economically sustainable

We look at our business areas from all perspectives - from the point of view of our customers, employees, partners and also the environment. In terms of sustainable management, a resource-conserving, mindful approach to the environment is of great importance.<sup>1</sup>

Rodolphe Schoettel
CFO & Managing Partner

1 source: Quehenberger Logistics



# 5.1. Facts and figures behind Quehenberger Logistics

Do you want to know more details and are interested in the data behind Quehenberger Logistics? Take a look at some exciting facts & figures about our company.

Turnover EUR (2022)	648 million
Employees (including temporary workers)	4,144
Locations	88
Countries	15
Own vehicle fleet	222
Handling and warehouse area in m <sup>2</sup>	717,500
Shipments FTL/LTL / Intermodal / Rail (2022)	0.4 million
Shipments for Retail / Fashion / Industry Networks / Air + Ocean (2022)	1.8 million



#### 5.2. Market presence

With successful business operations, we secure jobs and promote regional economic development around our 88 locations in 15 European countries.

We are active in the following regions of Europe:



Figure 58: Regions of Quehenberger Logistics, 2022

Due to the sanctions, we use software that allows us to process our shipments in a legally compliant manner across our TMS systems.

Quehenberger has carried out an internal restructuring: The country units Russia, Ukraine, Belarus and Kazakhstan were spun off from Augustin Quehenberger Group GmbH to CF Logistics GmbH in order to **minimise risk**. The only thing that has changed is the Group structure; everything remains unchanged for employees and customers: the name, the ownership structure, the management. The branches continue to operate on the market as Quehenberger Logistics.



# 5.3. Digitisation



Innovative IT systems help to carry out tasks effectively and efficiently.

# Holistic digital interconnection with customers and partners Full transparency along the entire supply chain Steady productivity growth by streamlining and improvement of processes Continuous enhancement of quality and efficiency via planning forecasts Tailor-made solutions and new products for customers and partners with focus on personal contact and handshake quality

Figure 59: Quehenberger goes digital

Source: using Shutterstock.com



#### 6. Conduct in compliance with the law and directives

#### 6.1. Data protection - GDPR



We take the issue of data protection very seriously and it is a matter of course for us to work in compliance with the law. Therefore, we have established the new European General Data Protection Regulation (GDPR) in the company and made corresponding adjustments and provisions. We have appointed a company-wide data protection officer and data protection coordinators in the countries.

#### 6.2. Legal certainty and conformity

Quehenberger Logistics undertakes to comply with all laws, regulations, ordinances and official requirements, collective agreements, technical rules, etc. applicable to the company.

**Legal certainty and compliance** are achieved when all relevant laws, binding obligations and regulations are known and implemented throughout the company.



The responsibility basically lies with the entrepreneur or his legal representative and is delegated to certain functions (responsible persons - managers) through the "delegation of entrepreneurial duties".

The managers concerned have the task of ensuring legal compliance in their area of responsibility on their own responsibility, of proactively informing themselves about the relevant legal requirements and their amendments, and of ensuring that they are announced and implemented in their area of responsibility.

A legal register is made available on the intranet to support the management and executives. Furthermore, there is a QeLearning for these functions, which is mandatory to complete.

The relevant areas of law are shown there. Each area of law is supervised and updated by a responsible person in a specialist department or person.



# 6.3. Working hours

Valid for the locations in Austria and Germany:



Compliance with the requirements for maximum daily working time and nonworking time is monitored via software-controlled working time recording. Corresponding workflows and automatic notifications enable managers to control this accordingly.

In all other countries, different systems are established that implement country-specific laws on working time regulation.

These are monitored by supervisors, together with the countries' human resource managers.

#### 6.4. Supplier and Partner Compliance



The goal is to implement the Compliance Code for suppliers and partners for 2023.

The Compliance Code will be guided by the following topics:

1. Val	ue of the company policy
1.1.	Bribery and corruption
1.2.	Invitations and gifts
1.3.	Money laundering3
1.4.	Conflict of interest
2. Val	ue of laws and regulations
2.1.	Confidentiality of data and data protection3
2.2.	Conflict minerals3
2.3.	Working hours and remuneration3
3. Val	ue of human and workers' rights
3.1.	Child labor
3.2.	Forced labor3
3.3.	Discrimination
3.4.	Health and safety in the workplace
4. Val	ue of environmental protection

Figure 60: Quehenberger Compliance Code for Suppliers and Partners



#### 7. Overview of the GRI indicators

Criteria	Page	<b>GRI indicators</b>
Size of the organisation	96-97	GRI 102-7
Membership of associations	22-25	GRI 102-14
Values, Principles, Standards + Norms	15.21	GRI 102-16
Stakeholders	26	GRI 102-40
Approach to stakeholder engagement	26-28	GRI 102-43
Reporting period	10	GRI 102-50
Contact details for questions about the report	102	GRI 102-53
Conduct in compliance with the law and directives	64,73,99	GRI 205-1
Water consumption	66	GRI 303-5
Direct greenhouse gas emissions (climate-relevant emissions)	34-36	GRI 305-1
Indirect energy-related GHG emissions (scope 2)	49-56	GRI 305-2
Other indirect GHG emissions (scope 3)	37-48	GRI 305-3
Activities on greenhouse gas emissions		GRI 305-5
Transport of hazardous waste	64	GRI 306-4
Accrued waste	63-64	GRI 307-3
Management system for safety and health at work	21.86	GRI 403-1
Hazard identification, risk assessment and incident investigation	103	GRI 403-2
Occupational health services	73.79	GRI 403-3
Employee participation, consultation and communication on safety and health at work	90	GRI 403-4
Employee training on safety and health at work	86-87	GRI 403-5
Promoting the health of employees	80-85	GRI 403-6
Employees covered by an occupational safety and health management system	21.86	GRI 403-8
Work-related injuries	87-88	GRI 403-9
Qualification	75-76	GRI 403-10
Average number of hours for education and training per year and employee	75-77	GRI 404-1
Training programmes	75-77	GRI 404-2
Proportion of employees with regular performance appraisals	79	GRI 404-3
Diversity and equal opportunities for employees	92	GRI 405-1
Measures to combat discrimination	72-73	GRI 406-1
Suppliers screened for child labour	100	GRI 408-1
Suppliers screened for forced labour	100	GRI 409-1
Incidents of violations against minorities	72	GRI 411-1
Political influence	22	GRI 415-1
Customer privacy, customer satisfaction practices	72	GRI 418-1

Close to your business.



Signed in German version

Christian Fürstaller CEO

Rodolphe Schoettel CFO

Signed in German version

Strasswalchen, on 22.02.2023

Klaus Hrazdira COO

Place / date

Responsible for the content and data:

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Our company is certified according to ISO 9001, ISO 14001 and ISO 45001.

You can find all information on the subject of data protection at: <a href="www.quehenberger.com/de/datenschutz/">www.quehenberger.com/de/datenschutz/</a>