

Moving responsibly into the future!



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ENVIRONMENT

SOCIAL

GOVERNANCE



ESG at XBS Logistics



OUR VALUES

Our actions are guided by:

- Honesty and reliability.
- Creativity in finding solutions.
- A drive to improve processes.
- **Responsibility for the natural environment and the local community.**

We help our clients organize efficient product supply chains, supporting them in achieving their business goals and generating real savings. At the same time, we strive to minimize our impact on the natural environment. Together with our clients, we support their sales activities in a sustainable and responsible way.

- As a logistics operator with 20 years of experience in handling marketing materials (POS), we want our original initiative, **ekoPOSytwni**, to become part of our DNA and a foundation for cooperation with our business partners.
- Our initiative was recognized by representatives of the FMCG industry during Sustainability Confex 2019, where we received the **Sustainability Solution Provider Award** in the category **Supply Chain Transformation**.



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Environment



We are ekoPOSitive!

**WE SUPPORT
SALES
RESPONSIBLY
AND SUSTAINABLY**

EkoPOSytywni stands for managing POS materials (and more) in **a more responsible and sustainable way.**

As the creators of this initiative, we contribute to environmental protection by controlling and optimizing all processes related to marketing materials and beyond.

Our effective actions bring **tangible financial benefits and genuinely help reduce CO₂ emissions.**



ENVIRONMENT

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- When preparing packages, we strive to use **eco-friendly packaging fillers** (paper or recycled cardboard).



- We have prepared and made available to our clients **a catalog of eco-friendly packaging accessories.**



- We took the initiative to organize joint workshops for employees and clients: **Climate Fresh** – conducted by the client's team.
- We want to reduce and monitor paper consumption within our organization, which is why we conducted an **audit assessing the level of paper usage** in the company – forming the basis for corrective actions.
- Together with **Game4Planet**, we carried out a campaign during which we collected over 155 kilograms of used clothing and other textiles 😊



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Environment



- We replaced traditional lighting with **LED lighting**. We use motion-sensor lamps and purchase energy from **renewable sources**.



- We regularly take part in **tree planting** initiatives together with posadzimy.pl, and we actively participate in planting trees and shrubs around our warehouses.



- We organized the **"Food Sharing Emergency"** initiative, aimed at **reducing food waste**.
- Additionally, in every kitchen, we have made the **"I Cook, I Don't Waste"** – Zero Waste cookbook available for our employees.



- We run the **"Turn off the light – set an example!"** campaign in our offices. Reminder materials have been placed next to every light switch.



- We educate our employees on **saving water**.
- We have placed reminder stickers next to every tap.

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Environment



- **ekoFITParcel** – when preparing shipments, we carefully select the optimal carton size and filler for the contents.
- In this case, **less means more!**

- In the spirit of the circular economy, we implement waste-reducing solutions in our offices – **coffee grounds are reused for plant care.**



- With care for the natural environment, the company uses **electricity derived 100% from renewable sources**. This action is part of our strategy to reduce our carbon footprint and achieve our sustainable development goals.

- **We care for our local feathered community.**
- In November, we hang bird feeders and birdhouses around our offices and warehouses.



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Environment



- We invest in warehouse spaces with a **BREEAM Excellent** certificate, and our existing facilities are undergoing the **BREEAM In-Use** certification process.

- As a member of the UN Global Compact Network Poland, **we actively contribute to the Yearbook publication**, which summarizes activities and best practices in the area of sustainable development.





SOCIAL

ESG at XBS Logistics

Social



- We support the local community and our employees **in difficult life situations.**



- The company supports the development of young artists by organizing the **“Package in the Color of Art”** competition, addressed to students of the Academy of Fine Arts.
- The goal of this initiative is to promote creativity and build relationships between the business world and the artistic community.
- Every year, by purchasing Christmas cards, we support the **“Mimo Wszystko” Foundation**, which helps adults with intellectual disabilities.



- We stand in solidarity and **support Ukraine.**



ESG at XBS Logistics

Social



- We support the **Prof. Zbigniew Religa Foundation for "Cardiac Surgery Development"**.
- The foundation's goal is to promote and support the transfer of knowledge in the field of modern cardiac surgery across Poland and developing countries.



- We have joined the group of partners supporting the **Samodzielni Robinsonowie Foundation**.
- The foundation's mission is to provide comprehensive support for young people under the care of childcare institutions and to raise public awareness of the challenges faced by those who are biologically or socially orphaned.
- Our company organizes an internship for one of the foundation's beneficiaries and provides financial support.
- We employ staff members who **belong to national minorities**.



- We are implementing our original program: **"Senior, Seniorita Blossoms at XBS"**.
- Mature individuals are welcome in every department of our company.



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Social



- We have created a student **internship program for SGGW and WSZiE.**
- We are also a **content partner of the “Transport Management and Logistics”** program at the University of Ecology and Management / Technical and Artistic Academy.



- Once a year, we conduct **an employee and customer satisfaction survey.**



- We support our employees and celebrate when they become parents.
- **New parents receive a wonderful Mustela baby care starter set** from us.



- We support our employees in maintaining **preventive health care.**

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Social



- We promote **outdoor activities** and encourage our employees to stay active and engage in sports.



- The company has joined the group of partners supporting the local café "**Szczęśliwa Siódemka**" (Lucky Seven).
- The café is staffed entirely by people with disabilities, who are given opportunities for professional development.
- This initiative helps prevent their social exclusion.



- We don't forget about the **animals** from the nearby shelter — we organize a donation drive for them among our employees.



- We support our **brave firefighters** - we donated computers to the Volunteer Fire Department (OSP) in Cieksyn.

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- We supported the **local youth karate club** in their preparations for participation in the European Cup in Slovenia.

- **We became a partner of the 8th edition of the TOP Young 100 program**, organized by PSML – Polish Supply Management Leaders.
- We support the development of young talents and help create a space for learning through practice.



- We have joined the group of partners of the **Salon of Inspiration** – an interdisciplinary and intergenerational space for the exchange of ideas and dialogue about humanity.



GOVERNANCE

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Governance

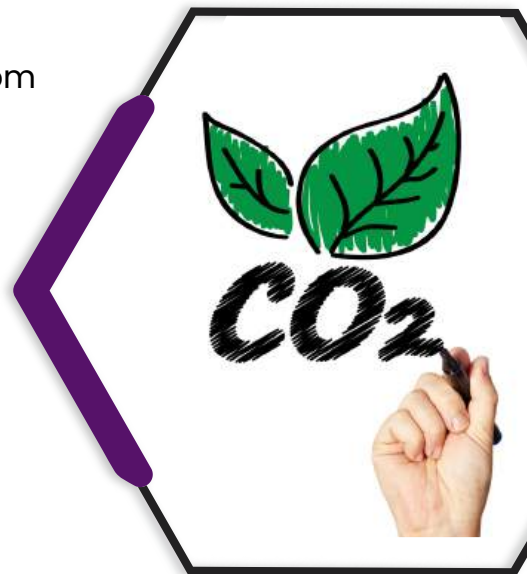
- **We measure our carbon footprint** using emission factors obtained from publicly available sources, such as open-source libraries – including **DEFRA**.

- We report our ESG activities on the following platforms:

- **CDP**
- **Wordfavour**
- **ecoVadis**
- **Grenometer**
- **UNGC CoP**

- We conducted **ESG reporting workshops** (Procon-Polzak, October 2022).
- We are also carrying out a survey on **ESG aspects among our key suppliers**.

- As a socially responsible organization, our company places great importance on ensuring the highest quality of services.
- Through the **quality certificates** we have obtained, we confirm our commitment to maintaining process excellence and continuous improvement.



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Governance

The company has implemented all the **necessary policies** regulating key areas of its operations, in accordance with applicable regulations and best market practices. These include, among others:

- Whistleblower Policy – implemented in line with new employer obligations
- Anti-discrimination and Anti-mobbing Policy
- AML Policy (Anti-Money Laundering)
- Water Resource Management Policy
- Health and Safety Policy (OHS)
- Environmental Policy
- Supplier Cooperation Policy



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Governance



- Ekofirma 2021

- Sustainability Solution Provider Award in the category: Supply Chain Transformation.



- Member of UN Global Compact

- Signatory of the Diversity Charter



- Bronze Medal / Badge - Ecovadis

- Friend of Nature

