

Sustainability Strategy SHOT LOGISTICS GMBH

Foreword

As a logistics company, the term 'green logistics' is highly relevant to us.

As a company and part of the economy, we naturally bear responsibility for our employees, our business partners and our supply chain, society and the environment.

Only through the interplay of these three pillars of sustainability (ecology, economy and social responsibility) sustainable management can be guaranteed.

Code of Conduct

The following topics form the cornerstones of our corporate behaviour and are communicated, observed and practised throughout the company as a **code of conduct**.

Contents of the strategy

1. Business ethics
2. Responsibility
 - a. Responsibility for the environment
 - b. Responsibility for our own infrastructure
 - i. Buildings
 - ii. Geographical integration
 - iii. Waste management
 - iv. Vehicle fleet
 - v. Measurement of our CO2 emissions
 - c. Responsibility within our supply chain
 - d. Responsibility for our employees
3. Compliance with social standards
4. Compliance with laws
5. Quality standards and their standard requirements
6. Prohibition of corruption
7. Guaranteed efficiency in the logistical processes
8. SEDEX membership

1. Business ethics

Fair and respectful treatment of our employees, business partners, society and the environment is a matter of course for us and forms the basis of our business activities.

These values are reflected in the company's quality policy (see also point 5).

2. Responsibility

We take responsibility for the environment (point a), for our own infrastructure (point b) and utilise the opportunities to exert influence within our supply chain (point c). Responsibility for our employees (point d) is a self-evident obligation for us, which we continuously fulfil.

Only through the employees in our company is it possible to operate successfully in the long term.

We promote **awareness** of the responsible use of our resources at management and employee level.

Within our supply chain, we strive to work primarily with companies that operate sustainably. For that reason we perform continuous stakeholder analyses of the sustainability activities of our business partners.

We are committed to long-term and sustainable action and take responsibility for overcoming the economic, social and environmental challenges that we face in our business environment.

a. Responsibility towards the environment

We all live in this world and bear a great responsibility for the environment and its resources.

For us, sustainable management means continuously reviewing our own activities, committing to the prevention of environmental damage and consistently minimizing our impact on the environment.

b. Responsibility for our own infrastructure

b-i) Building

- Our modern office building and warehouse was built in 2017 in accordance with energy-efficient construction standards
- Hybrid energy technology - the building has a heat pump
- Use of green electricity
- Implementation of possible energy-saving measures (lighting, heating, office equipment, warehouse equipment)
- Rooms are heated and cooled via thermally activated concrete ceilings and an optimised ventilation system
- Gas dark radiators in the warehouse (in the ramp area)
- Heat generation through infrared radiation
- Generation of an adequate climate for the entire hall
- Best possible energy balance through optimised adaptation to the spatial requirements
- Utilisation of a high energy-saving potential

Future prospects for 2025/2026: self-sufficient energy technology using solar panels on the flat roof of the buildings.

b-ii) Geographical integration

The site of SHOT's office and storage areas is located directly on the Norderelbe in the harbour region of Hamburg. This direct proximity to the water makes it necessary to take special measures to protect nature.

- Respect for the sensitive ecosystem
- Protection of the banks of the Elbe
- Maintenance of the biotope on the banks of the Elbe
- Membership of the paid polder community

b-iii) Waste management

Waste from the economy should be made available as secondary raw materials

- Recycling of operating materials and consumables
- Use of reusable pallets (Euro-pallet)
- Responsible disposal of waste with external partners
 - Recycling cycle - prevention, recycling, energy recovery and safe disposal of waste
 - Cardboard and film for recycling
 - Residual waste, yellow bin

b-iv) Vehicle fleet / storage equipment

Lorry chassis

- Our own lorries have resource-saving D-Tec chassis
- low tare weight

- divisible and therefore multifunctional
- therefore optimised, energy-efficient deployment options

Tractors

- The tractor units are low-emission and environmentally friendly vehicles that comply with the EURO 5
- Drivers receive regular training on how to drive in a fuel-efficient and resource-saving manner

Warehouse equipment - electric reach trucks, electric forklift trucks

- Use of the latest generation of warehouse equipment (Linde brand)
- Electrically powered
- ECO mode selectable
- Low energy and operating costs (up to 40 % less than comparable trucks - source: Linde operating manual)

b-v) Measuring our CO2 emissions

From our point of view, it is difficult to record the specific and, above all, valid CO2 emissions of all our business activities inside and outside our site in Peutestraße in Hamburg.

Our arguments in favour of this consideration:

- It is not only our own actions that need to be recorded in a corresponding key figure, but to a large extent also process steps outside our organisation.
- Data collection in Scope 3 (all indirect greenhouse gas emissions from sources that our company does not own or directly control) is difficult for us to implement.
- Furthermore, the comparability of this external data is not automatically given - The exact basis for determining the data from third parties is generally not known and/or cannot be reconciled.

- In our view, estimates would not be meaningful enough.

Conclusion: on the basis of these considerations, we have decided not to measure our CO2 emissions for the time being.

c. Responsibility within our supply chain

Within our supply chain, we endeavour to record the sustainability activities of our most important business partners through regular stakeholder analyses (once a year). Existing sustainability strategies and a clear commitment to sustainable business practices are analysed.

Our aim is to work primarily with companies that operate sustainably.

Result of the stakeholder analysis 2024:

We have a sustainability strategy with formulated environmental goals

- approx. 68% of our partners in the Ocean Import division
- approx. 96 % of our partners in the Ocean Export division

d. Responsibility for our employees

A culture with flat hierarchies, open communication and open doors is important to us.

Regular training courses are held for employees, whether standard training on topics such as safety, hygiene, bio-requirements or specialisation-related training for the purpose of further professional development.

An annual risk assessment of the warehouse premises and offices is just as much a part of this as regular meetings of the occupational safety committee.

We regard vocational training in cooperation with the Hamburg Chamber of Industry and Commerce (IHK) as a social obligation and look forward to providing young people with a qualified vocational qualification year after year.

3. Compliance with social standards

The appreciation of all people is at the centre of our actions. We consider every person to be of equal value.

Extract from our quality policy:

Respect for human rights and ethics is a fundamental principle of human coexistence and a matter of course for us. Any discrimination, e.g. with regard to age, disability, gender, skin colour, origin, religion or inhumane employment relationships and working conditions contradict this principle and are not tolerated by us.

We are committed to the following internationally recognised social standard:

- **ILO Convention**

International Labour Organisation. A specialised agency of the United Nations that aims to contribute to a decent working environment by promoting social justice and human and labour rights.

- Decent work
- Freedom of association and the right to collective bargaining
- Elimination of forced labour
- Abolition of child labour (Conventions 138 and 182)
- Prohibition of discrimination in respect of employment and occupation

Supplement: We are committed to not employing workers under the age of 15. When regularly employing young workers, we ensure compliance with working hours, wages and job security in accordance with local regulations.

4. Compliance with laws

We expect ourselves and our suppliers and business partners along the supply chain to comply with the laws and regulations of the respective countries. This also includes laws relating to employment, the environment, discrimination, health and safety.

5. Quality standards and their standard requirements

We are IFS Logistics and ISO 9001 certified. The effectiveness and conformity to standards is checked and confirmed annually in announced or unannounced audits over the certification bodies.

Both quality standards set high quality and ethical standards through their standard requirements.

Fulfilment of the requirements supports our entrepreneurial activities in order to work in a structured and target-oriented manner.

The following sustainability topics are considered and regularly reviewed in addition to the requirements of the standards:

- Environmental management
- Written social guidelines

- Leadership / People / Infrastructure
- Stakeholder management
- Definition of quality policy and business ethics

IFS Logistics: Extract from the standard

Chapter 1 - Corporate responsibility

There is a clear corporate policy adopted and implemented by the company management. This takes into account at least the following criteria:

- Product safety
- Customer orientation
- Sustainability
- Personnel responsibility
- The company policy (quality policy) must be communicated to all employees in the company.

6. Prohibition of corruption

Corruption, whether actively practised or passively utilised, is prohibited. It damages our company and our reputation. As a smaller company, SHOT Logistics is in a position to actively discuss and implement this principle with its employees.

This policy is also regulated for employees in their employment contracts.

7. Guaranteed efficiency in logistics processes

Optimised and resource-saving processes with a high degree of digitalisation are important to us and are practised and supported by all employees.

This applies to transport routes with optimised route planning in order to reduce traffic and traffic-related emissions.

The effective and target-orientated processing of orders ensures the bundling of transport. The process-optimised storage of goods in our modern warehouse helps us to save time and distances.

All options serve to avoid economic inefficiencies in our function as a freight forwarder and warehouse logistics provider.

8. SEDEX membership

Through our membership of the internationally recognised platform SEDEX (Supplier Ethical Data Exchange), we have committed ourselves to the continuous improvement of ethical behaviour in the supply chain.

Oliver Leopold, CEO
Hamburg, May 2024