



Internationale Spedition + Logistik



Sustainability Program of the Alfred Schuon Group

As part of our business policy, we are committed to continuously expanding our role in the field of sustainability. We want to further develop our business in a responsible and economically successful way.

Our social responsibility towards our colleagues and employees:

The Alfred Schuon Group works systematically to position itself for the future, to attract talents and retain them in the long run. To this end, the company relies on strategic personnel management, creating safe working conditions, further training opportunities and appreciation for each individual.

Remuneration

We offer our employees performance-based remuneration, a motivating work environment and a variety of incentives.

Equal opportunities

The Alfred Schuon Group supports and promotes diversity among employees as well as customers and suppliers. We offer all employees and applicants equal opportunities in terms of employment, remuneration, promotion, rewards or access to training. Schuon endeavours to treat all people equally regardless of age, social class, ethnic origin, religion, disability, gender, pregnancy, sexual orientation, union membership or political affiliation.

Our social responsibility towards society:

Acting sustainably—that also means acting for the good of society. We therefore want to ensure that our company's success also helps the people around us to develop. It is important to us not only to take responsibility towards our customers and partners, but also towards the society in which we live. We are therefore committed to various social projects in Germany and around the world to help people improve their living conditions. We are firmly convinced that things can only be turned for the better if we work together—and we are very happy to make our contribution.

Occupational safety & health:

We consistently comply with applicable laws and regulations. We attach great importance to the health of all employees and are constantly developing our accident prevention measures. The following instruments are used to ensure occupational health and safety and to prevent accidents:

- Annual trainings
- Health and Safety Committee
- Company medical examinations
- Regular factory inspections

Working hours

The applicable laws (ArbZG – Act on Working Hours, JarbSchG – Act on the Employment and Occupational Safety of Minors) form the basis of our activity. Working weeks with more than 60 working hours including overtime are not required by us, unless there is an emergency or exceptional circumstances occur

Ability to adapt:

For us, sustainability also means making our own organization adaptable and able to provide high performance. A key element to this is to make our employees fit for the future, for example by training them in digitalization. In addition, through various measures, we prevent the shortage of skilled workers from becoming a business risk.

Human rights:

The Alfred Schuon Group respects and follows the principles of international human rights as well as the Universal Declaration of Human Rights and the conventions of the International Labour Organization. Schuon does not approve or tolerate any form of child labour, forced labour or any form of (modern) slavery or human trafficking. Working conditions that do not comply with international or national law or practice will not be tolerated. Every employment relationship is voluntary and every employee has the right to terminate the contract with a reasonable notice period without penalty.

Umweltschutz:

As a transport and logistics service provider, we bear a high degree of responsibility for the preservation of our environment. Schuon stands for sustainability and therefore continuously optimizes eco-efficiency in all processes. Our daily activities focus on the following goals:

- Reduction of energy consumption and the associated CO2 emissions.
- Minimizing environmental pollution in terms of noise, pollutants and waste.
- Sustainability awareness among all employees and sustainable purchasing of goods and products, if possible equipped with an environmental label (e.g. Blue Angel etc.).
- Strengthening and maximizing the environmental awareness of our employees.
- Substitution proposal for hazardous substances or avoidance of the use of hazardous substances where possible.
- Avoid the use of air-conditioning systems or, if they are inevitable, only use tested and environmentally friendly devices.
- Use of the latest technology to reduce emissions.

Environmental impacts:

The Alfred Schuon Group has defined the following risks / hazards for the environment:

- Waste (residual waste, sewage, waste oil, batteries, wood, oil filters, paper, metal waste)
- Energy consumption (diesel, heating oil, fuels in general, electricity, water)
- Complaints
- Fire hazard
- Leakage of substances to the environment
- Noise
- Handling of waste, hazardous substances, machines and equipment
- Violations of legal regulations

These environmental aspects are assessed annually on the basis of an environmental analysis, and measures are derived from this.

Privacy:

Data protection is of a particularly high priority for the Alfred Schuon Group. Our goal is to protect personal data/ information against all internal, external, deliberate or accidental threats.

Our privacy policy ensures that personal data:

- is processed in a lawful manner, in good faith and in a manner that is transparent for the data subject.
- is collected for specified, explicit and legitimate purposes and may not be further processed in a manner incompatible with these purposes.
- is appropriate and substantial for the purpose and limited to what is necessary for the purposes of the processing.
- is factually correct and, if necessary, up to date.
- is stored in a form that enables the identification of the data subjects only as long as is necessary for the purposes of data processing.
- is processed in a way that ensures adequate security of the personal data, including protection against unauthorized or unlawful processing and against accidental loss, accidental destruction or accidental damage by means of suitable technical and organizational measures.

Occupational health and safety:

Occupational safety at Schuon includes a wide range of measures to prevent accidents at work and occupational diseases. Our occupational safety team sets company-wide guidelines and defines the processes of occupational health and safety.

Our managers are responsible for ensuring that all internal guidelines and statutory regulations on occupational health and safety are complied with.

The basis for prevention is the risk assessment of workplaces and processes. With your help, we examine individual processes, from their evaluation we can initiate targeted measures.

**Freedom of Association and
Collective Bargaining:**

The Alfred Schuon Group recognizes the internal organization of committees for the representation of employees and works councils and speaks out against any restriction of this freedom of assembly.

Active cooperation between the management and the works council ensures that the needs of the employees are perceived and dealt with carefully.

The Alfred Schuon Group is based on the collective agreement applicable for the area of "Forwarding and Logistics" in Baden-Württemberg.