

FORWARDING AND
CARING



Our CSR* approach *

*Corporate Social Responsibility



REPORT PROFILE

Each year, SEKO BANSARD publishes its annual sustainability report and shares its sustainability policy, as we believe this facilitates communication, awareness and interaction with our stakeholders.

This report describes SEKO BANSARD's economic, environmental and social performance worldwide during the reporting period from January 1, 2023 to December 31, 2023.

As an independent sustainability document, this report is available online and distributed to all employees in digital format.

You can consult the page dedicated to Bansard's CSR approach and access the report at the following address: <https://www.bansard.com/en/bansard-group/CSR-approach> or by scanning the QR code.

For any questions or suggestions, please send an email to CSR@bansard.com



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01

EDITORIAL

Message from the President
EMEA SEKO LOGISTICS

Message from the Vice President, Global
Sustainability SEKO LOGISTICS

Message from the President EMEA SEKO LOGISTICS

"It is essential to engage and empower the transport and logistics industry to evolve and innovate towards more environmentally friendly solutions".

We are very proud of our CSR approach. As Franco-European airlines, it is important that we work together to reduce carbon emissions in the aviation sector. This action is part of a global and voluntary approach to sustainable development within Bansard-SEKO.



SIMON PINTO

PRESIDENT
SEKO LOGISTICS EMEA

Message from the VP, Global Sustainability SEKO LOGISTICS

Like many of my colleagues in the global supply chain sector, which has given me so much and served the needs and desires of the world's consumers for generations, I now recognize the vital role we play in righting the wrongs of our ignorant and naive past.

The real aim of my work is to ensure that everyone in SEKO's sphere of influence - customers, suppliers, employees and strategic partners - truly believes in making positive changes to the world we live in. From the things we can control to the things we can influence, sustainability must be a key decision-making factor, as important as profitability and service levels."



KAI LINCOLN

VICE PRESIDENT,
GLOBAL SUSTAINABILITY



02

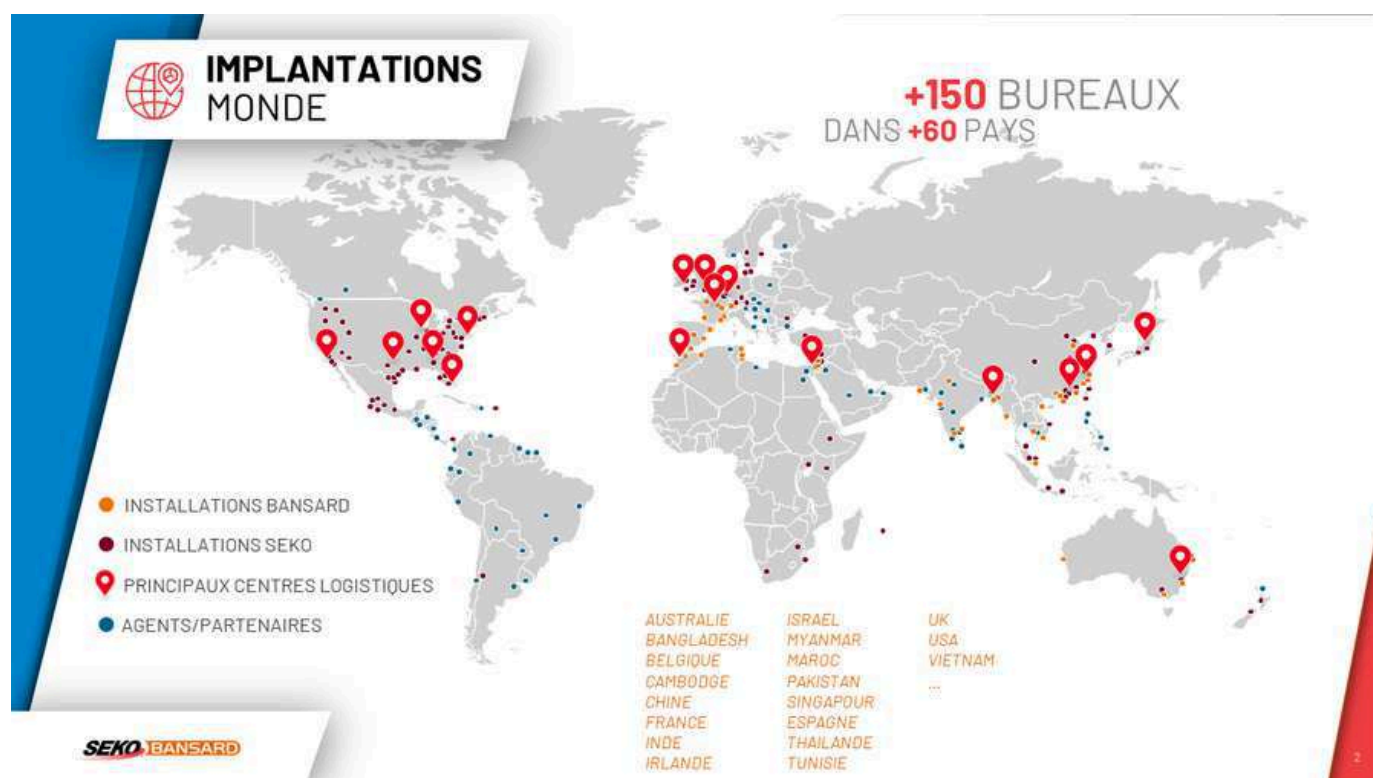
WHO WE ARE

Worldwide locations

Our entities

Our values

SEKO BANSARD



Experts in freight forwarding and overseas logistics since 1963,

SEKO BANSARD (formerly Bansard International) provides international logistics and transport solutions for air, sea, road and rail freight, supporting its customers throughout their supply chain. Founded in **1963**, the group now **employs over 700 people** in **17 countries**. SEKO BANSARD's head office is located in **Rungis / France (94)**. It has over **5,000 customers worldwide**.

The group is led by a stable management team, some of whose members have been with the company for **over 25 years**.

At the end of 2021, Bansard became part of the American **SEKO Logistics** group. Bansard thus strengthens its presence and service offering on the American market, and offers new solutions for high-growth crossborder and e-commerce markets. SEKO, for its part, benefits from the recognized professionalism of Bansard's commercial operations in France and its international coverage, as well as its high volumes of air and sea freight between Asia and Europe.

Our entities



B-Aero



B-Fresh



BCS

SEKO BANSARD has several entities:

- **B-Aero**, an entity dedicated to **aeronautics**.
- **B-Fresh**, dedicated to the transport of perishable goods.
- **BCS**, a company specialized in **customs operations**.

The group is always attentive to **economic, social and environmental issues** and has put in place **concrete action plans to develop its quality, ethical and environmental approach**.

Our values

To continue to evolve in our market and to develop the group, we must respect our values and commitments: Satisfy the customer, Innovate, Be agile, Work as a team.

Satisfying our customers

- Anticipate our clients' needs
- Capitalising on experience through intra-group exchanges
- Ensure the mastery of our products and services

Innovate

- Protect and preserve the health and safety of our employees
- Promote our responsible approach to our clients and employees
- Continue to deploy our ethical and deontological practices
- Offer economical but also ecological solutions

Being agile and developing our performance

- Continue to grow our international sales
- Acquire new customers and retain existing ones
- Develop our services while innovating

Working as a team

- Match the skills of our teams to our needs
- Promote the cultural pluralism
- Increase mobility and professional development
- Manage and capitalise on the knowledge of our teams

Thanks to our **know-how** and our **teamwork**, we act every day to satisfy the **expectations and needs of our customers**. Thanks to our agility and our ability to innovate, we offer new solutions to expand our services and to gain the loyalty of and acquire new clients.



03

OUR CSR APPROACH

History of the approach

Our ethical charter

Our certifications

Materiality matrix

Stakeholders

Testimonials: Clients & Group

History of the process

Our certifications
Paris CDG Branch



2018

Creation of the ethical charter

It defines the principles and values of SEKO BANSARD and all its subsidiaries. This Code of Ethics applies to all Group employees (corporate officers, directors, managers, employees, etc.) as well as to all persons with whom the Group is associated, such as customers, suppliers, consultants, subcontractors, agents and other intermediaries representing SEKO BANSARD.

Please find our complete Code of Ethics in the Appendix.

Compliance with legislation

Respect for people

Fair competition

The relationship with customers, suppliers and other business partners

The fight against corruption

Confidentiality

Health and safety at work - anti-discrimination - harassment - disability

Environmental protection - social responsibility

History of the approach

2020

6PL Certification
Paris-CDG Agency



2021

ISO 9001 and 14001 certifications for Paris-CDG



Materiality matrix

In order to best meet the expectations of stakeholders, an ongoing survey and an annual poll are conducted by SEKO BANSARD's sales staff and CSR team. External and internal CSR issues are ranked on a materiality matrix, according to their degree of importance.



In its continuous improvement process, the group takes into account the results of the evaluation and integrates them progressively into the management of its activity and the support of its employees and clients.

Stakeholders

Stakeholders are those who interact with the company. They include not only employees, but also suppliers, customers, public authorities and trade unions. In this section, SEKO BANSARD explains why stakeholders are essential to CSR and details the interactions of each of them.

In 2022, SEKO published its first set of sustainability goals, touching on multiple areas of ESG (Environmental, Social and Governance). We felt it was important to include both material long-term objectives, shorter-term initiatives and easily measurable targets. As our sustainability journey progresses, we will create new objectives applicable to the company and the world around us. As we consider our current and future goals, we keep in mind the United Nations' Sustainable Development Goals (SDGs). These aim to transform our world by issuing a call to action to end poverty and inequality, protect the planet and ensure that all human beings enjoy health, justice and prosperity.



Stakeholders

| Stakeholders | Communication channels and frequency | Concerns | Approach | Communication content |
|-----------------------------------|--|---|---|---|
| Customers | <ul style="list-style-type: none"> Information emailings (average 1/week) and monthly newsletter Satisfaction survey: 1/year Individual meeting with the client: on request | <ul style="list-style-type: none"> Carbon impact of transport Climate change/carbon neutrality Human rights Innovations | <ul style="list-style-type: none"> Generalisation of the use of the Carbon Report Survey of suppliers on their CSR practices Continuous improvement in the management of key areas that may have an impact on human rights | <ul style="list-style-type: none"> Bansard CSR Report Carbon Report Animation Reduction of CO2 impact of installations New solutions (rail, multimodal, etc.) |
| Group | <ul style="list-style-type: none"> Communication by phone, email and video: regular Group CSR report: monthly | <ul style="list-style-type: none"> Efficiency and synergy Group CSR policy Decarbonisation | <ul style="list-style-type: none"> Creation of the Group CSR team Mobilisation of SEKO Group Management Priorities Carbon Calculator, Partner Audit, Sales Support | <ul style="list-style-type: none"> Check with SEKO |
| Staff | <ul style="list-style-type: none"> Professional appraisal interview: Annual Meetings with employee representatives: Periodic HR IS: Regular Physical display | <ul style="list-style-type: none"> Health and safety at work Compensation, benefits Apprenticeship and training | <ul style="list-style-type: none"> Paying attention to employees with company policy Rewarding dedicated employees Provide a training programme Create a safe and comfortable workplace | <ul style="list-style-type: none"> Create incentives and animations Communicate on the benefits of the CE Encourage employees to take training Communicate on gestures and postures (warehouse & office) Raising awareness of eco-gestures |
| Air and Maritime Companies | | <ul style="list-style-type: none"> Justice and equity Collaboration for shared success | | <ul style="list-style-type: none"> Satisfaction survey CSR report |
| Port authorities | <ul style="list-style-type: none"> Supplier survey: Annual Direct exchanges: Regular | <ul style="list-style-type: none"> Social responsibility Saving energy and reducing emissions | <ul style="list-style-type: none"> Encouraging openness and collaboration | <ul style="list-style-type: none"> Communicate on the results in terms of CO2 reduction |
| Carriers | | | | |

Stakeholders

| <u>STAKEHOLDERS</u> | <u>OBJECTIVES</u> | <u>STEPS</u> |
|----------------------------------|--|--|
| Staff (Bansard France) | <ul style="list-style-type: none"> • For the indicator relating to the pay gap, the company aims to achieve a score of 30 by 2022. • • For the indicator relating to the number of employees of the under-represented gender among the 10 highest paid employees, the company aims to achieve a score of 5 during 2022. | (Index published in 2023) |
| Community | SEKO will invest 2% of pre-tax profits OR \$5 million per year in local communities and charitable initiatives from 2025. Donations will take the form of in-kind services or cash donations. | Request data on annual EU support (from 2022) |
| Diversity & Inclusion | 100% of SEKO-owned offices will have a diversity and inclusion target by 2023 and SEKO agents by 2025. | <ul style="list-style-type: none"> • Identify leaders of regional diversity committees • Organise an information session to explain the objective • Request data from HR on current diversity profile • Establish a timetable for Diversity Committees • Evaluate/report progress |
| Direction et Gouvernance | 100% of managers accredited on inclusive leadership by 2023 | <ul style="list-style-type: none"> • Assess the options for inclusive programming and the scope of cadres that will need to be trained. • Organise training sessions • Evaluate/report on progress |

STAKEHOLDERS

OBJECTIVES

STEPS

| | | |
|--------------------|---|---|
| <p>Environment</p> | <p>Carbon neutrality for all facilities and activities owned or controlled by SEKO by 2050.</p> <p><u>Sub-target 1:</u> Carry out an energy audit on all facilities owned or leased by SEKO by 2023; agents by 2025.</p> <p><u>Sub-target 2:</u> SEKO-owned facilities and SEKO-owned last mile/white glove trucking carbon neutral by 2030; agents by 2032.</p> <p><u>Sub-goal 3:</u> Carbon neutral air and sea freight by 2040.</p> <p><u>Sub-target 4:</u> Carbon-neutral road transport of liner and parcel freight by 2050.</p> | <p>Energy audits Facilities Sea and air freight Road freight Audit of required suppliers</p> |
| <p>Environment</p> | <p><u>Sub-target:</u> 100% of SEKO's owned and leased facilities meet LEED (or equivalent) certification standards by 2040.</p> <p><u>Sub-target:</u> Installations in the US, UK and Australia by 2035 Other installations by 2040</p> <p><u>Sub-target:</u> 90% electrical handling equipment in installations by 2030</p> <p><u>Sub-target:</u> 80% of SEKO's operations will be outsourced to third-party carriers that have adopted sustainability targets by 2025.</p> <p>100% of employees trained in sustainability by 2025</p> <p>Reduce energy consumption (gas/electricity and water) by 2024</p> <p>Implement an action to protect biodiversity in 2023</p> <p>Ensure recycling of electronic waste (D3E)</p> | <ul style="list-style-type: none"> • Green audit (energy, water, stormwater, waste) • Install green technologies if necessary (solar, water reduction, etc.) <p>Green audit (energy, water, stormwater, waste) Install green technologies if necessary (solar, water reduction, etc.)</p> <ul style="list-style-type: none"> • Examine existing material handling equipment • Determine if it is leased or owned • Document lease expiry • Document applications where electricity is not possible (heavy lifting). <p>Audit of transport operators Provide advice to transporters, where appropriate, to bring them up to standard.</p> <p>Find or develop training materials on sustainability Adapt material to regional application Create a tracking system for initial training, new hires and annual evaluations/measures.</p> <p>Site energy audit Warehouse relamping Raising employee awareness</p> <p>Target achieved with installation of nesting boxes (Sept. 2023)</p> <p>Operations completed in March 2023 (135kg).</p> |

Customer testimonials



It is essential to engage and empower the transport and logistics industry to evolve and innovate towards more environmentally friendly solutions.

We are very proud to have implemented a CSR approach. As Franco-European companies, it is important to contribute together to the reduction of carbon emissions in the aviation sector. This action is part of a global and voluntary approach to sustainable development within SEKO BANSARD.

Corporate Logistics Director
Sagemcom

Our transport partners are the image of Promod. They should no longer be chosen solely on budgetary or qualitative criteria. Their actions and CSR objectives have been challenged and audited for several years and play an important part in the selection process of our partners.

As such, SEKO BANSARD has the support of Promod in its commitments towards a more eco-responsible logistics, the commitment in the SAF AK-KLM program or the help to the renovation of universities and animal protection programs.

Transport and Customs Manager
PROMOD

Group commitments

«Think global, act local The "butterfly effect", these expressions take on their full meaning in a CSR approach.

Each company is part of a whole. It is fundamental to consider the environment in its globality in order to respond to the complexity of today's world. CSR is a commitment that each company and each individual makes to society, the planet and the future. It should be a source of inspiration for employees, customers and partners to learn to work differently.

How can my behaviour have an impact on the world? How can I have a more responsible and sustainable approach? Every step counts, even the smallest, to transform the global supply chain. »



CORINNE LECLERCQ

BUSINESS EXCELLENCE
SEKO BANSARD FRANCE



DANIELLE ALHELOU

HUMAN RESSOURCES MANAGER
SEKO BANSARD FRANCE

«The dematerialization of HR processes, the implementation of a GPEC, the monitoring of the respect of equality between men and women, as well as the maintenance of a good social climate and well-being at work represent the 4 main pillars of the Human Resources policy within the company SEKO BANSARD.»

«We strive to provide each of our employees with a work environment that is conducive to professional and personal growth, based on the principles of sustainable development, thus reconciling the needs of current and future generations.»

«We are committed to continuous improvement in advancing our Global ESG Mission with our three (3) pronged Value Proposition – Employee, Customer, and Partner. »

«When we define ‘what does winning look like, it’s all about leading the world in helping our customers transform their supply chains. Sustainable Supply Chains will only grow in importance in the future and will be at the center of this transformation.»



JAMES GAGNE
CEO SEKO LOGISTICS



JEAN-MICHEL BENATTAR
MANAGING DIRECTOR GROUP SEKO BANSARD

«What we particularly like about CSR is that it's a voluntary process.»

«Taking into consideration HR, economic and environmental issues is crucial to improving our practices.

To become a committed player in its territory and to be in phase with societal expectations, to build team loyalty and attract new talent. We also want to show our current and future clients that we share common values and that we are part of a shared logic.. »



DAVID VERMEERSCH
INTERNATIONAL GROUND DIRECTOR
SEKO BANSARD

«SEKO BANSARD is convinced of the importance of a more responsible approach.»

«With the Route International team, we have devised a solution that combines road and rail to provide real benefits in terms of reducing the impact of CO2 »

"Everyone can decide to be an agent of change, and today we all have a role to play."

"This voluntary approach to continuous improvement is a real challenge for the world of transport, and it's vital that we take an interest in it and find ways forward. Developments will come from the various stakeholders, including customers and partners, who will enable us to fuel new thinking and work together to build solutions for more sustainable logistics.



CHARLES MATHEY
DIRECTEUR MARKETING &
COMMUNICATION



04

VALUING PEOPLE

Human Resources Management

Example of solidarity actions


Health, safety and well-being at work


Fighting corruption


Human Resources Management

SEKO BANSARD doesn't approve discriminatory practices based on gender, age, family situation, origin, surname, physical appearance, illness, disability, religion or political opinion. The group proves this commitment in particular through.


 The Gender Equality Agreement **was signed by the employer and the Social and Economic Committee** in 2019. Our index is **89/100** for **2023**. In 2023, we had **48% women employees** at SEKO BANSARD France.

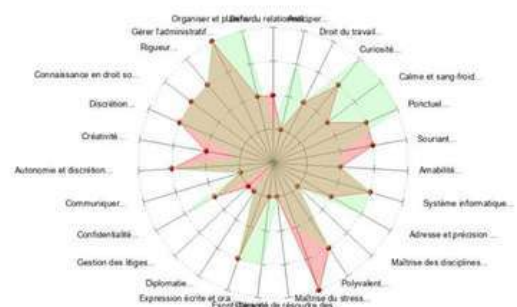
 Our positions are open to **disabled workers**.

 **Access to training** for all SEKO BANSARD employees. The company is in charge of organizing the training (content, progress, etc.). Internal training courses are organized by the company for the group's employees, in particular occupational health training to raise awareness among our employees.

 Through the "Eurecia" platform, a well-being space is available to employees. This space allows them to share their mood while remaining anonymous. Our Human Resources department is in the process of designing a project that will allow statistical analysis and evaluation of the quality of life within SEKO BANSARD.



 Our HR team takes care to establish a skills matrix that is assigned to each employee. In fact, each of them has an individual sheet that is available and can be viewed by the HR team and by the employee.



Developing our skills

Concerned about the performance of our **HR department**, we regularly improve our procedures. Thus, we have implemented the "**Eurecia**" information system. In addition to the dematerialization of documents, our platform allows us to centralize the data of our employees. They thus benefit from a dedicated, personal and secure space.

Différents modules sont accessibles :

HR Portal

- Access to dematerialized pay slips.
- Have access to documents shared by the SEKO BANSARD company.
- Gives employees the possibility to consult the evolution of their file.

Well being

- Share your daily mood in an anonymous way
- Send back suggestions for improvement

Performance evaluation

- Self-assessment of skills before the interview.
- Have access to your manager's conclusions and the actions induced by the interview.
- Access the history of past interviews.

Leaves and absences

- Establish leave requests (authorized absences, paid leave...)
- View the status of requests (in the process of being validated, validated, refused...)

Expense report

- Establish refund requests of professional expenses
- Attach supporting documents (invoices, tickets...)
- View the status of the expense report (pending validation, validated)

Examples of solidarity actions



Employee sponsorship

In September 2023, SEKO BANSARD, had the pleasure of supporting an employee from the Lyon (France) branch at the **44th French FFTir Championships** for the Paris 2024 Olympic Games qualifiers.



Antony DEGOUY, Lyon agency,
in the center of the photo

Examples of solidarity actions

October 2023 - SEKO BANSARD supports Israel

Following the devastating earthquake, our teams in France and Morocco immediately got down to work to help the local population. Mutual aid came naturally, with the support of our customers, who provided basic necessities such as tents, clothing, blankets and self-sufficient electricity production kits.



June 2023 - SEKO organizes a tree replanting operation in Vietnam

At an event in the Dong Nai cultural and nature reserve in Ma Da district, Vinh Cuu district, Dong Nai province, our Ho Chi Minh team planted 150 trees to support a national program to plant 1 billion trees in Vietnam by 2025. The event brought together our colleagues and their families, who planted large native timber trees, essential for the future of the nature reserve!



Health, safety and and well-being at work



SEKO BANSARD disapproves of any discriminatory behavior that could harm people. **We do not accept any form of discrimination based on age, gender, physical appearance, disability, illness, religious or political beliefs, origin, or surname.**

In the transport and logistics sector, there are many health-related risks (musculoskeletal disorders, falls, fire, road accidents, etc.). It is therefore essential to regularly make employees aware of these dangers.

To reduce the hardness of gestures for certain employees on the assembly-line of our e-commerce partner, Crosslog International, Seko Bansard has decided to replace our current machines with more ergonomic ones. In addition to this change, we have redesigned the premises as well as the workstations. To reinforce the safety of our employees in the warehouse, we regularly replace personal protective equipment (PPE) to increase their protection (gloves, safety shoes, reflective safety vests...)

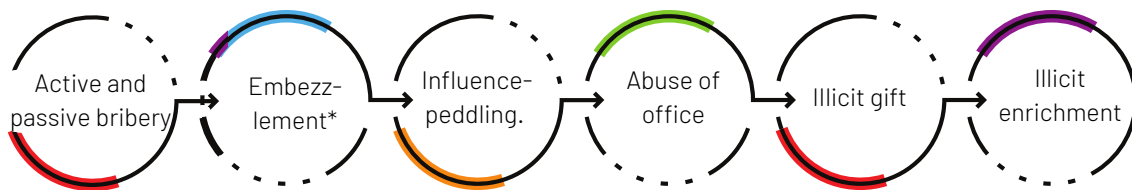
To reduce health problems, it is important to do the right things. For that, internal training sessions are carried out to preserve health and to raise awareness among employees. Different training sessions are available on our HRIS platform Eurecia. In addition, we also call upon external service providers to raise the awareness of our employees and to better teach them about "health and safety at work".

Awareness raising also involves reminding people of the right gestures to adopt. Thus, we provide leaflets and posters that explain the right gestures and postures to adopt at work and how to prevent risks.

Concerned about the well-being of our employees, we have set up a space on our platform, Eurecia, where our employees can tell us their mood of the day. This survey remains of course anonymous.

Our commitment to fighting corruption

SEKO BANSARD acts in accordance with the national and international legislation of the countries with which it interacts, and in compliance with the Ethical Charter. Denial of corruption is at the heart of the group's values. We fight against all forms of corruption, influence peddling, illegal interest taking, embezzlement of public funds as well as favoritism or any other breach of probity in the countries in which we operate. Corruption is a worldwide practice and **there are several forms of it:**



Consequences of corruption

Corruption undermines democracy as well as social, political and economic development. It slows economic development, increases business costs, undermines the legitimacy of government, and reduces public confidence.

Corruption transmits a negative image and reputation of the company, the organization becomes unstable and can lead to the closure of a subsidiary, loss of customers, loss of market...

SEKO BANSARD prevents the risk of corruption. Indeed, this principle is stipulated in our ethical charter, transmitted to our suppliers and employees. The latter must be particularly vigilant. They must be particularly vigilant in not practicing this act in all its forms, not bribing and refusing to be bribed directly or indirectly. The group practices Denied Party Screening for all companies with which it does business.

This allows us to verify that companies and individuals are not subject to national, European and international lawsuits.

**Embezzlement: Malfeasance by an official who orders the collection or knowingly collects funds by abuse of the authority of his office.*



05

ENVIRONMENT

Our Partners

Internal improvements

6PL Label

Our commitment

Our Partners

COMMITMENT TO THE SAF AK-KLM PROGRAM



At the end of January 2022, the group signed an agreement with its long-standing partner, **Air France KLM Martinair Cargo**, to participate in its **SAF (Sustainable Aviation Fuel) Program** and thus significantly reduce CO2 emissions in the air freight sector.

ORIGIN AND BENEFITS OF THE PROGRAM

The aviation sector currently accounts for 2-3% of global man-made CO2 emissions. SAF represents an alternative fuel for aviation and is currently the only viable alternative to liquid fossil fuels for powering commercial aircraft.

SAF reduces CO2 emissions by up to 85% compared to conventional jet fuel. This reduction occurs throughout the life cycle of the production and use of sustainable jet fuel compared to fossil fuel.

MANAGEMENT COMMITMENT TO CONTINUOUS IMPROVEMENT

"We are very proud to join the Air France KLM Martinair Cargo SAF program. As Franco-European airlines, it is important to contribute together to the reduction of carbon emissions in the aviation sector. This action is part of a global and voluntary approach to sustainable development within Bansard-SEKO. It is essential to engage and empower the transport and logistics industry to evolve and innovate towards more environmentally friendly solutions" says Simon PINTO, President of SEKO Logistics EMEA.

"As the main suppliers of air cargo from Asia to Europe, it is mandatory for Air France KLM Martinair Cargo and SEKO BANSARD to commit to a cleaner, more sustainable and more responsible approach with concrete actions on this trade. This program is the logical continuation of our mutual commitments with our trusted partner and attests to SEKO BANSARD's concrete efforts to move towards even more responsible logistics", announces Loïc BENATTAR, Vice President Asia-Pacific.

Internal improvements

P400 trailers and reconditioning

Bansard has decided to invest in June 2021 in **P400 trailers**, which provide reliability, speed, ecology and efficiency. It is a means of transport with low greenhouse gas emissions. This type of trailers is an ecological advantage and allows the reduction of atmospheric pollution.

A multimodal mode of transport that combines road and rail.

In October 2023, a new reconditioning operation, following on from that of 2022, began, aimed at renovating around 20 trailers.



6PL LABELING

6PL, seul label RSE français ciblant les activités des sites logistiques d'entreposage des industriels, des distributeurs et des logisticiens



Within the framework of the **6PL label (Dec. 2020)** - the only French label targeting the activities of industrial, retail and logistics sites - **25 actions** will be carried out over **3 years**. They are based on **5 major themes**.

1. Governance of the organization
2. Environmental protection
3. Energy management
4. Economic performance
5. Social progress

Internal improvements

Improve waste sorting and treatment

We encourage **each office to reduce its environmental impact as much as possible**. It is through simple daily actions that each office can limit its consumption of energy, supplies and stationery. **Our agencies sort and recycle and also limit the amount of paper mail by favoring e-mail and eDoc.**

Each employee of the group is encouraged to take action in favor of the environment in his or her daily life.

Within our e-commerce partner Crosslog International, installations have been created using used pallets. To limit plastic waste, personalized water bottles have been distributed to all Crosslog and SEKO BANSARD employees.

To improve waste management, we are identifying all types of waste and quantifying them by source.

Currently, waste garbage cans for sorting at source are in place at CDG with an associated display. To go further in the recycling process, we have called upon our service provider (PAPREC) to improve the treatment and recycling of our waste.



To continue this approach, **we are constantly looking for new ways to improve.**

Internal improvements

Improve our consumption: water, electricity, gas, fuel.

Reducing our energy consumption and favoring renewable energy sources (RE) is part of our CSR approach.

Since January 2022, the Paris-CDG branch has been supplied with electricity from **100% renewable sources** with our partner UEM, compared with 21.1% in 2020.

To **reduce our water consumption** in our agencies, we use **detection taps to limit waste and the toilets are equipped with automatic lights.**

We have also listed our different resources used such as electricity, water, gas, pallets, cardboard, the number of paper printouts, vehicle fuel, etc. We have then **defined different consumption monitoring indicators and set up sensors and readings to enable us to monitor the consumption of the resources we use.**

To optimize this approach, a dashboard and an annual report were created, in particular to share the results internally and to raise awareness among our employees.



Examples of Internal Awareness Communications



Internal improvements

Be transparent and responsible about our CO2 emissions

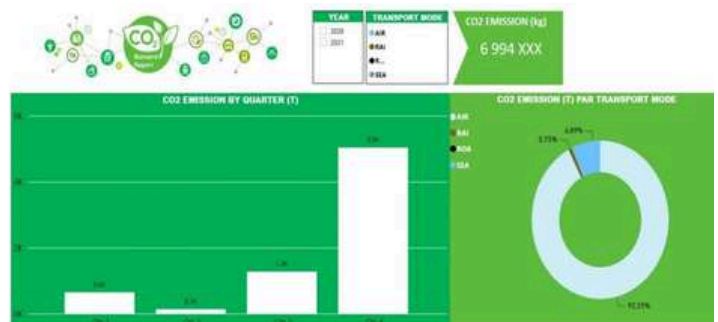
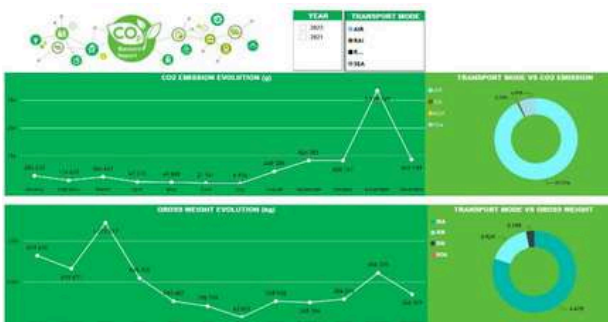
Currently, the planet is experiencing a real **climate change**. These changes are due to the use of fossil fuels, to the exploitation of tropical forests but also to the breeding of cattle. These practices release a lot of greenhouse gases in addition to those naturally present in the atmosphere, so the greenhouse effect multiplies and the planet warms up.

This is why **SEKO BANSARD** is attentive to its impact. Being aware that "**zero impact**" does not exist, we have decided to set up a **reporting service** that allows us to follow at any time **the evolution of CO2 emissions according to the means of transport used**. This solution is presented in the form of a dashboard that allows our customers to calculate their carbon footprint by consulting their historical CO2 footprint.

In order to achieve our ecological goals, we propose solutions that are both **economical and ecological**. We plan and encourage **the use of alternative modes of transport such as rail and waterway**.

To optimize our **road transport** (thanks to our **IT solutions**), we have implemented **improved routing and reverse logistics by maximizing the round trips of our trucks and containers so that a minimum of trips are made empty**.

For a more **eco-responsible logistics**, our **warehouses are equipped with recent electronic equipment and recyclable or recycled packaging** is preferred. For a more relevant management of the stocks and supplies of our customers in our e-commerce warehouse, **we use a Warehouse Management System (WMS), which aims to optimize the management of the operations of a storage warehouse**.



["SEKO BANSARD CO2 Report" sur Youtube](#)

Internal improvements

Promote and refer to committed and reliable partners and suppliers

Selecting and referencing safe and reliable suppliers who are part of our CSR approach is at the heart of our concerns, as in the airline industry. Today we work with different partners who have the same concerns.



Air transport

Air France-KLM :

In November 2022, Air France-KLM took a first major step by signing the first supply contracts with suppliers Nesté and DG Fuels for the delivery of 1.6 million tons of sustainable aviation fuels between 2023 and 2036, and then signing a memorandum of understanding with Totalenergies for the delivery of 800,000 tons of SAF between 2023 and 2030. (source AF).

Lufthansa :

Successfully reduced its kerosene consumption and CO2 emissions by switching from fossil fuels to sustainable alternative fuels (source LH).

In maritime transport, in addition to the new IMO 2020 regulation committing actions to reduce sulphur emissions by more than 80%, our partners are mobilized:

Maritime transport

CMA CGM reduced CO2 emissions per container by 4% in 2021 and also reduced CO2 emissions per TEU and per kilometer by 50% between 2005 and 2015, thanks to the use of low-sulfur fuel (source CMA CGM).

Since 2007, Maersk has also reduced its CO2 emissions by 47% thanks to sustained technical improvements (source Maersk).

Since 2011, MSC has reduced more than 2 million tons of CO2 each year, saving 55,000 tons of fuel per year (source MSC).

Our partners are **selected according to their level of eco-responsibility**, favoring the use of electronic equipment (elevator type), powered by renewable sources and also **recycled and/or recyclable material**. We are proud to collaborate with these partners who, like us, are careful about their **ecological footprint**.



Biodiversity commitment

Taking action to **protect biodiversity** is part of our **6PL** approach.

Various actions can be chosen, such as :

- planting trees or shrubs to form a hedge,
- installing an insect house, beehive or vegetable garden,
- building an insect hotel,
- eco-pasturing.

Our CSR team decided to set up a Quiz and a survey (Dec. 2022) to encourage initiative and long-term commitment from employees, for the SEKO BANSARD site in Paris - CDG in 2023. In September 2023, **nesting boxes** were installed at the branch, **providing an opportunity to involve employees and raise awareness among the younger generation of respect for their environment.**





06

KEY INDICATORS

CSR governance

Human rights

Detailed indicators

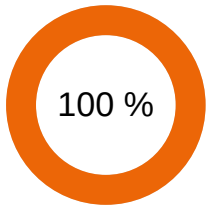
CO2 reduction

Roissy-CDG Agency

Our accreditations

Key indicators

CSR Governance



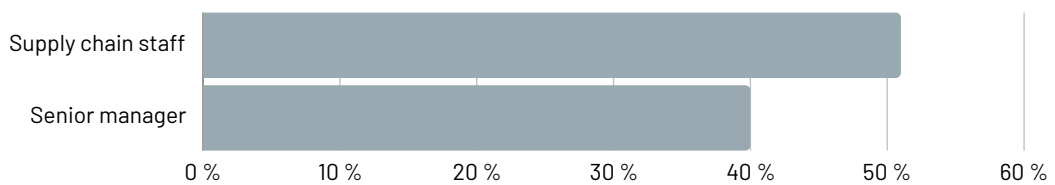
of employees aware of the CSR approach

Human Rights

Gender equality for 2023

89/100

Percentage of women in 2023



Gender equality agreement was signed by SEKO BANSARD and the CSE in 2019.

Key indicators

Detailed CSR indicators (2021 vs. 2023)

| | DEC. 2021 | DEC. 2022 | DEC. 2023 |
|---|-------------|---------------|--------------|
| HUMAN RIGHTS | | | |
| Number of employees France | 213 | 216 | 205 |
| Breakdown of personnel | 104 H/109 F | 107 H / 109 F | 107 H / 98 F |
| % of women | 51,17 | 50,46 | 48 |
| Gender Equality Index | 75/100 | 85/100 | 89/100 |
| Permanent staff | 190 | 204 | 193 |
| Fixed-term contracts | 4 | 2 | 2 |
| Workforce Apprenticeship contracts | 19 | 10 | 10 |
| | | | |
| HEALTH & SAFETY | | | |
| Number of accidents at work or commuting accidents | 1 | 2 | 2 |
| Number of days lost due to accidents at work or commuting accidents | 24 | 183 | 31 |
| | | | |
| TRAINING | | | |
| Number of training hours | 600 | 406 | 966 |
| Number of people trained | 44 | 29 | 61 |
| | | | |
| FAIR PRACTICES | | | |
| % of employees aware of and/or trained in the fight against corruption | 31,7 | | 100 |
| | | | |
| CSR GOVERNANCE | | | |
| Percentage of employees aware of the CSR approach | 100% | 100% | 100% |
| Number of internal players involved in a CSR working group or committee | 4 | 4 | 4 |

Detailed CSR indicators (2022 vs. 2023)

| ENVIRONMENT (CDG Agency) | 2021 | 2022 | 2023 |
|---|---|---|---|
| GAS: Total consumption (kWh) | 207 864 | 227 708 | 251 565 |
| ELECTRICITY: Total consumption (kWh) | 230 617 | 217 013 | 207 732 |
| WATER : Total consumption (m3) | 46 | 52 | 75 |
| WASTE: % of waste recycled | | | |
| - Valuing Energy and materials | | 46 | 41 |
| - Valuing Energy | | 28 | 42 |
| - Recycling | | | 16 |
| | | | |
| CLIMATE CHANGE | 2021 | 2022 | 2023 |
| Total GHG emissions (t CO2 e) | 470 | 1183 | 1043 |
| Digital usage (t CO2 e) | 8,2 | 28 | 1.4 |
| Operations (t CO2 e) | 59 | 77 | 70 |
| Purchasing & Support (kg CO2 e) | 24 | 94 | 52 |
| Offices (t CO2 e) | 113 | 574 | 545 |
| Transportation (t CO2 e) | 267 | 410 | 375 |
| Engaged employees | 66/150 | 112/213 | 113/213 |
| | | | |
| PARTNERSHIP AND SPONSORSHIP | | | |
| Rugby USM Sapiac | X | X | X |
| Action against Cancer | X | X | |
| Donation Association Culturelle Franco-Turc du Nord | | | X |
| SAF Program AK KLM | | X | X |
| Support Ukraine | | | X |
| Support Maroc | | | X |
| Employee sponsorship (Olympic Games selection / Motorcycle association) | | | X |
| | | | |
| CERTIFICATIONS | | | |
| Percentage of sites with environmental label or certification | 10% (1 of 11 sites) | 10% (1 of 11 sites) | 10% (1 of 11 sites) |
| CDG Agency | Full OEA ISO 9001(23/09/2021) ISO 14001(23/09/2021) 6 PL | Full OEA ISO 9001(27/09/2022) ISO 14001(27/09/2022) 6 PL | Full OEA ISO 9001(06/02/2024) ISO 14001(06/02/2024) 6 PL |

CO2 Reduction

#CSR 🌍 A reduction of 11.171 KG of CO2!

To reduce its carbon footprint, the SEKO BANSARD agency at Paris-CDG is powered by 100% green electricity. Various energy sources are used, including hydroelectricity and marine currents, cogeneration and geothermal energy.

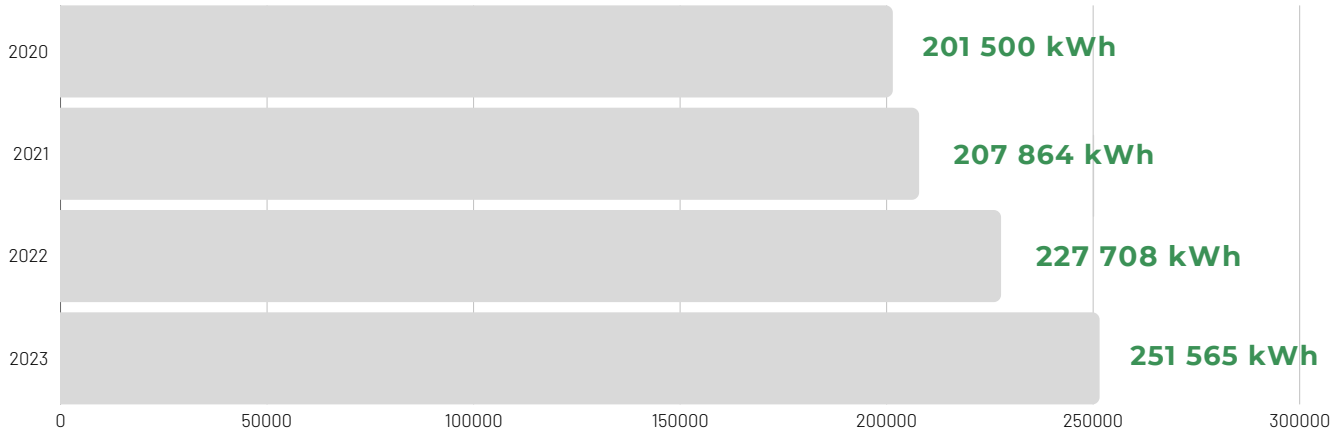
This initiative, in partnership with Energem , is part of a voluntary approach to continuous improvement, with the commitment of our customers, partners and teams to responsible, more sustainable logistics.

BANSARD CSR team : Charles MATHEY, Corinne LECLERCQ , Eric LANGLOIS, Yifan WANG
 #BansardInternational #greenenergy #energieverte

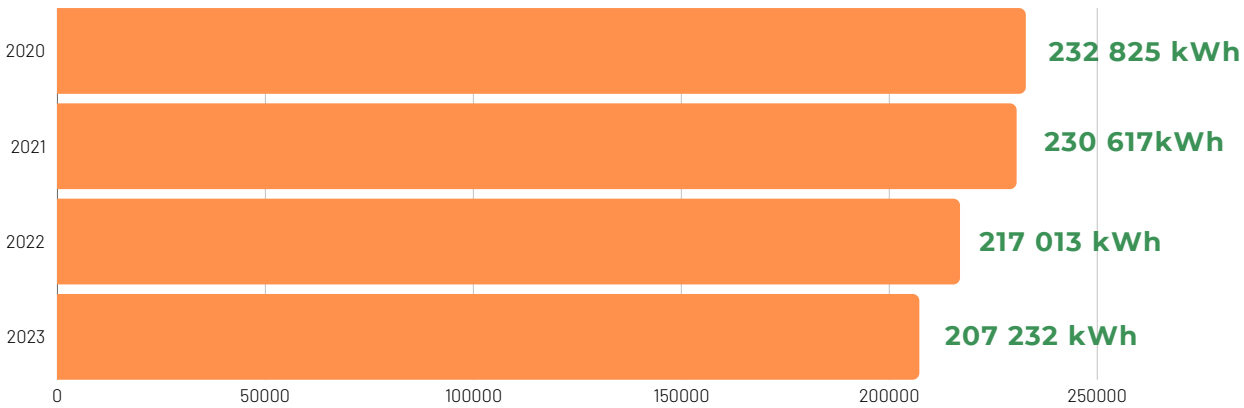


Paris-CDG Agency

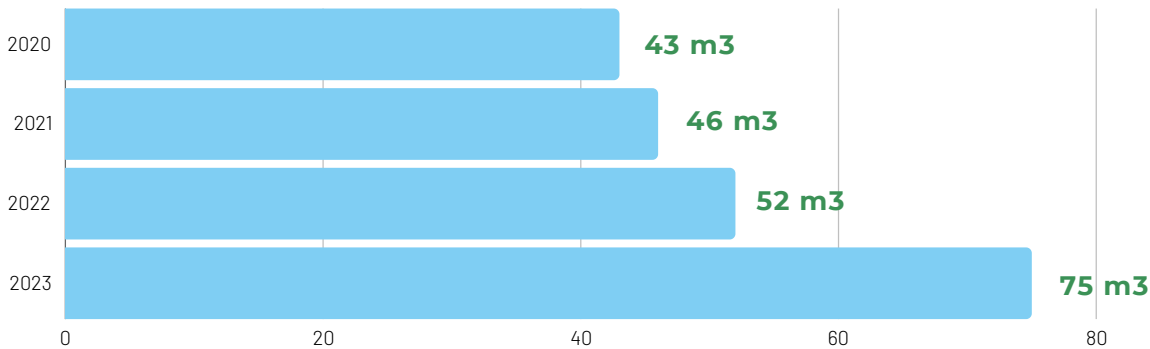
Total GAS consumption (kWh / year)



Trend in total ELECTRICITY consumption (kWh/year)



Change in total WATER consumption (m3/year)



In line with its environmental objectives, SEKO BANSARD will be reducing its consumption of :

- electricity by relamping the warehouse.
- gas, thanks to the energy audit carried out by the landlord.

Paris-CDG Agency

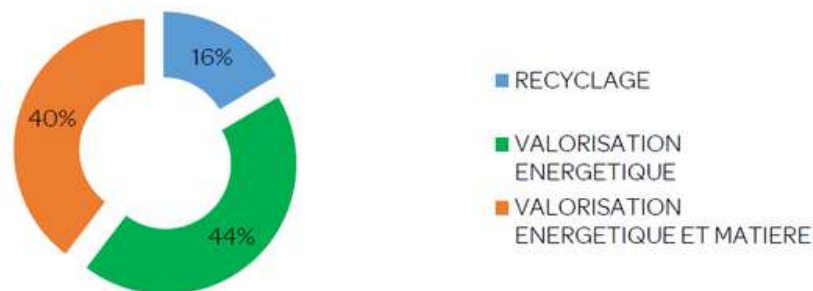
Waste sorting and recycling (2023)

As part of its continuous improvement approach, Bansard has optimized waste processing at its Paris CDG branch to reduce its environmental footprint. Below are the results for 2022, with real recovery of our waste: a reduction in CO2, energy production through incineration, ...

Breakdown of waste sorting

| | | | | TOTAL 2023 | |
|-----------------------------------|-------------|--------------|------------|------------|---------------|
| | Code déchet | Matériel | Volume | Qté | Kg |
| PAPIER / CARTON | | | | | |
| Papier/carton | 20 01 01 | Bac | 660 Litres | 76 | 2 128 |
| Carton | 20 01 01 | Benne fermée | 30 m3 | 1 | 840 |
| | | | | 77 | 2 968 |
| DECHETS INDUSTRIELS BANALS | | | | | |
| Déchets Industriels Banals | 20 03 01 | Bac | 660 Litres | 36 | 1 116 |
| Déchets Industriels Banals | 20 03 01 | Bac | 660 Litres | 233 | 7 223 |
| | | | | 269 | 8 339 |
| EMBALLAGES BOISSONS | | | | | |
| Déchets de boisson | 20 03 01 | Bac | 750 Litres | 11 | 165 |
| | | | | 11 | 165 |
| DÉCHETS SPECIFIQUES | | | | | |
| Bois | 17 02 01 | Benne fermée | 30 m3 | 4 | 7 540 |
| | | | | 4 | 7 540 |
| TOTAL | | | | 361 | 19 012 |

Breakdown of waste processing



Energy and materials recovery concerns waste such as bulky items, wood, etc., part of which is used for energy recovery and part for materials recycling (e.g. wood).

In March 2023, other classes of waste (D3E) were recycled with the Urbyn company. Details: 135 kg, 25 screens, 4 printers, 2 CPUs.

Our accreditations



ORGANISME O.F.C. ORGANISME FRANÇAIS DE CERTIFICATION CERTIFICATEUR

CERTIFICAT Certificate

Par cette présente, nous, Organisme Français de Certification, attestons, en qualité de Certificateur de Systèmes, sur la base du dossier de certification, et, suite aux audits documentaires et sur site, que

BANSARD ROISSY
8 Avenue de la Pyramide,
93290 TREMBLAY-EN-FRANCE, France

a obtenu avec succès sa certification

ISO 9001
Version 2015

pour la maîtrise de son Système de Management de la Qualité dans les domaines d'activité ci-après.

**Transport de marchandise national et international.
Commissionnaire en transport aérien, maritime, routier, ferroviaire.
Représentant en douane.
Prestation de service logistique, de e-commerce, d'IT.**

Certificat N° C622/2021-09-93
Délivré le 23/09/2021
Valable jusqu'au 22/09/2024

Pour le Comité de Certification
DIEUZY Jean-Jacques

Le détail ainsi que les éventuelles réserves en rapport avec ce certificat sont accessibles sur <http://www.ofc-certification.com> ou en flashant le QR Code de ce certificat.

Certificat à faire valoir uniquement dans les domaines d'activité énumérés ci-dessus.
La validité de ce certificat est soumise au maintien de la conformité du système par rapport à la norme citée en référence et à la réalisation des audits de suivi durant le processus de certification.
Toute utilisation abusive de ce certificat entraîne son retrait et le cas échéant des poursuites pénales.
L'émission de ce certificat n'engage l'Organisme Français de Certification envers aucun tiers autre que le client, ceci uniquement selon les termes définis par le contrat de certification.
Ce certificat reste la propriété de l'Organisme Français de Certification et devra être retourné sur demande.

Notre mission : Faire reconnaître vos compétences !

Organisme Français de Certification
www.ofc-certification.com info@ofc-certification.com
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Label 6PL PERFORMANCES LOGISTIQUES DURABLES



- CINQ DOMAINES D'AMÉLIORATION
- Gouvernance de l'organisation
 - Performance économique
 - Progrès social
 - Protection de l'environnement
 - Gestion de l'énergie

Le Comité de Labellisation 6PL valide l'engagement volontaire d'amélioration des performances logistiques durables de l'entreprise

BANSARD International

dans ses activités de
Exploitation de site logistique
sur le site

BANSARD International
8 avenue de la Pyramide
93290 TREMBLAY en FRANCE

Le Label 6PL est attribué pour les trois ans selon la charte d'engagement n° 2020.014 v0

Le 16 Décembre 2020 à ROUEN
pour Engagement de l'entreprise

Charles MATJEP
Charles MATJEP
Directeur Marketing

pour le Comité de Labellisation

Alain VERNA
Alain VERNA
Président du Comité de Labellisation 6PL





CSR REPORT 2023



For more information, please contact us at the following e-mail address: rse@bansard.com