



**Integre**  
Trans

# SUSTAINABILITY REPORT

2022

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# Foreword by the company head

I am very glad to present our third annual report on sustainability by Integre Trans group which is a proof of our responsible growth and our commitment towards sustainable operation practices. This report on results of 2022 and obligations was prepared according to the GRI (*Global Reporting Initiative*) standards.

2022 was an intensive year of growth to us, marked by positive business results and at the same time, new challenges related to a rapid growth of our company and challenges in geopolitical background. By understanding impact of transport logistic sector to environment and climate change, we strive for faster and more effective integration of sustainable solutions in business which also poses new challenges. Effort to understand business impact on emissions led to our calculations of other indirect emissions (Scope 3) of greenhouse gases GHG (according to the method of GHG protocol) within the group started in 2022 that will help to evaluate the actual situation and take appropriate steps to reduce emission. Also for the first time in 2022 we purchased carbon credits that let us to compensate a part of GHG emission generated in our activities.



Business specifics and our team consciousness led to the situation, where sustainability is not just one of the aspects of our operation which we take into consideration, it is an important part of company strategy. Sustainability in Integre Trans group is understood and performed according to directions defined by Environmental, Social & Governance principles. Our commitments to develop responsible business are confirmed by United Nations Sustainable Development Goals integrated within our Company. In 2022 within the activity of companies we integrated seven new goals and now we have committed to ensure performance of 11 out of 17 Sustainable Development Goals.

In 2022 we formed four strategic sustainability goals which will help us to become a climate neutral company until the 2050 (by assessing emissions due to our conducted operations which we are able to control in Scope 1 and Scope 2), we will assure implementation of integrated Sustainable Development Goals of United Nations within long-term group strategy, we will implement principles of circular economy and also we will intensify collaboration with different stakeholders to reflect their needs in the best possible way and to assure continuity of transparent, ethical

and responsible business. To achieve the latter goal we have already implemented the first survey of stakeholders, and we will use processed data to form future goals and action plans of our sustainable strategy.

In the end of 2021 instead of Christmas gifts for clients and employees we promised during 2022 to implement six sustainable projects, more information on which I invite to find in the report on sustainability or on the dedicated website [HERE](#). We will continue with implementation of these projects also in 2023.

This report is a proof of our responsibilities to our stakeholders and our effort to create not only successful, but also responsible and transparent business. This result could not be achieved without professional and devoted team allowing us to create positive change for the sake of well-being for all of us.

- Žana Kel



# 1. About us

# 1.1. About Integre Trans

**Integre Trans group is an international transport and logistic services company.** Our headquarters are located in Lithuania, but we also have our offices in Poland, France and Germany. Starting from 2020 we have started to provide contract logistics services and we opened a modern warehouse of 6500 sq. meters in France. The main export service countries are located in Western Europe: Germany, France, the Benelux countries, Italy, Spain and the UK.

**Our priority** – services of impeccable quality and professional client services of highest level. We take care of our clients' business in the same way as we take care of our own, so we can take responsibility for common good results.



MISSION

**Providing high-quality services to clients as if it was our own business.**



VISION

**Leading logistics company in Europe by customers' choice.**



VALUES

- Quality
- Professionalism
- Responsibility



**Integre Trans, UAB**  
Vilnius (headquarters),  
Kaunas, Klaipėda, Šalčininkai  
Lithuania

**Integre Trans France, S.A.R.L.**  
Paris, France

**Integre Logistics, S.A.R.L.**  
Épône, France

**Integre Trans, GmbH**  
Ulm, Germany

**Integre Trans Poland, Sp.z.o.o**  
Warsaw, Wroclaw, Poland

## The main logistics and transportation services provided by Integre Trans group



### ROAD FREIGHT TRANSPORT

- Full truck load (FTL) transportation service
- Express delivery
- JIT and JIS transportation
- Dedicated transport services



### SPECIAL FREIGHT TRANSPORT

- Transportation of ADR cargos
- Solutions of intermodal freight forwarding



### CONTRACT LOGISTICS

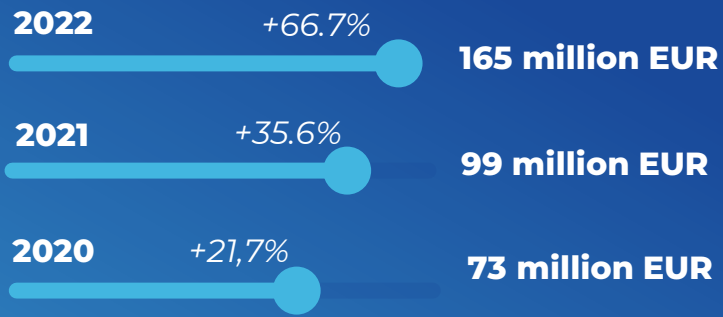
- Transshipment warehouse
- Full pallet and unit handling
- Hazardous material
- Distribution management
- Inventory management
- Returns management
- E-commerce solutions

**Our provided transport and logistics services cover industries of wide range:** automotive industry, steel products, FMCG, IT goods and technologies, agriculture, paper and packaging production, chemical industry, commerce, production.

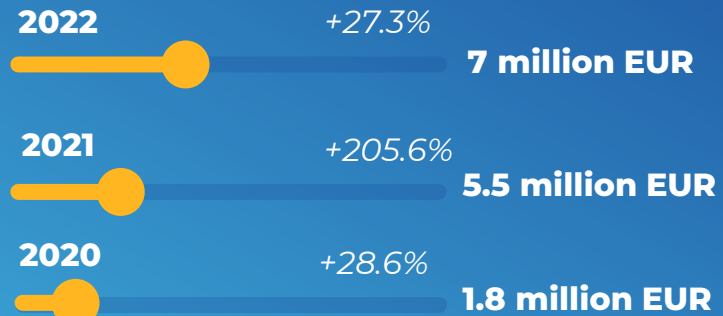
# 1.2. Financial indicators

In 2022 income and profit of Integre Trans group increased, respectively 66.7% and 27.3%. Considering sales structure according to different countries, no important changes during reporting year took place (compared to the previous year). The main markets remained Germany (38.2% - 2022, 39.1% - 2021) and France (31.3% - 2022, 33.9% - 2021).

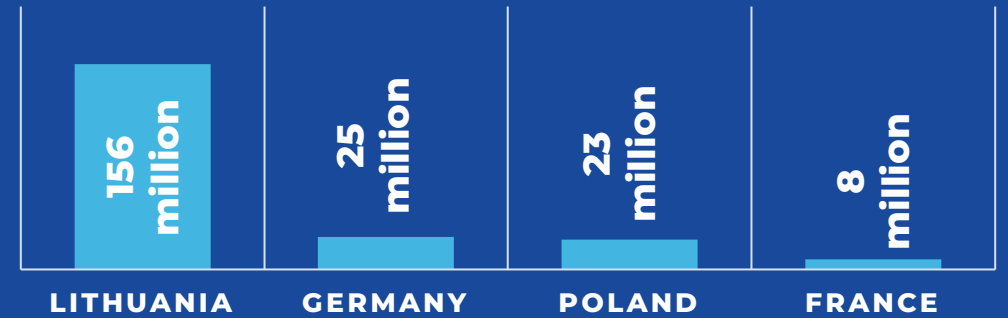
### Annual revenue growth



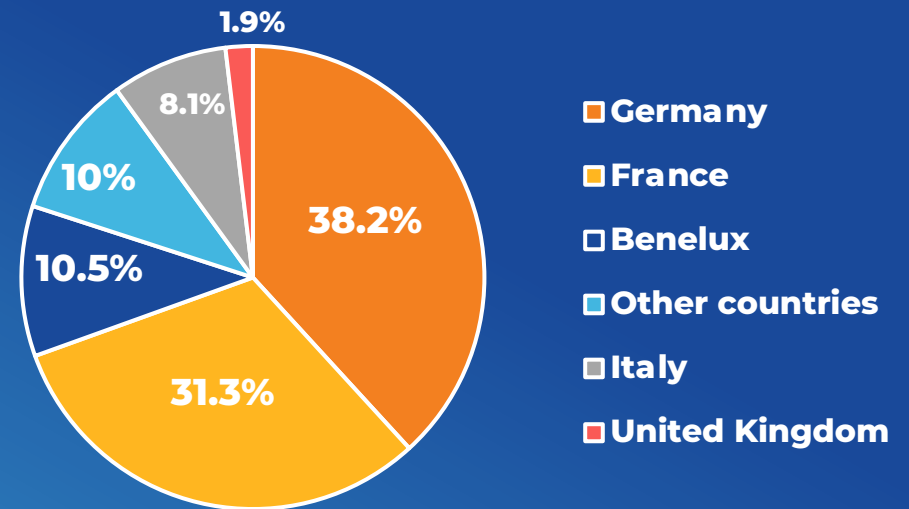
### Annual profit growth



Turnover by countries of operation in 2022, million €



Sales structure in 2022 by countries (percentage of shipments)





## Investments

In 2022 we mostly invested into expansion of our transport fleet. Total amount of investments reached 50 million EUR (2021 – 17 million EUR). During reference we purchased 400 trucks and the same amount of semitrailers. The biggest part of our transport fleet is made of Mercedes-Benz trucks, but among our purchases there were also DAF, MAN and Volvo trucks. The main brands among purchased semitrailers were Schmitz and KRONE brands. In 2022 the fastest growing was among Integre Trans, UAB and Integre Trans Poland own transport fleet. Investments were also made into implementation of IT solutions.

In 2023 we plan to reach 90 million EUR of investments into transport fleet. During these investments we will purchase DAF, Mercedes Benz, MAN, Volvo, Iveco Renault trucks and Schmitz, Krone and Koegel semitrailers.

Investment strategy is based on actual investment policy updated annually which includes description of the main investment directions in upcoming year.

There were no paid budgetary grants related to operation of the company during the reference period.

## Financial risks and opportunities related to climate change

Climate change undoubtedly fosters innovations in transport sector. Every year, new trucks and semi-trailers are released to the market, becoming more environmentally friendly and more efficient in terms of fuel consumption. Realizing this, purchase of new transport vehicles and “rejuvenation” of average age of transport fleet becomes a very important strategical goal to achieve a significant reduction of negative environmental impact.

As banks finance transport purchase we can see that their “risk appetite” to finance is more related to sustainable parameters of purchased vehicles. It is also important to emphasize that in the market more and more banking and non-governmental promotion instruments, oriented towards purchase of alternative fuel vehicles (including electricity) arise.

# 1.3. Membership in organizations



Integre Trans group joined to the **Operation Clean Sweep (OCS)** program which has a goal to reduce risk of emission of plastic particles into environment.

For the compliance of commitments our group has raised a goal which is 0 incidents related to violations of transportation of plastic particles and similar frights, during which the freight leaks in soil or water.

0

**In 2022 related incidents did not take place**

Precautionary measures applied: training for all employees, important information is included into drivers' manual, administration employees receive additional information in the newsletter.

In 2022 we were also continuing our engagement into activities of national and international organizations.



## **2. Sustainable and responsible business management**

# 2.1. Principles and objectives of sustainable operations

Within the Integre Trans group we are committed to contributing to the creation of a sustainable future and we are doing this under ESG principles (environmental policy, social responsibility and good governance) which are an important part of our company's business strategy.

**Our principles of sustainable business development are defined in the policy contained within the Ethical code and social responsibility, which includes:** attention to our clients; attention to our employees; integration of the most recent technologies; ensuring security and quality; ensuring personal data protection; attention to the environment (implementation of ESG principles); ensuring equal rights, opportunities for people and work; prevention of discrimination and harassment; intolerance of forced labour and child labour; ensuring safe driving during trainings; implementation of provisions in relation to work time; ensuring adequate wages and related privileges; ensuring employees' health and safety; ensuring business integrity (prevention of bribery); ensuring fair competition, prevention of corruption, money laundering and terrorist financing.

## The main sustainability goals of the group

### Goal No. 1

To become a climate neutral company by 2050 and as such to contribute to the Paris Agreement and the EU Green Deal (by assessing emissions due to our conducted activities that we are able to control (Scope 1 and Scope 2))

### Goal No. 2

To contribute to the Sustainable Development Goals of the United Nations by integrating these goals into the company's long-term strategy

### Goal No. 3

To implement circular-economy principles within the company

### Goal No. 4

To collaborate with stakeholders in relation to the principles of sustainability, and to follow standards of ethical, transparent and fair business.

## UN Sustainable Development Goals

Our commitment to sustainable business development is also reflected through the integration of the Sustainable Development Goals. **During 2022, the Integre Trans group integrated 7 new Sustainable Development Goals in its activities and for now has integrated 11 out of 17 goals.**

### Environmental protection



#### 6. Clean water and sanitation **NEW**

To ensure water availability, sustainable management and sanitation for all.



#### 7. Affordable and clean energy **NEW**

To ensure modern, sustainable and reliable energy that is accessible to everyone.



#### 12. Responsible consumption and production

To ensure models of sustainable consumption and production.



#### 13. Climate action

To take urgent action to combat climate change and its impacts.

### Social responsibility



#### 3. Good health and well-being **NEW**

To ensure healthy lives and promote well-being for all groups at all ages.



#### 8. Decent work and economic growth

To promote sustainable, inclusive and harmonious economic growth, efficient hiring and adequate work.



#### 10. Reduced inequalities

To reduce inequality among countries and within countries.



#### 11. Sustainable cities and communities **NEW**

To ensure inclusive, safe, resistant and sustainable cities and settlements.

### Good governance



#### 5. Gender equality **NEW**

To reach gender equality and prevalence of women and girls.



#### 9. Industry, innovation and infrastructure **NEW**

To build resilient infrastructure, promote inclusive industrialization and foster innovation



#### 17. Partnerships for the goals **NEW**

To strengthen implementation measures and to revive partnerships for sustainable development



## Governance structure

Integre Trans group operates under the leadership of a one-person management body - the general director, who is also the owner of these companies. In the group of companies, the organizational structure is approved, which determines the subordination and accountability, duties in the performance of the activities of the group of companies and the implementation of internal control. The group of companies does not have a board. All companies are managed by the parent company UAB Integre Trans operating in Lithuania, whose headquarters are located in Vilnius.

The organizational structure is detailed using the organizational structure tool, available to all administrative staff of the group of companies.

### Sustainability management

The implementation of sustainability goals is a strategic task of the company group, which involves all top-level managers and other responsible persons. The fulfillment of the set sustainability goals is ensured by a dedicated department in the group of companies. The department reports directly to the CEO of the group of companies.

A dedicated unit is also responsible for preparing sustainability reports. Meanwhile, the final reviews and approvals are done by the CEO of the group of companies.

### Delegation of responsibility for managing impacts

The "Internal Control Policy" operates in the group of companies. It defines clear and distributed responsibilities for the implementation of internal control.

### Conflicts of interest

The provisions of conflicts of interest and the principles of their management are defined in the [Fair Competition and Prevention of Corruption and Money Laundering Policy](#).

## 2.2. Integrated quality management system

The group performs activities by following strategic (long-term) and annual goals that are structured according to the processes implemented in the company, established priority fields of sustainability (ESG, Environmental, Social & Governance) and an annual environmental analysis (using SWOT and PESTLE methodologies).

The majority of policies of the group are accessible to all stakeholders on the website [www.integretrans.com](http://www.integretrans.com). After having approved a new policy, the company makes an announcement on the organisation's intranet, by e-mail and in the monthly newsletter. We introduce our policies to the employees through the staff management system HCM. Procedures for suppliers are sent through e-mail and evidence of notification is collected.

### The main documents that describe Integre Trans group as a reliable business and that guide our daily activities:

- Code of Ethics and social Responsibility;  **All administration employees passed the training**
- Supplier code of conduct and social responsibility;
- Fair Competition and Prevention of Corruption and Money Laundering Policy;
- Integrated Quality Management System Policy;
- Safety Management Policy;
- Equal opportunity, non-discrimination, violence and harassment prevention policy;
- Personnel management policy;
- Alcohol and other toxic substance consumption prevention policy;
- Personal data protection policy;
- Driver's manual;
- Information security policy;
- Privacy policy;
- Confidential information protection policy;
- Description of the whistleblowing procedure in Integre Trans group

To achieve the implementation of good governance, all policies, procedures, processes and other main documents that describe guidelines and principles of the company's activities indicate a particular department and/or officer position that is responsible for the implementation of the document, including other departments of the company, positions and/or competences.

If relevant, implementations of provisions in policies or other documents are described in detail in the documents related to annual or strategical goals and tasks of the company that are periodically reviewed and monitored by our management during meetings.

To achieve an even better implementation of good governance, in 2023 we have planned two new positions to ensure compliance and occupational health and safety.

Field	Responsibility
Integrated quality management system	AVA – the highest management officer for integrated quality management
Crisis management and business continuity	Members of the group for crisis management and business continuity
Compliance with legal acts	Compliance officer (planned for 2023)
Enforcing the General Data Protection Regulation (GDPR)	<ul style="list-style-type: none"> <li>• Personal data officer</li> <li>• Appointed officer for questions related to personal data protection</li> </ul>
Ensuring first aid at the office	People responsible for providing first aid
Ensuring employees' health and safety	<ul style="list-style-type: none"> <li>• Representatives of employees for health and safety</li> <li>• Occupational health and security services</li> </ul>
Ensuring safety during goods transportation	Safety manager
Transportation of dangerous goods	Specialists for the safety of the transportation of dangerous goods
Assurance of technical operation of vehicles	Person responsible for the maintenance of the technical operation of vehicles
Assurance of equal opportunity and non-discrimination	Equal opportunities coordinator
Assurance of sustainable activities	Sustainability ambassador

## Evaluation of safety, quality, sustainability and best practices implementation

To meet the requirements of the group’s stakeholders and the implementation of the business strategy, an integrated management system has been developed and implemented by integrating the standards ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 28000:2007, Good distribution practices guidelines, HACCP (Hazard analysis and critical control points), SQAS (Safety and Quality Assessment System), TAPA 3 level (Transported Asset Protection Association) TSR and EcoVadis requirements.



### In 2022 we have implemented two new standards in the company

Both of these certificates constitute a process of quality assurance that guarantees the quality of a transported load during all supply chain phases, including unloading and transportation, from production to points of sale.

*Compliance with GDP (Good Distribution Practice) and HACCP requirements is confirmed through the performance of independent external audits that have generated confirming approved certificates.*



**HACCP (Hazard analysis and critical control points)**, applies to the supply of international logistics services for food products.



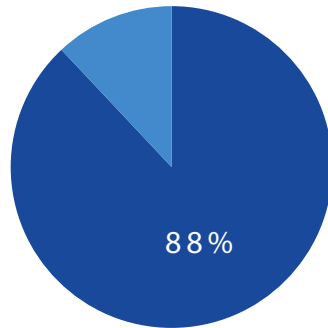
**GDP ( Good Distribution Practice)** or GPP (Lithuanian: *Gera platinimo praktika*) applies to the supply of international logistics services for pharmaceutical products.

## Strategy and management of client experience

The identify and slogan of Integre Trans group – **“Anywhere for you”** – are based on our sincere taking care of clients, partners, employees and surrounding environment and send a message that the company takes care of your needs much more.

To find out if our clients are happy with the services provided, we calculate a yearly index of clients’ satisfaction of goods transportation using our own trucks.

**Index of clients’ satisfaction of freight transportation using our own trucks in 2022, %**



According to the formed result evaluation levels, we consider this result as very good (from 86 to 99%), but we constantly strive for greater customer satisfaction with our services.

**Incidents related to load safety, violations of transportation and freight forwarding of all transported loads in 2022, %**

Number of incidents	Incidents from all transported loads, %	Incidents turned into claims from all transported loads, %
839	0.64%	0,03%



Our goal is to stay within 0.7% of all freight transported.



## Ensuring of human rights, equal opportunities and business ethics

Conducted internal audit in 2022 included headquarters and other distant offices in Lithuania, companies of Integre Trans group (Germany, France, Poland) and regular subcontractors.

### During internal audit the following topics are audited:

- Child labour;
- Human trafficking;
- Forced labour;
- Harassment;
- Discrimination;
- Fair competition and prevention of corruption and money laundering;
- Personal data protection and information security;
- Occupational health and security;
- Work time and wages.



Goals formulated within the group – 0 cases according to previously indicated topics.

After the audit in 2022 no important violations were found.

## 2.3. Risk management

The Integre Trans group has established and monitors a control procedure for changes, deviations, management, assessment and determination of risks and threats related to security management. Risk evaluation and management is performed using the **“Risk and threat determination, analysis and evaluation summary”** which outlines the necessary measurements of management quality.

In 2022, a risk management plan was compiled for to risks related to ESG (environmental protection, social responsibility and good governance).

The identification, review, analysis, and assessment of risks and threats are performed periodically, at least once a quarter, as well as immediately upon receipt of information in the event of incidents or events.

### Risk assessment takes into account the probability and impact (consequences) of events, which include:

- physical incidents, potential and actual threats, information submitted by employees and/or subcontractors on potential events or risks;
- risks or threats of activity processes, as well as transportation of GPP and HACCP freight, reduced requirements for safety management and/or complete or partial failure to implement requirements;
- intentional, planned actions and the management of prevention of these actions;
- natural disasters;
- information on actions beyond the control of the group, e.g., failures of equipment supplied by third parties, improper service provision, etc.;
- risks and threats of stakeholders;
- selection of safety equipment during purchase, technical maintenance and reduction of safety during usage;
- information and data management and communication;
- disaster preparedness, response, security recovery, business continuity threats.

**Risks related to services provided and activities conducted, and risks related to the company's internal processes:**

- **Reputational** (services, vision and leadership, work atmosphere, management and activity, social responsibility, transparency);
- **Compliance** (company compliance, conducted activities compliance, conduct compliance);
- **Activity** (human factor risk, process management risk, systems' operation risk and errors' risk, safety risk, legal risk).



After having evaluated the possibility, impact and general level of risk, control measures and opportunities are foreseen, as well as responsible employees/departments for the implementation of control measures.

**Countermeasures**

<b>Reduction</b>	Organisational and/or physical instruments
<b>Transfer</b>	Subcontracts, postponement of execution, transfer, etc.
<b>Termination</b>	Suspension of activities/services, interruption due to high risk



## Elimination of negative impact

Risk assessment and control is performed using the **“Risk and dangers assessment, analysis and evaluation summary”**. This summary includes necessary management and control measurements.

The Integre Trans group has also established a **“Plan for crisis management, the continuity of activities and safety recovery”**.

### Announcement channels operating within the group:

<a href="mailto:bdar@integre.it">bdar@integre.it</a>	It should be used to report violations related to personal data protection
<a href="mailto:pranesk@integretrans.it">pranesk@integretrans.it</a>	It should be used to report corruption and money laundering cases, discrimination, harassment and other violations related to equal opportunities
<a href="mailto:dss@integretrans.it">dss@integretrans.it</a>	It should be used to report violations related to employees' safety and security

## Compliance with regulations

- The group has approved a control process and system for internal audits;
- Management and control of compliance with legal regulations is performed once a year during internal audits;
- Starting from 2023, the group plans to establish a new position: compliance officer.

In 2022 a check-up of the State Labour Inspectorate took place, during which no incompliances were found.



Number of unplanned audits and check-ups  
2022 – 0 (2021 – 0)

## 2.4. Stakeholder engagement

We understand the importance of stakeholder inclusion into strategical and operational processes to achieve successful and sustainable business development. By actively collaborating with employees, clients, investors, the community and others, we do not only build confidence and a road to successful partnerships, but we also get important insights.

One of the main steps towards the creation of sustainable relations with stakeholders are regular **stakeholder surveys**.

**In 2023, a first stakeholder survey of stakeholders was performed at the Integre Trans group level.**

**The aim of the survey** is to better understand the opinion of stakeholders to questions related to environmental, social and good governance (ESG) issues and their relation to the activities conducted by Integre Trans.

**Period of the survey:** 2023-03-28 – 2023-05-05\*

*\*Even though the first survey was implemented in 2023, our results correlate with the company's formulated sustainable goals for 2022 and perfectly add to the parameters revealed in the report on sustainability.*

**Sample size:**

**318**

Respondents participated in the survey

**80.2%**

The majority of respondents were employees.

**Significant stakeholders identified:**

- Employees;
- Shareholder;
- Clients;
- Suppliers;
- Partners;
- Community members;
- Representatives of associations;
- Creditors.

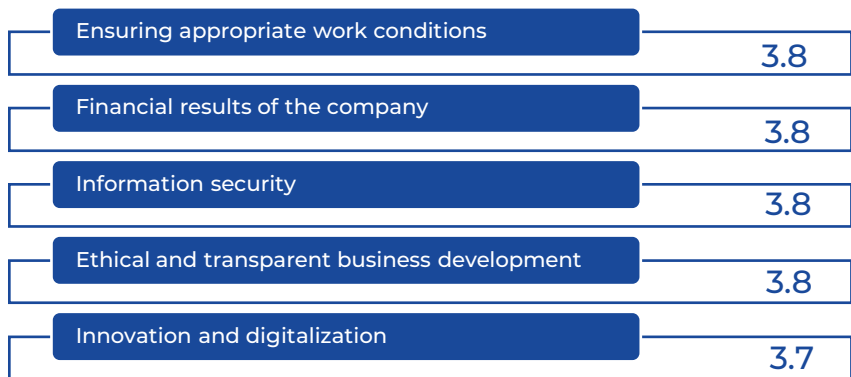


## Survey results

When evaluating the general data from the stakeholder survey, the highest significance was given to social responsibility and good governance; the respondents perceived environmental protection as less important.



The most important ESG aspects by evaluating\* the average answers across all stakeholders are:



\*On a scale out of 5.

The evaluation of significance among employees was also uneven. The average significance of all ESG aspects among administration employees is 1.1 point higher than the drivers' (administration employees - 4.3, drivers - 3.2).

For administration employees and drivers the most important ESG aspects are: ethical and transparent development of business (4.7 and 3.6 respectively), financial results of the company (4.6/3.5), information safety (4.6/3.5) and assurance of adequate work conditions (4.6/3.5).

## Conclusions

- ✓ The priority sustainable development goals of the company are based on the impact of conducted activities to the environment and the expectations of stakeholders.
- ✓ The stakeholder survey is planned to be performed each year.

## 2.5. Fair competition, anti-corruption and prevention of money laundering

Integre Trans group follows the highest standards of transparent business development and declares that in its conduct it is acting transparently and ethically within the competitive environment.

The monitoring and implementation of integral competition, and guidelines for the prevention of corruption, money laundering and terrorist financing are described in the regularly updated “Integral competition, corruption and money laundering prevention policy”. In 2022 this policy was updated with guidelines for the prevention of money laundering and terrorist financing.

The group established a risk management plan, which includes one of the risks related to corruption and bribery.

The internal audit department executes internal localized audits. In case of inappropriate conduct, the company takes countermeasures.

All stakeholders can get familiarized with the **Fair Competition and Prevention of Corruption and Money Laundering Policy** on the Integre Trans website.

[ACCESS](#)

### Additional actions related to fair competition and the prevention of corruption and money laundering performed during 2022:

- Once a year, all administration employees of Integre Trans group participate in “Fair competition and corruption prevention” trainings;
- All employees are regularly familiarized with updated policy provisions and important changes;
- Anticorruption provisions are included in the Freight transportation contract that is submitted to our partners;
- Provisions on fair competition and anticorruption are included in the Ethical code and social responsibility policy of Suppliers.

[ACCESS](#)



During the audit of 2022, there were no identified cases of unfair competition, corruption or money laundering.



Employees of the group were introduced with the “Fair Competition, Corruption and Money Laundering Prevention Policy” in 2022

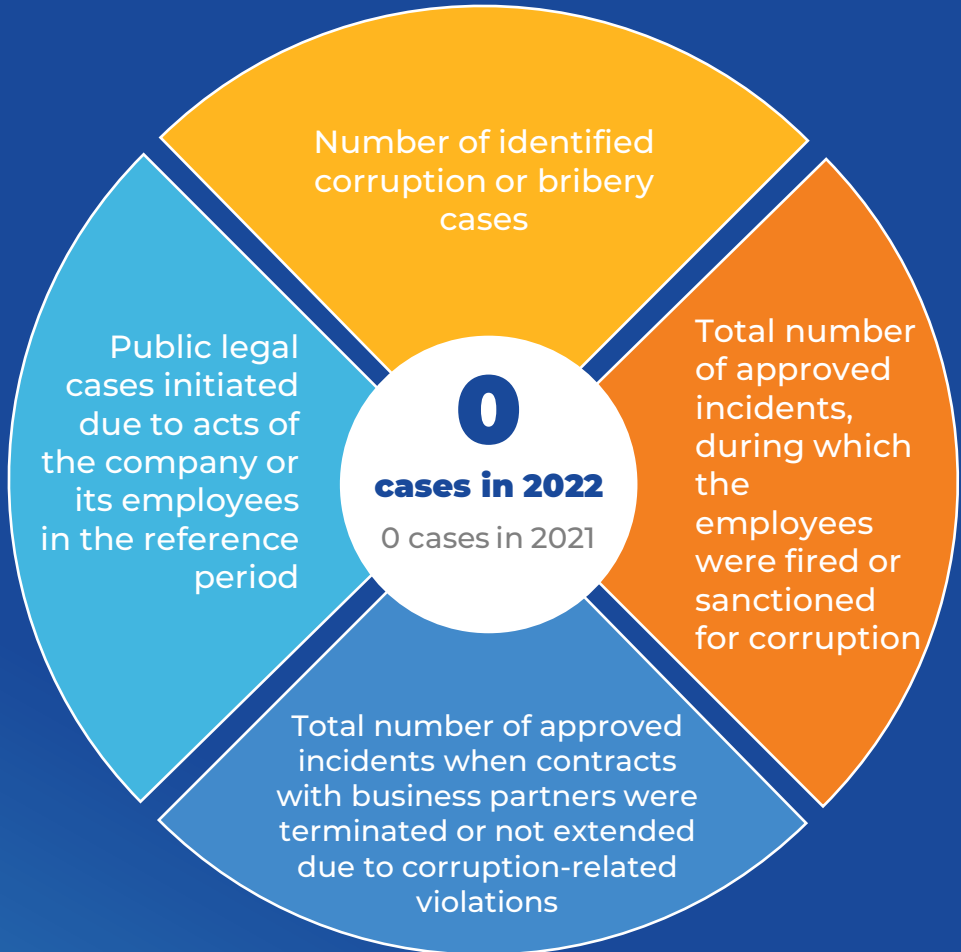


Trainings on fair competition and corruption prevention were held for the administrative staff of the group in 2022 *(drivers did not participate in the trainings)*

Trainings for stakeholders related to fair competition and corruption prevention are not organized.



To ensure compliance with the provisions of Policy for violations prevention, transparency and confidence, the group implemented a “Procedure of submission of information on violations within the company”, ensuring that employees can report violations by sending a message to the following e-mail address:  
[pranesk@integretrans.lt](mailto:pranesk@integretrans.lt)



## 2.6. Privacy policy and protection of personal data

**0** During 2022 Integre Trans group did not receive any complaints or warnings related to personal data protection, including warnings from the State Data Protection Inspectorate, nor were there any confirmed cases of data leaks, losses or thefts.

**0 atveju** Number of confirmed information security incidents

### **Integre Trans has established the following policies related to data protection:**

- Personal data protection policy;
- Information security policy;
- Website privacy policy.

### **Compliance with GDPR in our group is ensured by:**

- The Data Protection Officer (outsourcing services);
- Dedicated employee for questions related to personal data protection.

### **In 2022 the following activities related to personal data protection were conducted:**

- ✓ Reviewed and corrected consents to collect data submitted by candidates and current employees;
- ✓ Performed an inventory of data processors;
- ✓ Undersigned necessary contracts in relation to data processing;
- ✓ Performed a verification of the IT systems' security;
- ✓ Performed a test of the administrative staff to resist to cyber attacks;
- ✓ **100% of the group's employees were familiarized with the updated personal data protection policy;**
- ✓ **A GDPR and cyber security training for employees was conducted, and 100% of UAB Integre Trans administration employees participated in these trainings.**



Integre Trans group established a general e-mail address for personal data protection matters:

[bdar@integre.lt](mailto:bdar@integre.lt)

## 2.7. Innovations and digitalization

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We look at implementing new technological solutions as an opportunity to render processes more effective and modern, to improve client services, to ensure higher-quality services, to reduce expenses and to analyze activity parameters that allow us to take faster and more correct strategical business decisions.

- To increase the effectivity of our activity in 2022, we have implemented many integrational projects and updates;
- Integre Trans group has formed an IT digitalization plan.

For the third year in a row, we are implementing a digitalization process for the exchange of invoices and other documents with our clients and partners. In 2022 **the percentage of digital documents reached 93.76%** (in 2021 this was 90.98%). Due to the fast growth of our company and the increasing quantity of documents, we did not manage to reach our goal of 95%, which therefore remains a goal for 2023.

The document digitalization process in 2022 also included documents related to our drivers. In the dedicated Integre Trans app for drivers we have integrated the possibility to upload and sign documents. During 2022, we have developed options to electronically sign documents related to secondments and holidays. In 2023, we plan to implement more an in-app option for signing and uploading documents related to our drivers' work.

### **Newly integrated IT systems within our company's activities:**

- The competences and career management system;
- The administration platform for employees (operations were transferred from the Recognize system);
- A process management system;
- Software that allows our teams to follow problems and manage and automatize projects.

## 2.8. Good practices

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Integre Trans established a guide for best practices which outlines the benefits of best practices to the company, such as the improvement of business effectivity, integration of technological solutions, improvement of the quality of client services, faster reaction to innovations in the sector and many others. This guide also provides guidelines to ensure a successful identification of bad practices and research of best practices and their implementation in the company.

The main principle behind the promotion and implementation of best practices is to concentrate attention into problematic sectors or sectors that have prospects to become more effective and developed, and by using best practices, to create controlled actions that contribute to the long-lasting development of the company.

### During 2022, twelve good practices were developed and presented:

 Increasing cargo theft prevention

 Adaption of IT system to ADR freight management

 Implementation of ambassador programme in the company

 Monitoring of clients' financial status

 Improvement of ergonomic workplaces

 Optimization of the candidate selection process


 Implementation of promotion for new sales

 More efficient sales process

 Optimization of fuel and CO<sub>2</sub>

 Digitalization of debts and pallet accountability

 Actions to improve internal communication

 Management of the reduction of paper document use



# **3. Environmental protection**

# 3.1. Strategy of environmental protection

Due to the specifics of the sector's activity, environmental protection is one of the priority parts of the sustainable business development strategy. To control, manage and reduce it, we invest in various areas - from innovation and technology implementation to CO2 reduction actions.



**Goal No. 1**

Until 2050 to become a climate neutral company and in such manner to contribute to Paris Memorandum and the EU Green Deal (by assessing emissions due to our conducted activities that we are able to control (GHG: Scope 1 and Scope 2))

**Goal No. 3**

To implement circular-economy principles within the company

**Integre Trans group possesses ISO 14001:2015 Environmental management system standard**, under which we identified the most important environmental protection aspects in the company that have the biggest impact on environment.

### Important environmental protection aspects in Integre Trans group

- CO<sub>2</sub> reduction
- Fuel use
- Route planning
- Leakage / spillage of freights during an accident
- Waste management.

Administration employees of all group receive training on environmental protection every year.



**0 Incidents/accidents related to environmental protection in 2022 and 2021**



**Administration employees that received training on this topic in 2022, %**

## 3.2. Emissions

Calculation of GHG emissions under GHG protocol standards was started in 2021. Emissions generated in Scope 1 and Scope 2 (direct and indirect) were included then. Starting from 2022 Scope 3 (other indirect emissions) is included into calculations also.

Source of emissions	2021	2022
<b>Indirect (Scope 1) GHG emissions, tCO<sub>2</sub>e</b>		
Fuel for energy	13.9	66.6
Transport	41 573.6	68 507.6
Gas leakages / Freon	0.0	0.0
CO <sub>2</sub> emissions of biogenic origin	0.0	0.0
<b>In total:</b>	<b>41 587.5</b>	<b>68 574.2</b>

<b>Indirect (Scope 2) GHG emissions, tCO<sub>2</sub>e</b>		
<b>Electricity (market-based method)</b>	<b>15.6</b>	<b>15.5</b>
<b>Electricity (geographical method)</b>	<b>42.2</b>	<b>47.3</b>

### Other indirect (Scope 3) GHG emissions, tCO<sub>2</sub>e

Waste	-	8.9
Purchased raw materials	-	1 393.8
Water consumption	-	2.1
Business travel	-	27.3
Subcontractors transport	-	14 352.0
Purchase of fixed assets	-	12 099.6
Energy losses and fuel	6 665,9	10 796.3
<b>In total:</b>	<b>6 665,9</b>	<b>36 680.1</b>

<b>In total Scope 1+2+3):</b>	<b>48 269.0</b>	<b>107 269.8</b>
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- Direct (Scope 1), indirect (Scope 2) and other indirect (Scope 3) GHG emissions was calculated using the GHG Protocol Standart, with assistance from external consultants.
- In 2021 limited calculation of other indirect GHG (Scope 3) emissions was performed.
- To GHG emissions calculation CO<sub>2</sub>, N<sub>2</sub>O and CH<sub>4</sub> emission is included.

## Intensity of GHG emission

Selected indicator	2021	2022
<b>Intensity of GHG emission, tCO<sub>2</sub>e</b>		
t CO <sub>2</sub> e / 1 million EUR turnover	497.62	500.88
t CO <sub>2</sub> e / 1 employee	42.08	61.79
t CO <sub>2</sub> e / 1000 km	0.88	1.15
t CO <sub>2</sub> e / 1 km	0.00088	0.00115
t CO <sub>2</sub> e / 1000km (with subcontractors)	-	0.93
t CO <sub>2</sub> e / t of transported production	0.073	0.073
t CO <sub>2</sub> e / truck	86.97	111.39

To calculation of GHG emission intensity direct (Scope 1), indirect (Scope 2) and other indirect (Scope 3) GHG emissions are included.

In 2022 a significant increase of GHG emission intensity is noted which is influenced by started calculation of emission in Scope 3.

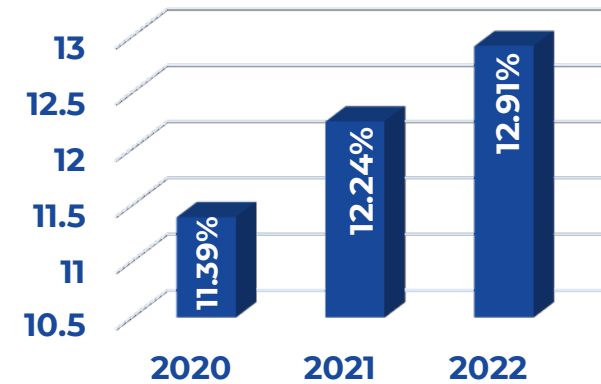
Annual GHG emission, compared to 2021 (Scope 1 and Scope 2), increased by 65%. Essential part of emission is generated within the transport fleet – 99,9%. The growth of emissions is directly correlated with the growth of the owned transport fleet during the year (from 555 to 963).

Starting from 2022 we have started to systemically analyze also emission of Scope 3 (other indirect), a more complete view of GHG footprint is seen. Calculated emission of Scope 3 constitutes 36% (38.7 thousand tCO<sub>2</sub>e) within the group's GHG footprint. The most important 3rd emission categories: subcontractors transport (37%), purchase of fixed assets (31%), energy losses and indirect footprint of purchased fuel (28%).

## Steps for reduction of GHG emission were performed in 2022:

- Development of intermodal freight solutions services was started;
- Maximum speed in trucks travelling using adaptive cruise control is limited to 85 km/h;
- ECO driving drivers academy and personal motivational system for drivers based on ECO driving operate within the company;
- There are particular positions within the company, appointed for monitoring, control and management of economical travelling;
- Trucks owned by Integre Trans particular ECO SOFT FLEET programs are installed which help to save fuel and reduce CO<sub>2</sub> emission;
- Using Fleethand system we plan the optimal routes that reduce empty travelled kilometers;
- We only invest into new trucks (average age of our trucks is 1.3 years). Vehicles are renewed every 3 years;
- All trucks comply with requirements of Euro 6;
- Number of ecological, more environment friendly vehicles purchased – 1;
- New communicational rule – we exchange documents among administration employees by sending them not as attachment, but as an active link;
- Regular employees trainings and related initiatives take place. More [HERE](#).

## Travelled empty kilometers out of total number, %



Our goal is to stay within 11% of all road freight transported.



## Steps for CO<sub>2</sub> compensation

### Acquisition of carbon credits

By understanding a negative impact of increasing CO<sub>2</sub> emissions in the atmosphere and in order to reduce this impact, we do not only implement steps for reduction of emissions, but in 2022 we also invested into compensation of CO<sub>2</sub> emissions by purchasing 9000 carbon credits in the project developed in Mexico. Goal of the project is to produce renewable energy in Mexico by constructing and using 137.5 MW of wind farms in Unión municipality. The project were certified by CDM (Clean Development Mechanism).

**With this project we compensated 9000 tCO<sub>2</sub>e, in particular 8.39% out of all generated GHG emissions in our activity.**

### Planting of tress

One of Integre Trans good promises in 2022 was to plant 1000 trees. After having gathered a big team, we managed to plant more trees than planned – **7460 pines and 240 birches**. By planting a forest in Lithuania we strive to reduce CO<sub>2</sub> footprint also closer to our home.

More information on performed initiative on planting of trees [HERE](#).



## Piedra Larga Wind Farm, Mexico





## 3.3. Energy

Type of consumed energy	2022
<b>Consumed energy, TJ</b>	
Electricity	0.084
Energy from renewable sources	0.155
Heating	0.062
Natural gas	0.659
Diesel	496.451
Gasoline	0.543
CNG/LNG (kg)	15.159
<b>In total:</b>	<b>513.112</b>

Energy consumption in organization is calculated based on GHG protocol standards and with a contribution of external consultants.

To calculate energy consumption used conversion coefficients were obtained from reliable sources, such as IPCC and EEA/EMEP instruction, also by using <https://www.unitconverters.net/energy-converter.htm> converter of standard units.

In the calculation of energy intensity all types of consumed energy are included.

	2022
<b>Energy insensitivity , TJ</b>	
TJ / 1 million Turnover in euro	2.398
TJ/ 1 employee	0.293
TJ / 1000km	0.005
TJ / 1km	0.000005
TJ / 1000km (with subcontractors)	0.004
TJ / t of transported production	0.00035
TJ / vehicle	0.533

Premium business center, where the biggest headquarters of Integre Trans are located, supplies the building with green energy – 79% of consumed energy is produced from renewable energy sources. In headquarters office we use 100% of LED electricity bulbs that save energy. Reduction of electricity consumption is promoted through regular training to our employees which we share on group's intranet.

# Water consumption

	2021	2022
<b>Water consumption, m3/person*</b>		
Vilnius office	1.04	1.29
Kaunas office	-	0.24
Klaipėda office	-	0.08
Šalčininkai office	-	0.17

## \*Conditions:

- Data from drivers school is not calculated, since water is supplied from borehole.
- Data from Kaunas, Kaipėda and Šalčininkai office for 2021 was not collected, therefore comparison is not possible.
- We do not have water consumption data from our group companies situated in Germany and France.
- Consumption in Kaunas office is divided from common premises according to leased area.

Information on water consumption (factual parameters of meters) is received from administrative buildings that supply water (regularly every month). These numbers are presented to external consultant, who organize them systemically and calculates according to GHG protocol standards.

**5.087 MI**

**Total consumption of water for personal purposes within group in 2022 (megaliters)**

The biggest factor that impacted a noted increase of water consumption per one person was a number of employees working in the office, precisely, reduced number of employees working at a distance (due to improved COVID-19 pandemic situation).

## Water saving

Premium business center, where our headquarters and the biggest office is located in Vilnius, has the following implemented measures for water saving:

- Flushing mechanisms in toilets allow to flush 2 or 4 liters (instead of normally used 3/6 liters proportions);
- Water mixer with installed flow valves and trigger sensors;
- Showers with installed flow valves;
- Water leakage sensors installed;
- Drainage water is collected and used for technical purposes, watering of plants.

## 3.4. Waste

The most important waste in Integre Trans group activities are generated during usage of trucks. Parameters of generated waste were started to be collected in 2022 and include waste from tires, vehicle belts and mats rolls. In 2023 we plan to include more types of waste.

Type of waste	2022
<b>Generated waste, t.</b>	
Tires	224.04
Vehicles belts	58.32
Mat rolls	134.98
<b>In total:</b>	<b>417.33</b>

Collection of waste generated in the offices of group is conducted by administrators of buildings, where the offices are located. In 2022 parameters related with waste quantity and sorting were not collected.

Waste generation in organization is calculated based on GHG protocol standards and with a contribution of external consultants.

The following countries are included into waste calculation: Lithuania, Germany, Poland.

### Waste management

- In all Integre Trans group offices sorting containers-bins are installed which for: paper/plastic, glass, batteries, tare. In the building of Vilnius office containers are placed in every floor (4 floors in total).
- Together with sorting bins instructions for correct sorting are presented.
- Educational content that promotes sorting of waste within offices is regularly published in the intranet of the group.
- Bulky waste and tires for recovery shall be delivered to particular collection points.
- Paper and document waste shall be delivered for destruction. In 2022 for destruction we delivered 131 kg of paper.
- Printers' cartridges and other parts of IT products are delivered to suppliers for utilization or recycling.

## Steps for waste reduction promotion in 2022:

- Performed initiative “Saying goodbye to individual recycle bins under desks“;
- Performed initiative “Spring cleanliness at workplace and in personal computers“;
- In meeting rooms at Lithuanian offices single use plastic water bottles removed and instead of those multiple use cups for water started to be used;
- Kitchen cleansing products (dishwashing detergent, sponges) were substituted with environment friendly products;
- “Integre market“ started to operate – it is a platform for sustainable exchange of objects among employees;
- Drinking tap water is used – we do not buy water in plastic packaging.



# 3.5. Employee encouragement and engagement



Within the Integre Trans group already **for three years we develop a program “Think sustainable”** which include implementation of various initiatives within companies related to environmental protection, social responsibility and good governance practices.

**In 2022 we implemented even 7 initiatives related to environmental protection:**



To promote sustainable exchange we opened a virtual **“Integre market”**, where we invite to exchange unused, but good quality items.



As warm period advanced, we proposed to employees to substitute their motor vehicles to **electric scooters**. Three electric scooters for needs of employees allow to save environment and sometimes even move faster in the city.



On September we invited our employees to a cycle of initiatives **“Week without a car”**, which had a goal to improve health and raise awareness.



In the beginning of Christmas period we invited employees to **a workshop of sustainable Christmas toys** from recycled materials. Toys were decorated one of the Christmas trees in our office.





To encourage the exchange of motor vehicles for healthier alternatives for environment and health, we implemented **bicycle challenge** for 6 months, and for those who love walking – **walking challenge** (duration – 3 months).



In 2022 in Vilnius office we also equipped safer and more comfortable space for storage of bicycles and scooters.



The biggest and the most important environmental protection initiative in 2022 is **Forest planting initiative**.

More than 50 employees together with their families joined the planting of trees initiative in Varėna region. After having gathered such a big team, we managed to plant more trees than planned – 7460 pines and 240 birches (our goal was to plant 1000 trees).

2023 m. esame nusiteikę suburti dar didesnę darbuotojų su šeimomis bendruomenę šiai gražiai akcijai įgyvendinti.



# **4. Social responsibility**

# 4.1. Distribution of employees

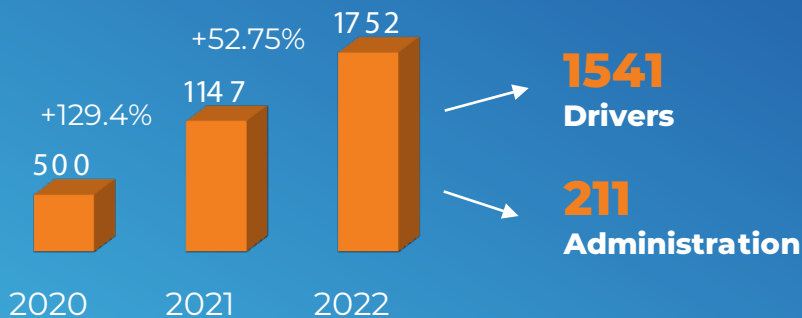
In 2022 we maintained an intensive growth which resulted in an appropriately increased number of employees. The total number of new employees reached 802 (in 2021 this was 742 new employees), the majority of whom (711 employees) are drivers. The majority of new employees were employed in Lithuania, similarly to 2021, though an intensive growth in employees is also noted in Poland. Due to the specificity of the sector, the majority of current and new employees is men, though we are seeing a positive trend: more and more women are applying to open positions for driving and administration staff within the group. The average age of employees in Integre Trans group remained similar.

## Total number of employees in the group\*

Statistics of number of employees are calculated for all group companies: In Lithuania: UAB Integre Trans and UAB Sofija. In Germany: Integre Trans GmbH. In France: Integre Trans France S.A.R.L and Integre Logistics S.A.R.L. In Poland: Integre Trans Poland Sp.z.o.o.

*\*Statistics are presented for the last day of previous year (31 December 2022)*

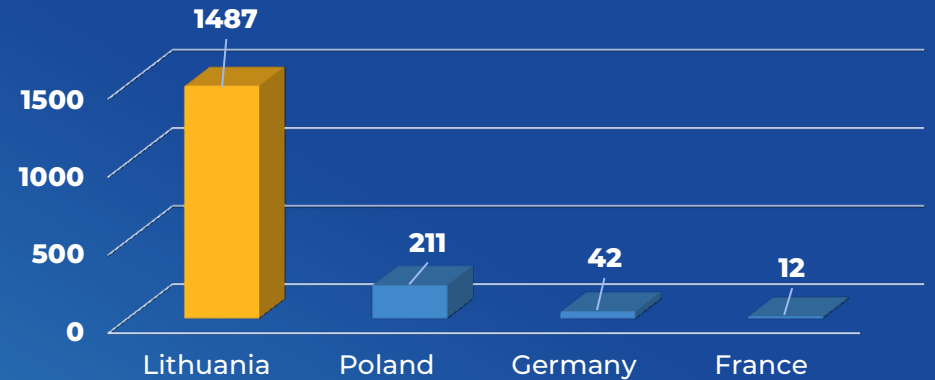
Total number of employees in the group



Total number of employees in the group, distributed by gender

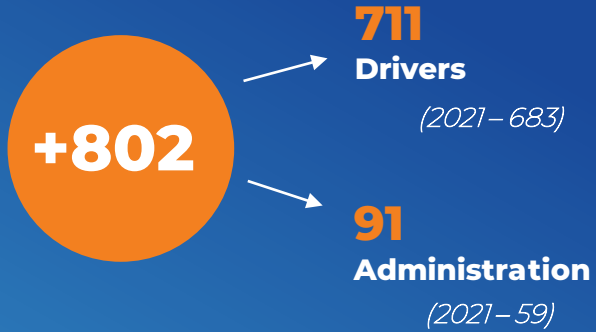


Total number of the group's employees by country

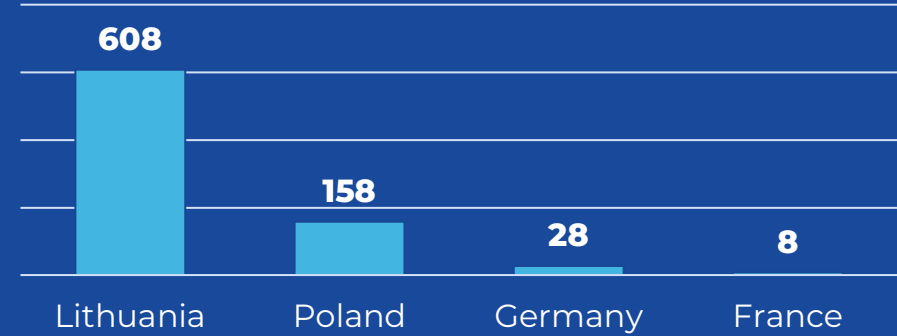


## New employees hired in 2022

Total number of new employees in the group



New employees hired in the group, distributed by countries



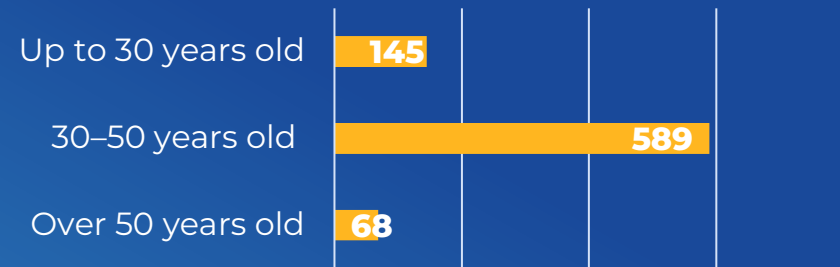
New employees hired in the group, distributed by gender



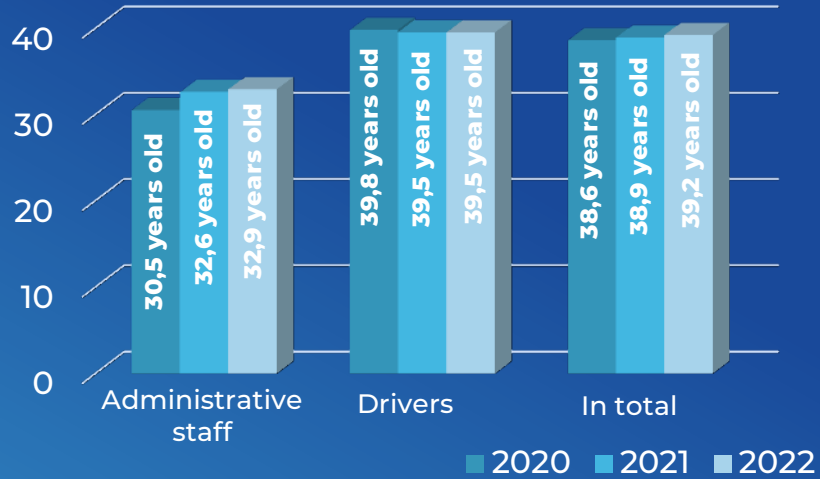
New employees hired in group management, distributed by gender



New employees hired in the group, distributed by age

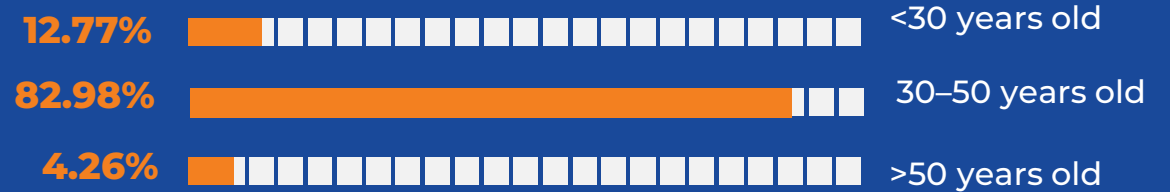


### Average age of employees within the group in 2022

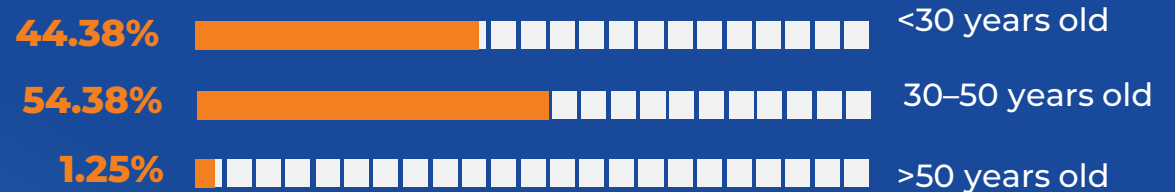


### Average age of employees in different age groups:

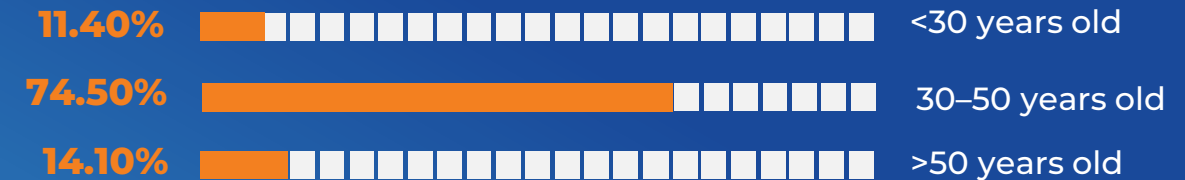
#### Managers



#### Administrative staff (excluding managers)

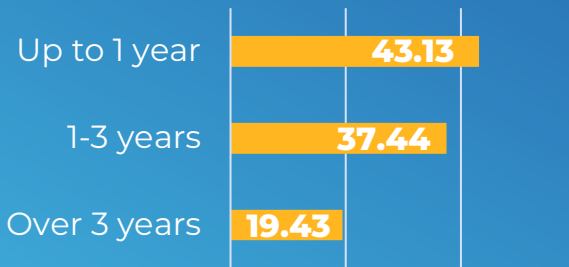


#### Drivers

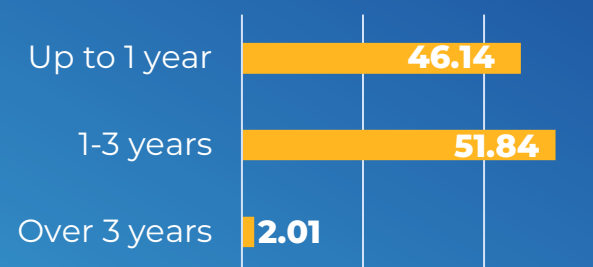


### Length of service

#### Average length of service of administrative staff in the group, %



#### Average length of service of drivers in the group, %



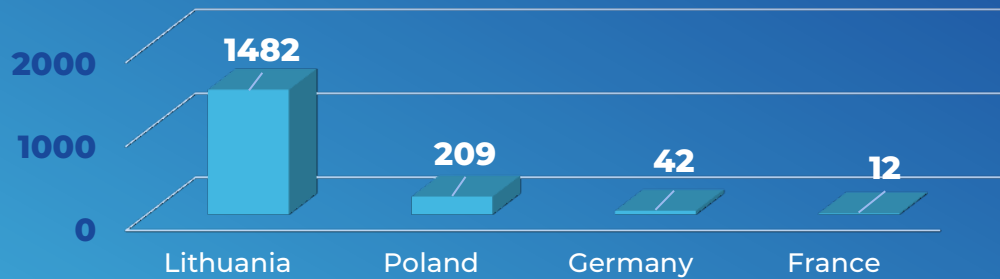
## Distribution of employees of the group by type of contract in 2022

### Full-time employees of the group, distribution

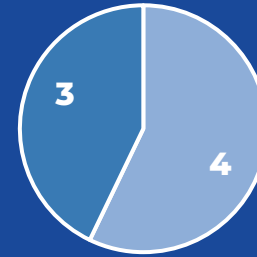


Women Men

### Full-time employees of the group, distribution by country

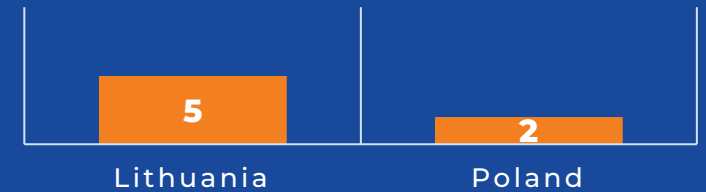


### Part-time employees, distribution by gender



Women Men

### Part-time employees of the group, distribution by country



0 Employees signed contracts for flexible working hours

### Complaints and legal controversies



0 Number of legal controversies related to employment.



2 Number of complaints to the State Labour Inspectorate. In both controversies the company received a favourable decision.

Information on employees' participation in trade unions is not collected.

## 4.2. Occupational health and safety

Starting from 2020, the company has established and certified **the international standard for health and safety management ISO 45001**. This standard and other procedures related to occupational health and safety are applied to all employees of Integre Trans group. [Personnel management policy](#) also includes guidelines for the management of occupational health and safety.

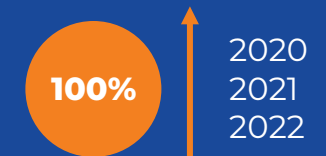
### Assessment of threats, evaluation of risks and examination of incidents

The group has the following **procedures and processes related to occupational health and safety** implemented:

- **Summary of risk factors** | This summary includes risks related to occupational health and safety. The probability of these risks is measured according to the approved methodology, and plans of risks management are prepared according to these results. Officers are appointed that are responsible for the implementation of these plans.
- **Process – Management of occupational health and safety.**
- **Process – Management of incompiences** | Its goal is to identify and manage threats related to occupation.

Operation of processes and procedures is measured according to the plan of monitoring and measurement established within the company and its formulated goals.

- Once a year, all employees are trained in relation to biological, fire-safety, occupational health and safety risk factors. These trainings are also held for all new employees. A regular control is ensured to have 100% of employees attending the mentioned trainings.



- Once a year, a survey on the inclusion of all employees is performed. This survey provides information on the internal environment of employees, stress at work, etc. Feedback from employees is obtained on missing measures for their workplace. Read [HERE](#).
- The group undertakes to train and certify its employees to administer first aid. In 2022, 6 employees were trained to administer first aid. (2 in Lithuania, 2 in Germany, 2 in France)



## Reports on violations

The group has established a whistleblowing policy which describes the procedures, responsibilities, confidentiality provisions and details on the secure reporting channel. Employees can report violations by contacting [pranesk@integretrans.lt](mailto:pranesk@integretrans.lt), or by directly contacting the representatives of occupational health and safety via [dss@integretrans.lt](mailto:dss@integretrans.lt).

The group has established policies for Personnel management, as well as [Equal opportunities, non-discrimination, violence and harassment prevention](#), which state the duties of the company to create a work environment for its employees or the group without hostile, unethical, degrading, aggressive, harassing or insulting actions. The policies also describe the principles of the implementation and execution of monitoring, as well as their implementation instruments and conditions.

**Policies and procedures that ensure occupational health and safety:** Alcohol prevention policy; [Personnel management policy](#); [Equal opportunities, non-discrimination, violence and harassment prevention](#); [Description of whistleblowing procedure in the Integre Trans group](#); Integrated quality management system policy.

## Inclusion of employees to the actions related to employees' health and safety:

- The group has appointed representatives for occupational health and safety. Meetings with these representatives are held two times per year. Meetings are recorded. These representatives involve employees and collect their feedback.
- In 2023, the group will establish a new position: occupational health and safety specialist.
- The process - Communication Management – foresees the inclusion of employees through communication, surveys, distribution of information in regular newsletters, usage of intranet and other means.
- Process – Management of occupational health and safety.

## Activities of employees' health and safety representatives' group

Since 2020 we have 3 employees' health and safety and representatives for employees and 5 employees' health and safety representatives for the employer. We have described a meeting procedure among employees' health and safety representatives that includes a list of topics to be discussed during the meetings, such as: needs and expectations of employees, related legal acts, the need for employees' health and safety trainings, improvement of communication, incompliances, accidents, risk management, etc.

The group has also approved staff regulations for employees' health and safety representatives and their responsibilities.

## Accidents

Statistics of accidents and incidents at work and during travelling to and from work for all group employees in 2022:

0

Fatal accidents

1

Severe accidents

2

Minor accidents


The most common cases of accidents at work concern damage to limbs (bruising, fractures).

According to the occupational risk evaluation, the Integre Trans group did not establish any higher-risk job positions.\*

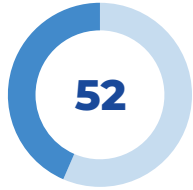
*\*Occupational risk evaluation is performed according to: Decree of the Ministry of Health of the Republic of Lithuania in relation to General Guidelines on Occupational risk evaluation and legal acts, methodological instructions on studies on psychological and sociological occupational risk factors, etc.*

To ensure the employees' safety, once in six months an internal control is performed as a precautionary measure, and points of improvement are defined that can have an impact on occupational health and safety. In addition, a plan for risk elimination and reduction is drawn up.

### Precautionary measures to ensure occupational health and safety:

- Integre Trans group established a description for a whistleblowing procedure;
- Established channel for secure reporting [pranesk@integretrans.lt](mailto:pranesk@integretrans.lt); 
- There is an established procedure of analysis of management assessment which regularly discusses questions related to employees' health and safety;
- The process of occupational health and safety includes regular improvement in this field;
- Established a process for accident and incident management;
- An accident and incident management plan is in place;
- An evaluation of occupational risk at work is performed as required (in case of a changed workplace, new workplace or new risk factors), with the aim to avoid possible accidents at work.

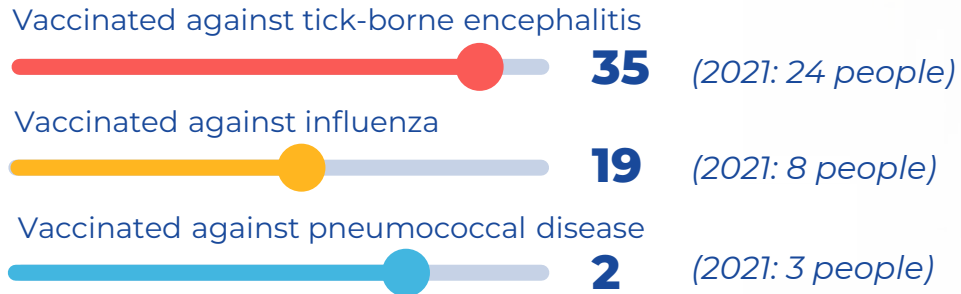
## Occupational health



A medical examination is performed to 52 administrative employees

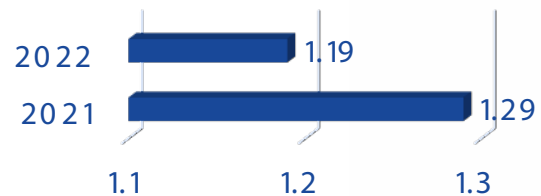
Two medical examinations were performed to administrative employees in the office.

Drivers are regularly sent to have their medical examinations according to the expiry dates of their medical examinations.



The company reimburses 50% of the vaccine price. Reimbursement opportunities are provided to administrative staff employed in Lithuania.

Illness statistics (working days per year / employee)



## Promotion of occupational health

- The group of companies provides its all administrative employees with medical insurance after their probationary period (three months).
- All drivers that are on the road are also insured to cover their medical expenses.

The group promotes a healthy lifestyle for its employees, and organizes and includes its employees into various health initiatives.

**In 2022 the following initiatives were implemented:**



Month without sugar challenge



The “Healthy and active workplace” programme together with the Vilnius City Public Health Bureau



Six-month bicycle challenge



Three-month walking challenge



Cycling trip in the Vilnius region



Preparation for and participation in the yearly marathon. In 2022 as many as 50 employees participated in the Vilnius Marathon!



Car-free week challenge



Trainings on the psychological well-being of employees

## 4.3. Equality, diversity, inclusion

Integre Trans group works every day to provide a modern, safe, pleasant, motivating and growth-promoting working environment. Focus on employees is one of our company's strategic goals, and we invest a lot of time and effort in our people to ensure equality, dignity and respect.

The group integrated 11 of the United Nations' Sustainable Development Goals, two of which are related to equal opportunities, **“Gender equality”** and **“Reduced inequalities”**.



The group established a **“Policy on harassment and violence prevention, non-discrimination and equal opportunities”**, which states the principles of equal opportunities, diversity, and the measures and conditions of their implementation.

0

**No reports in relation to the violation of equal opportunities were received in 2022.**

2021: 0 reports

### Candidate selection

Integre Trans group applies equal selection criteria and conditions to its candidates. Candidates are not discriminated for their gender, age, nationality or any other identity trait protected by the law; objective and equal assessment selection criteria are applied; equal work conditions are created. Integre Trans group introduces itself to its candidates as a workplace which promotes equal possibilities and where all candidates are welcomed.

The group has established a whistleblowing and reporting system. Every employee who believes that their equal opportunities were violated, thinks that they were discriminated against, has obtained an instruction to discriminate, or has suffered from harassment or sexual harassment, is encouraged to report on the case internally via: [pranesk@integretrans.it](mailto:pranesk@integretrans.it)





## Equal Opportunities Team

The Equal Opportunities Team within the company is responsible for the implementation and enforcement of equal opportunities. The company has appointed an Equal Opportunities Coordinator who is responsible for the improvement of the employees' opinion on diversity and equal opportunities by organizing trainings, using communication measures and creating a favourable environment within all of the company's internal processes.



### LYGIŲ GALIMYBIŲ SPARNAI

The Office of the Equal Opportunities Ombudsperson awarded Integre Trans three "Equal Opportunities Wings" as a recognition of our improvements in the field of equal opportunities.

Integre Trans group **strives to increase its percentage of women in administrative and management positions** (to at least 40 percent).

Shareholder of the group Žana Kel has personally undersigned the European Union's Paris declaration that promotes gender equality in the business sector, to reach **at least 40%** women in administration.



### Declaration in support of stronger professional equality within the private sector

In order to advance equality between women and men in the private sector, we commit to

#### 1. Ending wage inequalities between women and men

Equal pay for employees providing equal work with an equal level of experience: we will work towards eliminating the pay gap between women and men, in particular by making available to employees and their representatives all the data and criteria used to define their wage and career progression. We commit to make public, for each type of position, the minimum, maximum and median wage in the company, both at the time of hiring and during individual wage negotiations, to enable women to better negotiate their pay. We set targets for progress in companies to reduce the pay gap and encourage social dialogue on these issues. We commit to make public and available the pay gap between women and men, and explain its causes.

#### 2. Increasing the share of women among employees, in management positions and in administrative and supervisory boards

We set a minimum threshold of 40% of women in the administrative and supervisory boards of our companies and ensure fair opportunities in every process for promotion to leadership and management positions. We implement strategies to achieve gender balance in recruitment and encourage mentoring programs within the company.

#### 3. Raising awareness and training on unconscious bias in recruitment and career progression

We commit to run annual training courses for new starters and existing staff to address unconscious bias for management, recruiters, assessors and human resources staff. We will regularly circulate anonymous evaluation questionnaires to report on progress and the perceived work environment of employees.

#### 4. Making the workplace a safe space for women

We are committed to fighting gender-based violence and harassment and actively promoting a protective policy for women in the workplace. We implement internal strategies, including the appointment of safety officers, reporting possibilities without professional prejudice, victim support, counselling and mediation possibilities, as well as training and awareness-raising for employees and managers. We also ensure safe transport options from home to work.

#### 5. Encouraging work-life balance

We encourage flexible working hours policies and the use of teleworking. We encourage paternity leave and parental leave for fathers. After parental leave, we support the return to employment by removing negative impacts on salary and career progression. We promote a model of equal sharing of family responsibilities among women and men. We examine the organisation of working time and situations of involuntary part-time work, with a view to promoting access to quality jobs for all women.

We commit to pushing forward these five priorities over the long term, and to reporting on our progress and challenges on 8 March 2023.

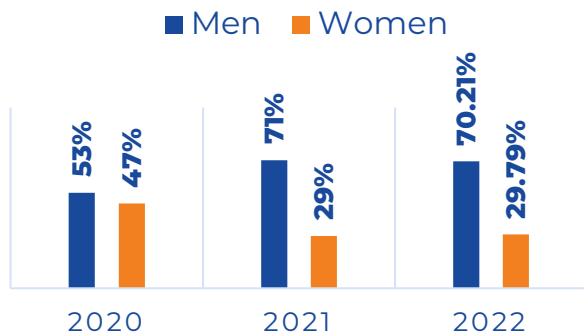
Accenture (Ireland) ; Antolin (Spain) ; AVL (Austria) ; Bank of Valetta (Malta) ; Granit Bank (Hungary) ; Novo Nordisk (Denmark) ; Publicis (France) ; Pain quotidien (Belgium) ; Podravka (Croatia) ; Purever (Portugal) ; RMS Mezzanine (Czech Republic) ; Salzburger Aluminium (Austria) ; Start up KP (Slovakia) ; Varis Lendava (Slovenia).



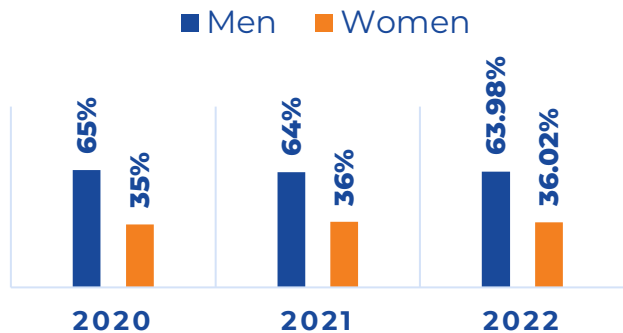
## Gender ratio in different positions

### Gender ratio in management positions\*

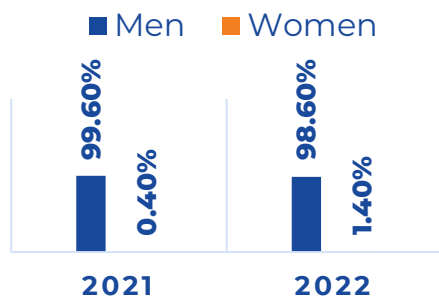
\*These positions include senior management and team leaders.



### Gender ratio at the specialist level:

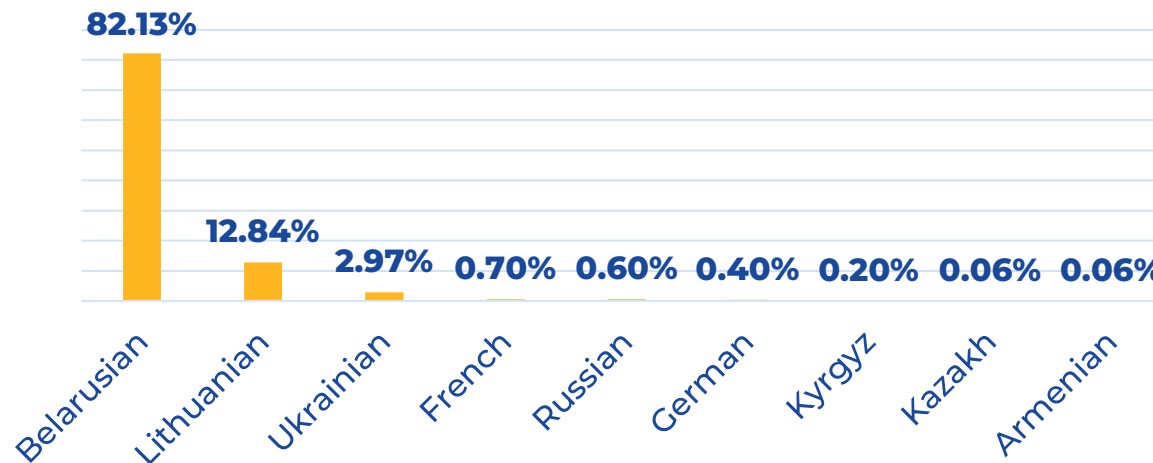


### Gender ratio among drivers:



## Diversity

### Distribution of the group's employees by citizenship:



Information on employees' nationalities is not collected.

0

Number of disabled employees in 2022

2021: 0

3

Number of teleworking jobs: 3 contracts concluded for remote work.

## Forced and child labor

There are no companies and/or activities identified in the supply chain of the group of companies where the risk of forced and/or child labor may exist. Integre Trans' provisions regarding forced and child labor are described in the [Code of Ethics and Social Responsibility Policy](#).

## Employees' inclusion programmes

Inclusion programmes for employees are performed under yearly the updated plan for “**Equality ensuring and initiatives**”.

### Projects to promote equality, diversity and inclusion implemented in 2022:



#### Help to elders

We have ended 2022 by responding to the needs of those who needed the most assistance, by collaborating with Maltesers (the Order of Malta Relief Organization) we contributed to more nutritious, warmer and happier Christmas for our elders in Lithuania.



#### The “Keep in touch” project

The goal of this project is to reduce inequality of employees that are on maternity leave. The company maintains a constant relation to these employees, as they are called for trainings and team building events.



#### Assistance fund “Pagalba Tau”

This fund has been operating for six years and contributes to the social and financial needs of the group’s employees in case of accidents in the family or severe disease. In 2022, the assistance fund supported the elders living in Lithuania and Ukrainians that escaped the war in Ukraine and came to Lithuania.



### Month of tolerance

The goal of this project is to draw attention through various inclusive activities, and to foster the tolerance of employees, towards people of different opinion, nationality and gender and towards different people in general. During tolerance month we asked our employees to participate in a quiz, for our drivers we organized “Nations lunch“, and we asked children to paint their paintings according to the theme “How do you understand tolerance?”



### Help to cancer patients

By taking care of the well-being of our employees, we also wanted to contribute to the well-being of other people suffering from severe diseases, so in 2022 we started to provide financial support to the Association for Assistance to Cancer Patients (POLA) by implementing a navigation and sustainable mentorship programme to cancer patients. We will provide financial support in 2023 as well.



### Sponsorship of the National Equality and Diversity Awards

By reflecting the values fostered in our organisation and by promoting initiatives in the field of human rights, in 2022 we became one of the 4 main supporters of the National Equality and Diversity Awards, and we also participated in the assessment commission’s activities by evaluating applications and selecting winners.

## 4.4. Career

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### Career within the company

Intensive growth resulted in the need to increase the number of managers .

**15** In 2022 as many as **15 employees of the group's companies became supervisors at various levels** (both senior supervisors and team leaders) in the following departments: transport management, owned transport, planning, accountability, debts administration, quality, freight forwarding, and business development. *(2021: 6 new supervisors)*

**2** In 2022, two people followed an **internship** in the group's companies. One of them was hired after the internship.

### Attractiveness of our company as employer

**14** The average number of received CV's per position in administration in 2022 is 14.

**2579** We received 2579 applications to **driver positions** in 2022.

In 2022, we established the new e-competence management system. Using this system, we formed and followed the developmental plans of each employee and assessed their actual and potential competences.

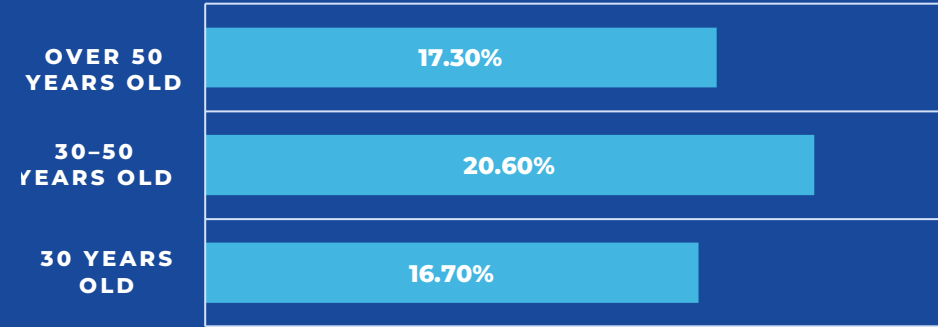
### Staff turnover in 2022\*

Turnover rate:



2021: administration 22%, drivers 23.68%

Staff turnover rate by age groups:



Staff turnover rate by gender:



\* Staff turnover rate assesses the ratio of newly hired employees to the number of employees that leave the company.

\*\* The staff turnover rate by gender, age groups and countries was systematically monitored from 2022 only. Data on 2021 is not available.

## 4.5. Competence development

### Qualification of employees

In autumn 2022 we performed an evaluation of competences of all administrative employees in order to:

- adequately use the strongest competences of employees;
- develop adequate employees at the right time;
- effectively plan and manage the training budget;
- plan and administer the employees' career.

During evaluation of the employees' competences, the employees' capacity to learn and develop new competences are evaluated.

This evaluation of competences and learning helped to identify mentors of new employees and team leaders in each department.

### Trainings

Every year, new administration employees of the group must attend the following trainings:

- Environmental protection training;
- Civil safety training;
- Training on ethical code, social responsibility and equal opportunities;
- Training on fair competition and corruption and money laundering prevention;
- Training on "How to report on violations within the company?";
- Internal communication rules;
- Training on the evaluation of biological risk factors;
- Occupational safety (four parts);
- Fire safety;
- Risk management training;
- Training on the quality management system ISO;
- Information security.



## E-learning platform

In 2021 the e-learning platform was initiated and in 2022 all learning programmes were completely developed and operational. During 2022, thirteen new employees' training programmes were successfully started on the platform. One part of the trainings on the platform are compulsory to all employees, while others are optional.

The training programme for transport managers (6–8 weeks) is consistently improved.

### In 2022, eight new programmes for supervision and soft skills were created.

- Role of the supervisor: Ability to transform employees' anxiety into productive work;
- How adults learn;
- The dark side of perfectionism;
- Training on communication skills;
- Trainings on the psychological well-being of employees;
- Emotive intellect at work according to the Genos EI model;
- Learning the art of cooperation;
- Training on communication.

### An internal training programme for supervisors was formed and launched in 2022.

Alongside the newly developed training programmes, **seven previously initiated programmes were continued**, which could be attended by new and previously untrained employees. These programmes are:

- Employee personality types according to MBTI (Myers–Briggs Type Indicator);
- Competences of active listening;
- Skills to provide and accept feedback;
- Conflict management;
- Sources for internal motivation;
- Training on stress management for employees and supervisors;
- Time planning and prioritisation.

**In 2022, employees of the company also participated in external trainings:**

- DISC sales and negotiations (attended by employees from the business development department);
- Effectiveness of sales activities (attended by employees from the business development department);
- three-day team effectivity management training (attended by the team leads of Transport Supervision, Planning, and Business Development)

**Management of competences and career**

For every employee who has passed their three-month probationary period, annual plans for competence improvement are drawn up by outlining their weakest, improvable, strongest and most used competences. These plans are revised every six months.

The evaluation and maintenance of competences is implemented by using Cognology, an e-system of competences and career.

- An **Employees learning and career management department** was set up and an officer responsible for the introduction and retention of employees was appointed.
- There is a highly qualified lector appointed to successfully implement and create learning programmes within the group.
- The position of transport manager mentor was created, dedicated to introducing new employees.
- For the third year in a row, the **“Lyderių klubas”** (Leaders club) is operating, which holds regular meetings oriented towards practical training through discussions during which traits necessary for leadership are developed.
- The **“Kolegos batuose” project was launched.** The goal of this project is to get acquainted with each other with the activities, routines and main responsibilities of the various departments. The project works in two phases, with first an introduction of the department’s activities and secondly individual placement of an employee in another department for one day.

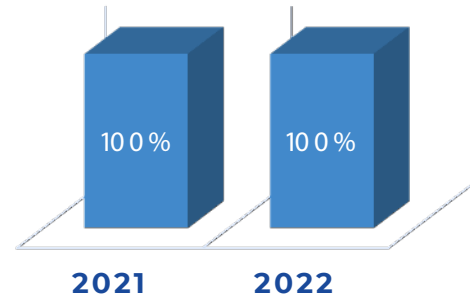
**Average time for trainings in 2022, academic hours / person**

For supervisors*	<b>18</b>
For middle managers*	<b>18</b>
For team leaders*	<b>11</b>
For specialists**	<b>4</b>
Drivers (for all)	<b>24.1</b>
Drivers (for newcomers)	<b>36</b>
For women (administration)**	<b>3</b>
For men (administration)**	<b>4</b>
Total number of training hours for administration staff***	<b>896</b>
Total number of training for drivers	<b>37 152</b>

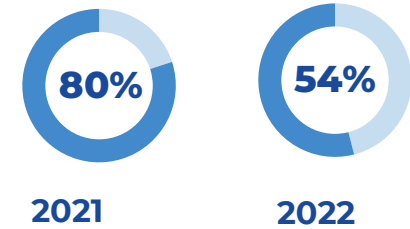
\*Calculated time dedicated to live and e-learning platform training.

\*\*Calculated time only for training on e-learning platform

\*\*\*Calculated time only for training on e-learning platform for administration employees.



Number of the group's employees that participated in qualification improvement instruments in 2022



Percentage of administration employees who have participated in general skills training  
*Drivers do not participate in this type of training*



The expenses dedicated to improving employees' qualification in 2022 - 58,723 EUR (2021: 42 900 EUR).

Since 2022, each department has an autonomous training budget (funds are dedicated for external training).

## Driver training

In order to ensure the high qualification of drivers, Integre Trans has established **a training center - the Driver's Academy**, where all drivers constantly improve their skills and periodically upgrade their qualifications. At the Integre Trans Driving Academy, driving skills are primarily developed. Training of drivers, continuous updating of knowledge and skills, testing gives good results - fuel and maintenance costs decrease, safety increases.

Drivers are educated about methods of reducing fuel consumption, optimizing travel costs, ecological awareness, and its importance. The nuances of cargo handling, fastening techniques, document filling are taught, case analysis and simulations are carried out. It is also taught to use all the benefits provided by technical tools, and foresight is developed. The knowledge acquired in the training is evaluated by performing knowledge verification tests. Trainings are held periodically. Particular attention is paid to driver behavior-based safety training.



**Total number of training hours for drivers in 2022**

### Basic mandatory driver training

- BBS (*Behavior Based Safety*) training
- ADR (dangerous goods transportation) training
- Employee health and safety training
- ECO driving training (theoretical)
- ECO driving training (practical)
- Safe loading and securing of cargo
- Filling out cargo documents
- Training in using the mobile app and systems

The training centre also has a special training truck that allows us to test the driver's professionalism live and practically test the knowledge gained during the training.



Using additional trucks control systems installed in each vehicle with the help of the FMS connection, we receive a lot of data that allows us to record the driver's movement on the road and, if necessary, warn about improper driving parameters (e.g. speed). We measure and monitor:

- trucks idling;
- engine load;
- over revs;
- use of autopilot;
- rolling;
- economic speed;
- use of service brakes.

In the company's activities, we successfully use the **driver's handbook** - a booklet that describes all the main work-specific issues relevant to drivers - from cargo securing, the meaning of markings, the main words and phrases used in various languages to instructions on how to correctly fill out cargo documents, how to use the Integre Trans mobile application and more. The driver's guide is updated every year.

[\*\*READ HERE\*\*](#)

# Remuneration system

## The bonus system of Integre Trans is comprised of:

- Threshold pay;
- Bonuses obtained for achieved results (at fixed positions);
- Additional benefits.

There were no major changes in the remuneration system in 2022.

## Changes in motivational measures for administration employees in 2022:

- An **employee evaluation** app was developed and launched. Its goal is to generate team spirit and a learning community, where each deserving employee is praised and assessed.
- Health insurance is provided immediately after the probationary period finishes (three months).
- When the employee has serviced the group for one year or more, an autonomous pension saving fund contribution is paid.

## Changes of motivational instruments for drivers in 2022:

- Increased remuneration for newly attracted employees;

## In 2022, employees' wages increased:

- Threshold pay to all drivers increased;
- Remuneration was changed for 86 administration employees.

*Employees' wages are overviewed based on necessity, new responsibilities, changes of work position, etc.*

Additional benefits were established for the group's driver staff, regardless of the country of operation (Lithuania or Poland).

Additional benefits for the group's administration staff are determined identically, regardless of whether the employee is a permanent, temporary, or part-time employee.



## Additional benefits for administration employees

- ✓ Career possibilities (also possible traineeships in the Western European branches);
- ✓ Flexible start of work;
- ✓ Professional trainings and soft skills trainings (external and internal);
- ✓ Additional health and investment insurance (after three months);
- ✓ Pension savings fund contribution (after one year of service);
- ✓ Medical examination at the office, partial reimbursement of vaccines;
- ✓ Events and other leisure (three main annual events, many internal initiatives and activities);
- ✓ Annual employees election and awards;
- ✓ Celebrations on various personal occasions;
- ✓ In case of the loss of a close relative, an assistance of one minimum monthly wage is provided;
- ✓ Snacks at the office (breakfast, fruit days, pastry days, ice cream in summertime);
- ✓ A system for the evaluation and assessment of colleagues and employees (exchange of points for various prizes);

- A starter kit is given to a new employee;
- The gift after a successful probationary period is a sweater with the company logo;
- Birthday present (voted annually);
- A service time anniversary gift;
- A gift coupon for a family anniversary or celebration – newly born child, wedding;
- A gift coupon after having graduated from university or post-secondary education studies related to the conducted work activities.

### Celebrations on various personal occasions



## Additional benefits for drivers

- ✓ Professional training;
- ✓ New employee kit for every employee – work clothing and a jumper for leisure;
- ✓ Birthday gift;
- ✓ A service time anniversary gift;
- ✓ A gift coupon for a family anniversary or celebration – newly born child, also on wedding occasion;
- ✓ Gifts for children during public holidays;
- ✓ Christmas gifts to each driver;
- ✓ Refreshments in drivers' training academy – coffee, tea, fresh fruit;
- ✓ A possibility to participate in initiatives organized by the company (as long as remote work possibilities allow).

Drivers have encouraged to promote ECO driving. Each month we monitor parameters and award drivers that drive in the most economic and ecological manner.

## Competitions and awards

Drivers are invited to engage and participate in various competitions. In each competition winners are selected and awarded.

- **ECO driver of the quarter** (together with tracking of monthly parameters);
- **Driver of the year;**
- **Photographer of the month** | The best photographs of drivers are collected by the drivers themselves;
- **Driver ambassador** | Drivers are promoted to become Integre Trans ambassadors and to share their inspirational stories on drivers' profession and life which takes place within the drivers' cabin.



# Employee engagement and job satisfaction

The survey on employee engagement was performed in October 2022.

156 administration employees participated in the survey (out of 200 administration employees).

**The goal of this survey** is to create the conditions for increasing employee job satisfaction, successful team integration and cooperation.

The results of the survey helped to identify weaknesses and strengths of the company.

## Highlighted strengths:

- Provided social benefits to employees;
- Clearly announced organisational goals, which include employees' perception on the mission, vision, values and long-term goals of the organisation, as well as an understanding of the perception on how successful the company is in achieving them.

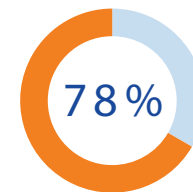
## Highlighted weaknesses:

- Communication and collaboration among departments, teams, and colleagues;
- Lack of feedback from supervisors.

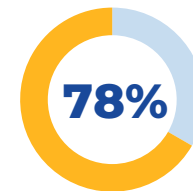
After performing the survey among administration employees, coherent procedures were implemented. **Action plan to strengthen outlined**

## weaknesses:

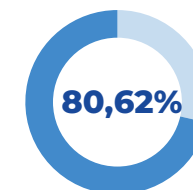
- Improvement of collaboration and communication among departments is included into the action plan for the strategic goal in 2023;
- Once a quarter, staff empowerment surveys are performed. In 2023, the goal is an evaluation of 80% of the work, communication and cooperation of direct supervisors.
- Preparation and introduction of the internal communication rules.



Measure of employee engagement, job satisfaction and internal reputation. (2021: 76%).



Employees who would recommend the company as an employer to their friends and acquaintances in 2022\* (2021 – 96%). *\*The large percentage change observed is due to a change in calculation methodology in the 2022 survey*



Compared to 2021, employees' job satisfaction remained high.

## Other surveys on employees' opinions conducted in 2022:

### Driver performance evaluation survey

Performed monthly. In this survey, drivers evaluate their route, transport manager, those with whom the driver communicated or worked, and the technical operations manager. In addition, drivers can describe the difficulties they run into when communicating with managers. The survey is hosted on a dedicated Integre Trans app for drivers. Drivers are informed and reminded about the survey and how to complete it during briefings. The survey is anonymous.

### “Sustainable activities in the company“

The goal of this survey was to clarify the knowledge of employees on sustainable activities within the company, to evaluate whether this information is sufficient, and to hear our employees' ideas and proposals for further development of sustainable actions. 52 respondents took part in the survey. The results showed that the administrative staff are sufficiently familiar with the procedures and policies defining responsible business in the group of companies. A significant number of employees would support more active company involvement/incentives related to sustainable habits (incentives to choose more sustainable transport, sort more, save more electricity/water, etc.).

### Survey on evaluation of internal communication (for administration employees)

### Surveys of employees' opinion after events and initiatives

After the main three annual events, after tolerance month, after the “Month without sugar“.



# About the report

Data presented within the report of Integre Trans group include period from 1st of January 2022 until the 31st of December 2022.

Information presented within the report is based on Global Reporting Initiative, GRI, standards that allow to present the most relevant parameters that reveal sustainable activities. Content of the report is presented according to distribution into three main sustainability sectors (ESG), and in the revealed topics classified United Nations Sustainable Development Goals are seen, and we approve their implementation by revealing parameters and commitments.

Data presented in reports of previous years remain relevant. In case the data was changed due to changed calculation methods, the information on this is presented next to updated indicators.

You can find a report in the Integre Trans group website.



# GRI content index

GRI Standard		Reference, comments	Compliance with the UN Sustainable Development Goals
<b>GRI 2</b>	<b>General Disclosures</b>		
GRI 2-1	Organizational details	<a href="#">6 psl.</a>	
GRI 2-2	Entities included in the organization's sustainability reporting	<a href="#">6 psl.</a>	
GRI 2-3	Reporting period, frequency and contact point	<a href="#">70 psl.</a>	
GRI 2-4	Restatements of information	<a href="#">70 psl.</a>	
GRI 2-5	External assurance	<a href="#">77 psl.</a>	
GRI 2-6	Activities, value chain and other	<a href="#">6-7 psl.</a>	
GRI 2-7	Employees	<a href="#">43 psl.</a> , <a href="#">46 psl.</a>	GOALS: 5, 8, 10
GRI 2-8	Workers who are not employees	There are no such employees in the group of companies.	
GRI 2-9	Governance structure and composition	<a href="#">14 psl.</a>	GOAL: 5,
GRI 2-10	Nomination and selection of the highest governance body	The shareholder of the group of companies and at the same time the CEO is the only highest governance body, therefore additional selections are not carried out.	GOAL: 5,
GRI 2-11	Chair of the highest governance body	There is no chairman of the highest governance body in the group of companies.	
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">14 psl.</a>	
GRI 2-13	Delegation of responsibility for managing impacts	<a href="#">14 psl.</a>	



GRI Standard		Reference, comments	Compliance with the UN Sustainable Development Goals
<b>GRI 2</b>	<b>General Disclosures</b>		
GRI 2-14	Role of the highest governance body in sustainability reporting	<a href="#">14 psl.</a>	
GRI 2-15	Conflicts of interests	<a href="#">14 psl.</a>	
GRI 2-16	Communication of critical concerns	<a href="#">22 psl.</a> , <a href="#">26 psl.</a>	
GRI 2-18	Evaluation of the performance of the highest governance body	The shareholder of the group of companies and at the same time the CEO is the only highest governance body, therefore performance evaluation is not carried out.	
GRI 2-19	Remuneration policies	<a href="#">65-67 psl.</a>	
GRI 2-20	Process of determine remuneration	<a href="#">65 psl.</a>	
GRI 2-22	Statement on sustainable development strategy	<a href="#">3-4 psl.</a> , <a href="#">12-13 psl.</a> , <a href="#">31 psl.</a>	
GRI 2-23	Policy commitments	<a href="#">15-18 psl.</a>	
GRI 2-24	Embedding policy commitments	<a href="#">15-19 psl.</a>	
GRI 2-25	Processes to remediate negative impacts	<a href="#">20-22 psl.</a>	
GRI 2-26	Mechanisms for seeking advice and raising concerns	<a href="#">20-21 psl.</a>	
GRI 2-27	Compliance with laws and regulations	<a href="#">22 psl.</a>	
GRI 2-28	Membership associations	<a href="#">10 psl.</a>	
GRI 2-29	Approach to stakeholder engagement	<a href="#">23-24 psl.</a>	

GRI Standard		Reference, comments	Compliance with the UN Sustainable Development Goals
<b>GRI 3</b>	<b>Material topics</b>		
GRI 3-1	Process to determine material topics	Material topics are formed taking into account the company's sustainability strategy, the topics of significance in the sector of the activities carried out and the expectations of stakeholders are formed.	
GRI 3-2	List of material topics	A list of material topics is revealed in the table of contents of the sustainability report.	
<b>GRI 201</b>	<b>Economic performance</b>		
GRI 201-1	Direct economic value generated and distributed	<a href="#">8 psl.</a>	GOALS: 8, 9
GRI 201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">9 psl.</a>	GOAL: 13
GRI 201-4	Financial assistance received	<a href="#">9 psl.</a>	
<b>GRI 205</b>	<b>Anti-corruption</b>		
GRI 205-1	Operations assessed for risks related to corruption	<a href="#">25-26 psl.</a>	
GRI 205-2	Communication and training about anti-corruption policies and procedures	<a href="#">26 psl.</a>	
GRI 205-3	Confirmed incidents of corruption and actions taken	<a href="#">26 psl.</a>	
<b>GRI 302</b>	<b>Energy</b>		
GRI 302-1	Energy consumption within the organization	<a href="#">36 psl.</a>	GOALS: 7, 8, 12, 13
GRI 302-3	Energy intensity	<a href="#">36 psl.</a>	GOALS: 7, 8, 12, 13

GRI Standard		Reference, comments	Compliance with the UN Sustainable Development Goals
<b>GRI 303</b>	<b>Water and effluents</b>		
GRI 303-5	Water consumption	<a href="#">37 psl.</a>	GOAL: 6
<b>GRI 305</b>	<b>Emissions</b>		
GRI 305-1	Direct (Scope 1) GHG emissions	<a href="#">32 psl.</a>	GOALS: 3, 12, 13
GRI 305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">32 psl.</a>	GOALS: 3, 12, 13
GRI 305-3	Other indirect (Scope 3) GHG emissions	<a href="#">32 psl.</a>	GOALS: 3, 12, 13
GRI 305-4	GHG emissions intensity	<a href="#">33 psl.</a>	GOAL: 13
GRI 305-5	Reduction of GHG emissions	<a href="#">34-35 psl.</a>	GOALS: 3, 13
<b>GRI 306</b>	<b>Waste</b>		
GRI 306-1	Waste generation and significant waste-related impacts	<a href="#">38 psl.</a>	GOALS: 3, 6, 11, 12
GRI 306-3	Waste generated	<a href="#">38 psl.</a>	GOALS: 3, 6, 11, 12
<b>GRI 401</b>	<b>Employment</b>		
GRI 401-1	New employee hires and employee turnover	<a href="#">44 psl.</a> , <a href="#">58 psl.</a>	GOALS: 5, 8, 10
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">66-67 psl.</a>	GOALS: 3, 5, 8

GRI Standard		Reference, comments	Compliance with the UN Sustainable Development Goals
<b>GRI 403</b>	<b>Occupational health and safety</b>		
GRI 403-1	Occupational health and safety management system	<a href="#">47 psl.</a>	GOALS: 3, 8
GRI 403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">47-48 psl.</a>	GOALS: 3, 8
GRI 403-3	Occupational health services	<a href="#">48 psl.</a>	GOALS: 3, 8
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">48 psl.</a>	GOALS: 3, 8
GRI 403-5	Worker training on occupational health and safety	<a href="#">47 psl.</a>	GOALS: 3, 8
GRI 403-6	Promotion of worker health	<a href="#">50-51 psl.</a>	GOAL: 3
GRI 403-8	Workers covered by an occupational health and safety management system	<a href="#">47 psl.</a>	GOALS: 3, 8
GRI 403-9	Work-related injuries	<a href="#">49 psl.</a>	GOALS: 3, 9
<b>GRI 404</b>	<b>Training and Education</b>		
GRI 404-1	Average hours of training per year per employee	<a href="#">62 psl.</a>	GOALS: 5, 8, 10
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">59-61 psl.</a> , <a href="#">63-64 psl.</a>	GOAL: 8
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">59 psl.</a> , <a href="#">62 psl.</a>	GOALS: 5, 8, 10
<b>GRI 405</b>	<b>Diversity and Equal Opportunity</b>		
GRI 405-1	Diversity of governance bodies and employees	<a href="#">45 psl.</a> , <a href="#">54 psl.</a>	GOALS: 5, 8

GRI Standard		Reference, comments	Compliance with the UN Sustainable Development Goals
<b>GRI 406</b>	<b>Non-discrimination</b>		
GRI 406-1	Incidents of discrimination and corrective actions taken	<a href="#">52 psl.</a>	GOALS: 5, 8
<b>GRI 408</b>	<b>Child labor</b>		
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	<a href="#">19 psl.</a> , <a href="#">54 psl.</a>	GOALS: 5, 8
<b>GRI 409</b>	<b>Forced and Compulsory Labor</b>		
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">19 psl.</a> , <a href="#">54 psl.</a>	GOALS: 5, 8
<b>GRI 418</b>	<b>Customer Privacy</b>		
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">27 psl.</a>	

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You are welcome to submit questions or comments and remarks on the improvement of the sustainability report by e-mail:



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