

FORWARDING AND  
CARING



Our CSR\* approach \*

\*Corporate Social Responsibility



# REPORT PROFILE

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

This report describes the economic, environmental and social performance of SEKO BANSARD worldwide during the reporting period from 1 January 2022 to 31 December 2022.

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

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

For any questions or suggestions, please send an email to [CSR@bansard.com](mailto:CSR@bansard.com)



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# 01

## EDITORIAL

Message from the President  
EMEA SEKO LOGISTICS

Message from the Vice President,  
Global Sustainability SEKO LOGISTICS



# Message from the President

## EMEA SEKO LOGISTICS

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

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



**SIMON PINTO**

PRESIDENT  
SEKO LOGISTICS EMEA

# Message from the VP, Global Sustainability SEKO LOGISTICS

Like so many of my colleagues from the global supply chain industry, which has given me so much and serviced the world of all its consumer needs and desires for generations, I now recognise the vital role we play in righting the wrongs of our ignorant and naïve past.

The true objective of my job is to ensure that everyone within SEKO's sphere of influence – client, supplier, employee and strategic partner – are true believers in making positive change to the world we live in. From the things we can control to the things we can influence, sustainability must be a key decision-making factor, as important as profitability and service level.



**KAI LINCOLN**

VICE PRESIDENT,  
GLOBAL SUSTAINABILITY



# 02

## WHO WE ARE

Worldwide locations

Our entities

Our values



# SEKO BANSARD



## Expert in freight forwarding and overseas logistics since 1963,

SEKO BANSARD (ex Bansard International) implements logistics solutions and international transport solutions in air, sea, road and rail freight to support its customers throughout their supply chain. **Founded in 1963**, the group now has more than **700 employees in 17 countries**. SEKOBANSARD's head office is located in Rungis / France (94). It has **more than 5,000 customers worldwide**.

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

At the end of 2021, **Bansard became part of the American group SEKO Logistics**. Bansard is thus strengthening its presence and service offering on the American market and offering new solutions for the fast-growing cross-border and e-commerce markets. SEKO will benefit from the recognised professionalism of Bansard's commercial operations in France and its international coverage, as well as from its large volumes of air and sea freight between Asia and Europe.

# Our entities

**B-Aero****B-Fresh****BCS****MFO**

SEKO BANSARD has several entities:

- **B-Aero**, an entity dedicated to aeronautics.
- **B-Fresh**, dedicated to the transport of perishable goods.
- **BCS**, a company specialized in customs operations.
- **MFO**, a digital platform for online quotation, booking and shipment tracking.

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

# Our values

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

## Satisfying our customers

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

## Being agile and developing our performance

- Continue to develop our international turnover
- Acquire new customers and retain our current customers
- Develop our services while innovating

## Innovate

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

## Working as a team

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

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



# 03

## OUR CSR APPROACH

History of the approach

Our ethical charter

Our certifications

Materiality matrix

Stakeholders

Testimonials: Clients & Group

# History of the process

Our certifications  
Paris CDG Branch



## 2018

Creation of the ethical charter

It defines the principles and values of SEKO BANSARD and all its subsidiaries. This code of ethics applies to all the group's employees (directors, managers, employees, etc.) as well as to all persons with whom the group is associated, such as customers, suppliers, consultants, subcontractors, agents and other intermediaries who represent SEKO BANSARD.

Compliance with legislation

Respect for people

Fair competition

The relationship with customers, suppliers and other business partners

The fight against corruption

Confidentiality

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

Environmental protection - social responsibility



# History of the approach

## 2020

6PL Certification  
Paris-CDG Agency



## 2021

ISO 9001 and 14001 certifications for Paris-CDG



# Materiality matrix

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



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

# Stakeholders



# Stakeholders

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

# Stakeholders

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





## STAKEHOLDERS

## OBJECTIVES

## STEPS

Environment

**Carbon neutrality for all facilities and activities owned or controlled by SEKO by 2050.**

Sub-target 1:

Carry out an energy audit on all facilities owned or leased by SEKO by 2023; agents by 2025.

Sub-target 2:

SEKO-owned facilities and SEKO-owned last mile/white glove trucking carbon neutral by 2030; agents by 2032.

Sub-goal 3:

Carbon neutral air and sea freight by 2040.

Sub-target 4:

Carbon-neutral road transport of liner and parcel freight by 2050.

Energy audits  
Facilities  
Sea and air freight  
Road freight  
Audit of required suppliers

100% of SEKO's owned and leased facilities meet LEED (or equivalent) certification standards by 2040.

- Green audit (energy, water, stormwater, waste)
- Install green technologies if necessary (solar, water reduction, etc.)

Environment

Sub-target:

Installations in the US, UK and Australia by 2035  
Other installations by 2040

Green audit (energy, water, stormwater, waste)  
Install green technologies if necessary  
(solar, water reduction, etc.)

Sub-target:

90% electrical handling equipment in installations by 2030

- Examine existing material handling equipment
- Determine if it is leased or owned
- Document lease expiry
- Document applications where electricity is not possible (heavy lifting).

Sub-target:

80% of SEKO's operations will be outsourced to third-party carriers that have adopted sustainability targets by 2025.

Audit of transport operators  
Provide advice to transporters, where appropriate, to bring them up to standard.

100% of employees trained in sustainability by 2025

Find or develop training materials on sustainability  
Adapt material to regional application  
Create a tracking system for initial training, new hires and annual evaluations/measures.



# Customer testimonials



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

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

Corporate Logistics Director  
**Sagemcom**

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

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

Transport and Customs Manager  
**PROMOD**

# Group commitments

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

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

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



**CORINNE LECLERCQ**

BUSINESS EXCELLENCE  
SEKO BANSARD FRANCE



**DANIELLE ALHELOU**

HUMAN RESSOURCES MANAGER  
SEKO BANSARD FRANCE

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

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

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

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



**JAMES GAGNE**  
CEO SEKO LOGISTICS



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

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

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

**JEAN-MICHEL BENATTAR**  
MANAGING DIRECTOR GROUP SEKO BANSARD

«As the leading providers of air freight from Asia to Europe, it is mandatory for Air France KLM Martinair Cargo and SEKO BANSARD to commit to a cleaner, more sustainable, and responsible approach with concrete actions in this trade.»

This program is the logical continuation of our mutual commitments with our trusted partner and attests to SEKO BANSARD's concrete efforts towards even more responsible logistic



**LOIC BENATTAR**  
VP APAC AIR FREIGHT SEKO BANSARD



**DAVID VERMEERSCH**  
INTERNATIONAL GROUND DIRECTOR  
SEKO BANSARD

«'SEKO BANSARD strongly believes in a more responsible approach.'.»

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





# 04

## VALUING PEOPLE

Human Resources Management

Example of solidarity actions


Health, safety and well-being at work


Fighting corruption

# Human Resources Management

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

 The Gender Equality Agreement **was signed by the employer and the Social and Economic Committee** in 2019. Our index is **75/100** for **2022**. In 2022, we had **51% women employees** at SEKO BANSARD France.

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

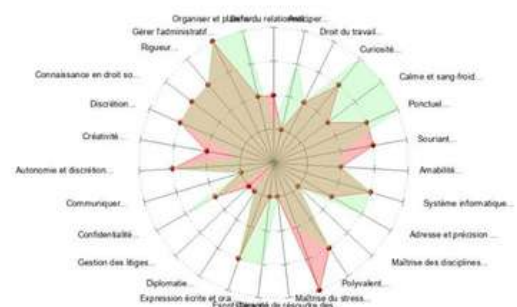
 **Access to training** for all SEKO BANSARD employees. The company is in charge of organizing the training (content, progress, etc.). Internal training courses are organized by the company for the group's employees, in particular occupational health training to raise awareness among our employees.



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



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



# Developing our skills

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

## Différents modules sont accessibles :

### HR Portal



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

### Leaves and absences



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

### Well being



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

### Performance evaluation



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

### Expense report



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

# Solidarity actions



## Sponsoring women's football

In May 2022, SEKO BANSARD was pleased to support the team of Sabrina PAGNEUX's daughter, a Bansard employee: the **Saint-Quentin-Fallavier** club. A small but dynamic **women's football team** that teaches respect, surpassing oneself and teamwork.

## The association "Ensemble contre le cancer"

On December 21, 2022, **SEKO BANSARD, other donors and the association "Ensemble contre le cancer"** created by Olivier BRUNIAU in 2014, brought their support by **offering more than 350 gifts** (Soft toys, board games, night lights) to children hospitalized at the Jeanne de Flandre hospital located in Lille.

# Solidarity actions

## SEKO BANSARD supports a team in the 4L TROPHY 2022 Rally

Created in 1997 by Jean-Jacques REY, the 4L Trophy has become Europe's largest humanitarian raid. In 2022, the event blew its 25th candle and left Biarritz (France) for Marrakech (Morocco) via Spain. SEKO BANSARD is proud to have participated in this adventure, by sponsoring the crew of the Pingoins du Désert.

**Support for schooling in the southern Moroccan region and action in favor of the French Red Cross** are the two solidarity engagements that the candidates support by participating to the 4L Trophy.

It is with the association "**Enfants du désert**" created in 2005, chaired by Lætitia Chevalier, that they express their solidarity with their host during the rally. The action is carried out directly in the most remote areas in partnership with about twenty local structures.

**The main objective is clear: access to education for all children.** The initial project includes the **delivery of material and financial donations**: offering a schoolbag is good, building a school is even better!



### Solidarity & An eco-citizen engagement

The candidates are involved in both and give a boost, starting with the transport in the 4L full trunks of thousands of products (school supplies, medical and computer equipment, sports equipment, clothing, toys, etc...): each year up to 30 metric tons of products benefit to nearly 20000 children in the province of Errachidia.

Also, the **construction of elementary school** (already 30 in number), **day-care centers, classrooms, facilities for disabled children, sanitary blocks, wells**, etc.



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# Health, safety and and well-being at work



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

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

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

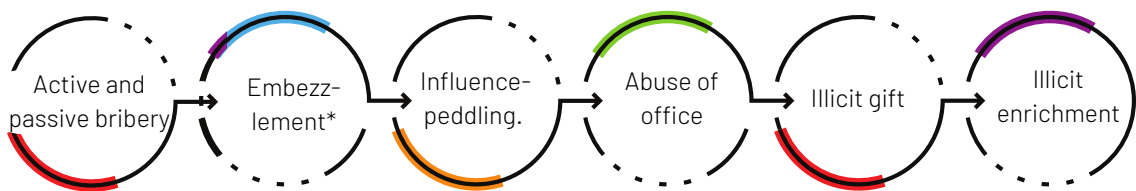
**To reduce health problems**, it is important to do the right things. For that, internal training sessions are carried out to preserve health and to raise awareness among employees. Different training sessions are available on our HRIS platform Eurecia. In addition, we also call upon external service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

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

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

# Our commitment to fighting corruption

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



## Consequences of corruption

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

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

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

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

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



# 05

## ENVIRONMENT

Our Partners

Internal improvements

6PL Label

Our commitment

# Our Partners

## COMMITMENT TO THE SAF AK-KLM PROGRAM



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

### ORIGIN AND BENEFITS OF THE PROGRAM

The aviation sector currently accounts for 2-3% of global man-made CO2 emissions.

SAF represents an alternative fuel for aviation and is currently the only viable alternative to liquid fossil fuels for powering commercial aircraft.

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

### MANAGEMENT COMMITMENT TO CONTINUOUS IMPROVEMENT

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

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

# Internal improvements

## P400 trailers and reconditioning

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

**A multimodal mode of transport that combines road and rail.**

In March 2022, a reconditioning operation began, aimed at renovating about 40 trailers (30% of the fleet).



## 6PL LABELING

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



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

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



# Internal improvements

## Improve waste sorting and treatment

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

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

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

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

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



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



# Internal improvements

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

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

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

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

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

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



Examples of Internal Awareness Communications



# Internal improvements

## Be transparent and responsible about our CO2 emissions

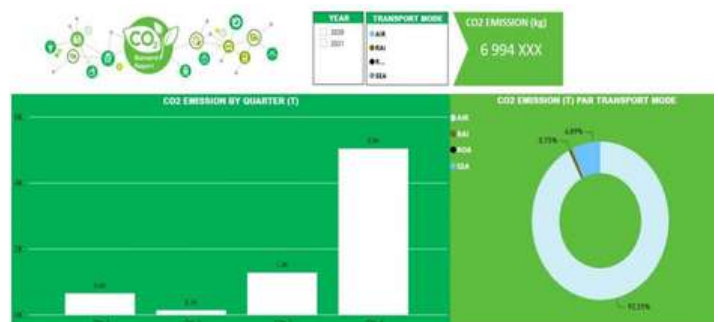
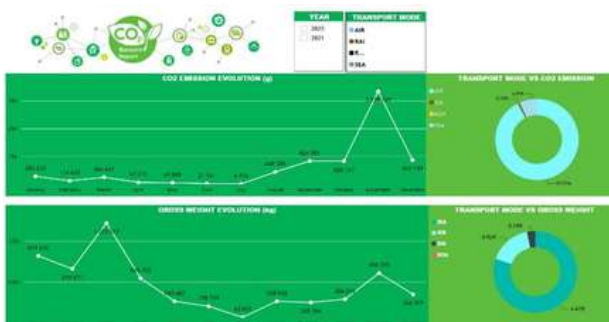
Currently, the planet is experiencing a real **climate change**. These changes are due to the use of fossil fuels, to the exploitation of tropical forests but also to the breeding of cattle. These practices release a lot of greenhouse gases in addition to those naturally present in the atmosphere, so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

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

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

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

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



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

# Internal improvements

## Promote and refer to committed and reliable partners and suppliers

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



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### **Air France-KLM :**

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

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### **Lufthansa :**

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

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

# Maritime transport

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

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

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

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



# Biodiversity commitment

Implementing an action to respond to the **protection of biodiversity** is part of our **6PL** approach.

Different actions can be chosen such as:

- Planting trees or shrubs to form a hedge,
- Installation of an insect house, a beehive or a vegetable garden,
- Realization of an insect hotel,
- Eco-grazing.

Our CSR team has decided to set up a Quiz and a survey (Dec. 2022) to encourage employee initiative and commitment for the SEKO BANSARD site in Paris - CDG in 2023.







# 05

## KEY PERFORMANCE INDICATOR

CSR governance

Human rights

Detailed indicators

CO2 reduction

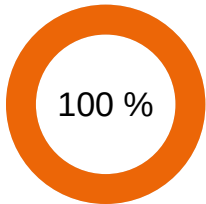
Roissy-CDG Agency

Our accreditations



# Key indicators

## CSR Governance



100 %

of employees aware of the CSR approach

## Human Rights

Gender equality for 2022

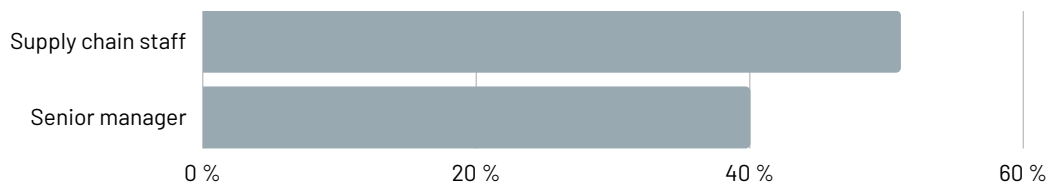
**85/100**

Percentage of women in 2022



**51%**

Women



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

# Key indicators

## Detailed CSR indicators (2021 vs. 2022)

HUMAN RIGHTS	DEC.2021	DEC.2022
Number of employees France	213	216
Staff distribution	104 H/109 F	107 H / 109 F
% of women	51,17	51
Gender equality	75/100	75/100
Permanent Staff	190	204
Fixed-term Staff	4	2
Apprenticeship contract	19	10
<b>HEALTH &amp; SAFETY</b>		
Number of occupational injuries/commuting accidents	1	2
Number of days off work due to an accident at work or on the way to work	24	183
<b>TRAINING</b>		
Number of training hours	600	406
Number of people trained	44	29
<b>FAIR PRACTICE</b>		
% of employees aware of and/or trained in the fight against corruption	31,7	
<b>CSR GOVERNANCE</b>		
% of employees made aware of the CSR approach	100%	100%
Number of internal players involved in a CSR or CSR Committee	4	4

## Detailed CSR indicators (2021 vs. 2022)

### ENVIRONMENT (PARIS CDG AGENCY)

	2021	2022
GAS: Total consumption (kWh)	205 267	195 965
ELECTRICITY : Total consumption (kWh)	230 617	217 013
WATER : Total consumption consumption (m3)	46	52
WASTE: % of recovered waste		
- Energy and material recovery		46
- Energy recovery		28

### CLIMATE VARIABILITY

	2021	2022(IN PROGRESS)
Total GHG emissions (t CO2 e)	470	
Digital usage (t CO2 e)	8,2	
Operations(t CO2 e)	59	
Purchasing & Support (kg CO2 e)	24	
Offices (t CO2 e)	113	
Transportation (t CO2 e)	267	
Employees hired	66/150	

### PARTNERSHIP AND SPONSORSHIP

	2021	2022
Rugby USM Sapiac	X	X
Action against Cancer	X	X
4L Trophy	X	X
Replant trees in Hong-Kong	X	
Women's football team Lyon		X

### CERTIFICATIONS

	2021	2022
Percentage of sites under environmental labeling or certification	10% (1 of 11 sites)	10% (1 of 11 sites)
Paris CDG Agency	Full OEA ISO 9001 (23/09/2021) ISO 14001 (23/09/2021)	Full OEA ISO 9001 (27/09/2022) ISO 14001 (27/09/2022)

# C02 Reduction

#CSR Reduction of 11,171 KG of CO2!

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

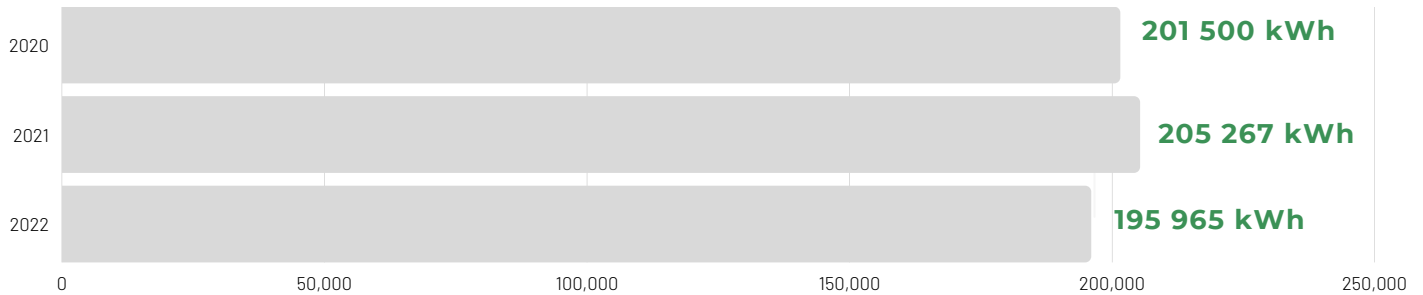
This initiative, in partnership with Energem, is part of a voluntary approach to continuous improvement, with the commitment of our customers, partners and our teams to responsible and more sustainable logistics.

BANSARD CSR team : Charles MATHEY, Corinne LECLERCQ , Eric LANGLOIS, Sara AGBADO  
#BansardInternational #greenenergy

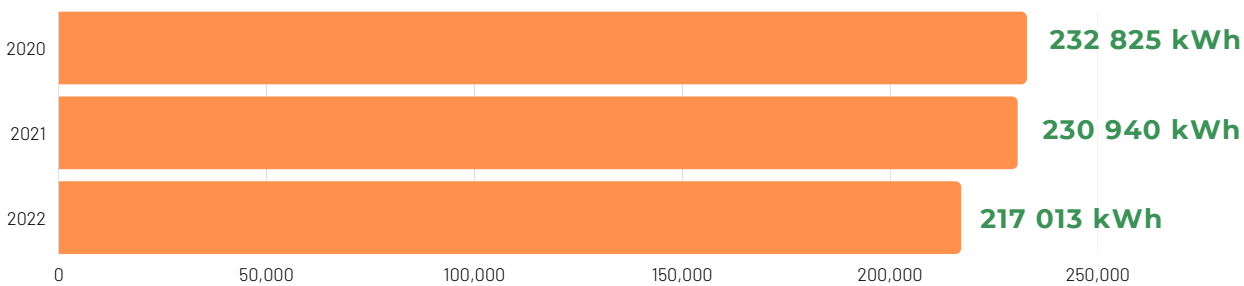


# Paris-CDG Agency

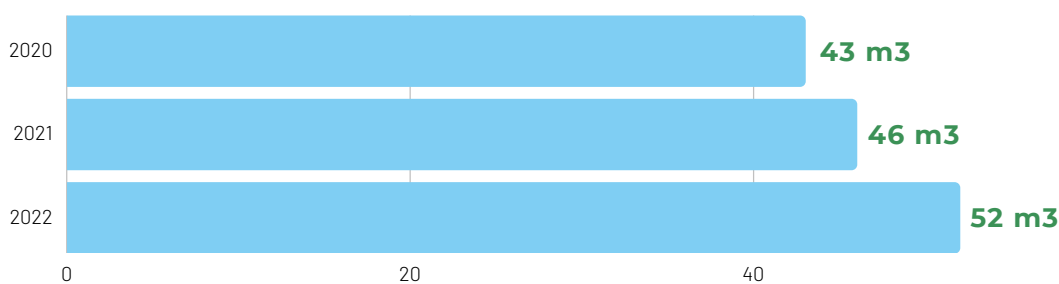
## Evolution of total GAS consumption (kWh / year)



## Evolution of the total consumption of ELECTRICITY (kWh/year)



## Evolution of total WATER consumption (m3/year)



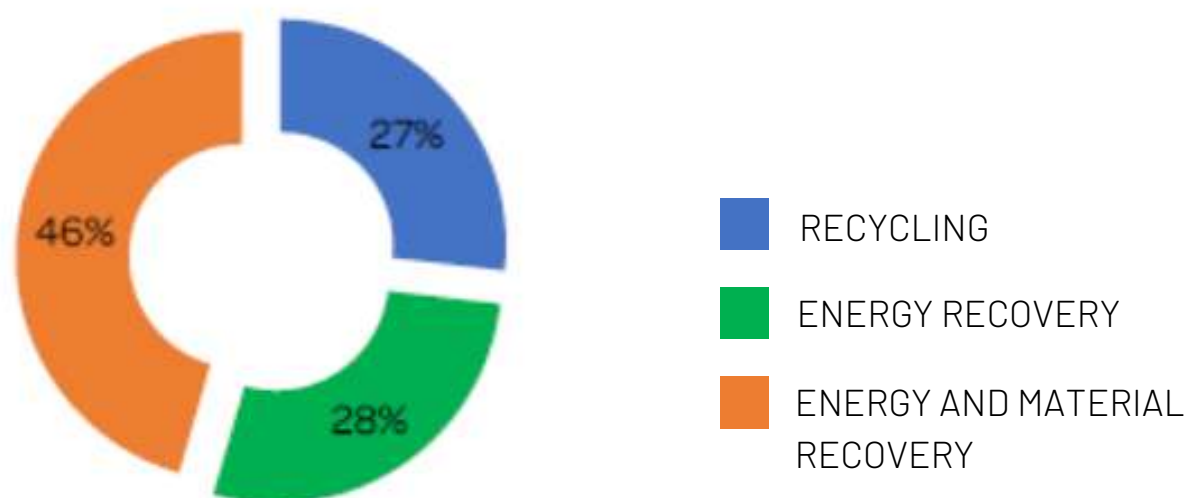
# Paris-CDG Agency

## Waste sorting and recycling (2022)

As part of its continuous improvement approach, Bansard has optimized the treatment of its waste in its Paris CDG branch to reduce its environmental footprint. Below are the results for 2022 with a real valorization of our waste: a reduction of CO<sub>2</sub>, the production of energy by incineration, ....

	Number of containers	Weight (T)	Volume (L)
Paper/cardboard	103	3 399	67 980
Cardboard	2	3 820	60 000
Common industrial waste	245	7 595	161 700
Beverage waste	10	0.150	7 500
<b>TOTAL</b>	<b>367</b>	<b>27 464</b>	<b>297 180</b>

### Répartition de la quantité de déchets triée



### Répartition du traitement des déchets



# Our accreditations



## Label 6PL PERFORMANCES LOGISTIQUES DURABLES



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

**BANSARD International**

dans ses activités de

**Exploitation de site logistique**

sur le site

**BANSARD International**  
8 avenue de la Pyramide  
93290 TREMBLAY en FRANCE

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

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



Charles MATHER  
Directeur Marketing

pour le Comité de Labellisation



Alain VERNA,  
Président du Comité de Labellisation 6PL

**CINQ DOMAINES D'AMÉLIORATION**

- Gouvernance de l'organisation
- Performance économique
- Progrès social
- Protection de l'environnement
- Gestion de l'énergie



# CSR 2022 REPORT



For more information you can contact us at the following e-mail  
address : [csr@bansard.com](mailto:csr@bansard.com)