

FORWARDING AND
CARING



Our CSR* approach

*Corporate Social Responsibility

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Presentation of Bansard International

Bansard International has been an **expert in freight forwarding and overseas logistics since 1963**. It provides international logistics and transport solutions for 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**. Bansard International'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 over 25 years**.

At the end of 2021, Bansard became part of the American group SEKO Logistics. Bansard thus strengthens its presence and service offering in the US market and offers new solutions for the fast-growing cross-border and e-commerce markets. SEKO benefits from the recognized professionalism of Bansard's commercial operations in France and its international and its international coverage, its large volumes of air and sea freight between Asia and Europe.

Bansard International is composed of several entities such as :

- **B-Aero**, a company dedicated to **aeronautics**
- **BCS**, a company specialising in **customs operations**.
- **B-Flexee**, a company specialising in emergency transport
- **MFO**, a digital platform for online quotation and tracking



The group is always attentive **to economic, societal and environmental** issues and has implemented **concrete action plans to evolve in 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.



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.

Supporting the development of Bansard International

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

Satisfying our customers

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

Conducting a CSR approach

- To ensure 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

Developing our performance

- Matching the skills of our teams to our needs
- Encourage multicultural operation
- Increase mobility and professional development
- Manage and capitalise on the knowledge of our teams

OUR CERTIFICATIONS



CDG Agency

HISTORY OF THE PROCESS

2018



Creation of the **ethical charter**

2020

Issue of **6PL** certification

Septembre 2021



9001 and **14001**
certifications for **CDG**

OUR ETHICAL CHARTER

It defines the principles and values of Bansard International 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 Bansard International. **You will find our complete ethical charter in the Appendix.**

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

Developing our skills

Concerned about the performance of our **HR department**, we regularly improve our procedures. For example, we have set up **an information system called "Eurecia"**. In addition to the dematerialisation of documents, our platform allows us to centralise our employees' data. Each employee thus benefits from a personal and secure dedicated space.

Different modules are accessible :

HR portal

- Access to dematerialised pay slips
- Access to documents shared by the Bansard International company
- Gives employees the possibility to consult the evolution of their file

Wellbeing

- Share your mood of the day anonymously
- Feedback on areas for improvement

Performance review

- Self-assessment of skills before the interview
- Access to your manager's conclusions and actions resulting from the interview
- Access the history of past interviews

Leave & Absences

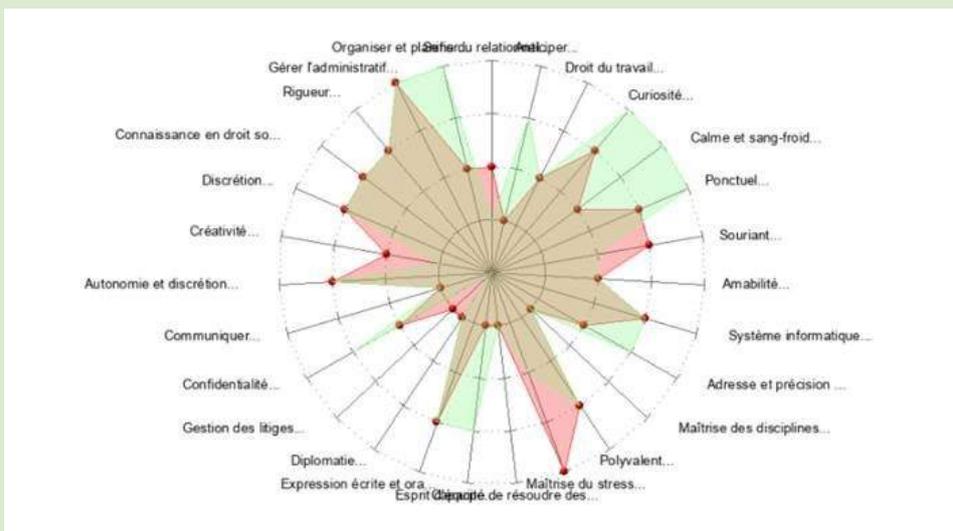
- Establish leave requests (authorised absences, paid leave, etc.)
- View the status of requests (in the process of being validated, validated, refused, etc.)

Expense claims

- Draw up requests for reimbursement of professional expenses
- Attach supporting documents (invoices, tickets, etc.)
- View the status of the expense claim (pending validation, validated)

Bansard International does not condone 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 CSE** in 2019. Our index is **79/100** for the year **2020**. In 2021, we recorded **72.67% woman employees** and **89.96% man employees** at Bansard International France.
- Our jobs are open to **disabled workers**.
- **Access to training** for all Bansard International employees. The company is responsible for organising the training (content, course, etc.). Internal training courses are organised by the company for the group's employees. These include anti-corruption training and occupational health training to raise awareness among our employees.
- With the help of our "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 Bansard International.



- 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.

Example of solidarity actions

BANSARD INTERNATIONAL PROTECTS KANGAROOS IN AUSTRALIA



An unprecedented disaster, in September 2019, in which Australia suffered historic fires, which ravaged an area of more than **10 million hectares** with smoke that traveled more than **11,000 kilometers**.

Hundreds of millions of animals fell victim to the disaster, including kangaroos. Baby kangaroos were orphaned.

As a result, an appeal was launched by the owner of the Australian Park in Carcassonne to make bags for the baby kangaroos. A total of **30,000 bags were made**.

Bansard International worked in conjunction with the group's Australian entity, Cargo Line International.

Thanks to **Cargo Line's presence in Australia, Bansard International quickly decided to intervene and get involved in this solidarity action.** All the procedures, including customs operations, were optimised in order to reduce the cost of sending the goods as much as possible.

Our teams mobilised all over the world to send the bags to Australia so that the associations concerned could receive them as quickly as possible.



On 4 August 2020, two powerful explosions rocked Beirut, Lebanon, causing a blast that was felt dozens of kilometers away. Among the buildings affected was the **University of Saint Joseph (USJ)**. Founded in 1875, it is considered one of the oldest and most prestigious universities in Lebanon and the Middle East.

Bansard International intervened to participate in the renovation of the building in terms of its legal works, which is a real symbol for the reconstruction of the university.

In fact, at the beginning of January 2021, Bansard International teams mobilised at different levels, and took charge of all the costs associated with sending parcels containing the precious books.

Testimony of a professor from the Faculty of Law and Political Science:

"On behalf of the Faculty of Law of the USJ, I would like to thank you most warmly for the free, efficient and safe transportation of the books made available to our students."

BANSARD INTERNATIONAL SUPPORTS A TEAM IN THE RESPONSIBLE 4L TROPHY 2022 RALLY



Created in 1997 by Jean-Jacques REY, the 4L Trophy has become Europe's largest humanitarian raid. This year, the event will be celebrating its 25th anniversary and will leave from Biarritz (France) for Marrakech (Morocco) via Spain. Bansard International is proud to participate in this adventure by sponsoring the crew of the Pingouins du Désert.

Support for schooling in the southern Moroccan region and action in favour of the French Red Cross are the two solidarity hats that the Trophists proudly wear when participating in the 4L Trophy.

It is with the "**Enfants du désert**" association, created in 2005 and 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 some twenty local structures.

The main objective is clear: access to education for all children.

The initial project includes **the delivery of material donations as well as financial donations**: offering a schoolbag is good, building a school is even better! The Trophists do both and add a multitude of other contributions, starting with the thousands of objects transported in the packed trunks of the 4Ls (school supplies, medical and computer equipment, sports equipment, clothing, toys, etc.): it weighs some 30 tonnes each year and benefits nearly 20,000 children in the Province of Errachidia on average each year.

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

Fighting corruption



Bansard International acts in accordance with national and international law in all countries where the group operates and respects its ethical charter. The refusal of corruption is at the heart of the group's values. We fight against all forms of corruption, influence peddling, illegal interest taking, misappropriation of public funds as well as favouritism or any other breach of probity in the countries in which we operate. Corruption is a global practice and **there are many forms of corruption :**

Active, passive
bribery

Concussion*

Trafficking
influence

Abuse of office

Illicit gift

Illicit enrichment

The consequences of corruption

Corruption undermines democracy as well as social, political and economic development. It slows down 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 organisation becomes unstable and can lead to the closure of a subsidiary, loss of customers, loss of business...

Bansard International prevents the risks of corruption. Indeed, this principle is stipulated in our ethical charter, which is transmitted to our suppliers and employees. The latter must be particularly vigilant in not practising this act in all its forms, not bribing and refusing to be bribed directly or indirectly.

***Concussion : Malpractice by an official who orders the collection or knowingly collects funds by abuse of the authority given to him by his office.**

5

Discrimination, health, safety and well-being at work

Bansard International disapproves of any discriminatory behaviour that might harm people. **We do not accept any form of discrimination based on age, gender, physical appearance, disability, illness, religious and 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.

In order to reduce the strenuousness of the movements of certain employees on the line of our e-commerce entity Crosslog International. We decided to replace our current machines with more ergonomic ones. In addition to this change, we have redesigned the premises and the workstations. To improve the safety of our warehouse staff, we regularly replace personal protective equipment (PPE) to increase their protection (gloves, safety shoes, reflective safety waistcoats, etc.)

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

Awareness-raising also involves reminding employees of the right things to do, and we provide leaflets and posters explaining the right things to do and the right postures to adopt at work and how to prevent risks. (Annex)

Concerned about the well-being of our employees, we have set up a space on our platform, Eurecia, where our employees can tell us what they are feeling today. This survey remains anonymous.

Environment

COMMITMENT TO THE SAF AF-KLM PROGRAMME

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) **Programme** and thus significantly reduce CO2 emissions in the air freight sector.

ORIGIN AND BENEFITS OF THE PROGRAMME

The aviation sector currently accounts for 2 to 3% of global CO2 emissions from human activity. FAS is 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'S COMMITMENT TO CONTINUOUS IMPROVEMENT

"We are very proud to join the Air France KLM Martinair Cargo SAF programme. 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 Bansard International.

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



NEW P400 TRAILERS

Bansard has decided to invest in June 2021 in **P400 trailers**, which provide reliability, speed, ecology and efficiency.

This type of trailer is a means of transport with low greenhouse gas emissions, it represents an ecological advantage and reduces atmospheric pollution.

A multimodal mode of transport that combines road and rail.



6PL LABELING

6pl, the only French csr label targeting the warehousing activities of manufacturers, distributors and logisticians



Within the framework of the **6PL label** - the only French label targeting the activities of the logistics sites of manufacturers, distributors and logisticians - **25 concrete actions** will be carried out over **3 years**. They are based on **5 main themes**.

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

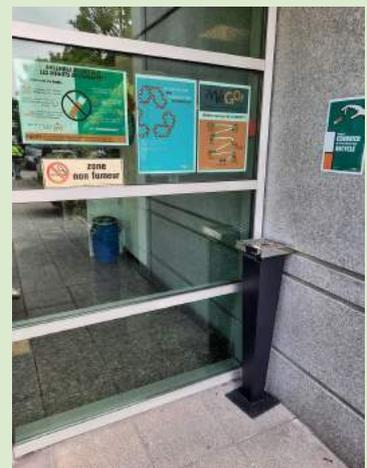
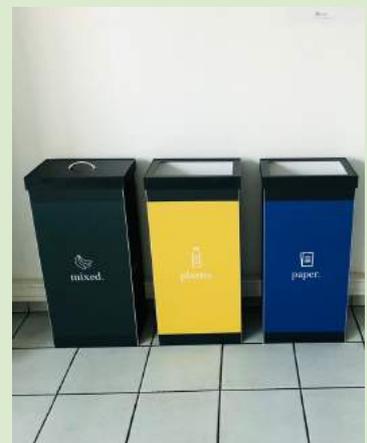
IMPROVING WASTE SORTING AND TREATMENT

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 branches sort and recycle their mail and also limit paper mail by favouring e-mail and eDoc.**

Individually, each employee of the group is encouraged to carry out actions in favour of the environment in his or her daily life. **Within our e-commerce subsidiary Crosslog International, installations have been created using used pallets. To limit plastic waste, personalised water bottles have been distributed to all Crosslog and Bansard International staff.**

To improve waste treatment, we are taking stock of all types of waste and identifying and quantifying waste by source. **Currently, waste bins for source separation are in place at CDG with an associated display. To take the recycling process further, we have called on our service provider (PAPREC) to improve the treatment and recycling of our waste.**

To continue this approach, **we are constantly looking for new ways of improvement.**



IMPROVE OUR CONSUMPTION OF WATER, ELECTRICITY, GAS, FUEL

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

Since January 2022, the Paris-CDG agency **has been powered by 100% renewable electricity** with our partner UEM, compared to 21.1% in 2020.

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

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

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

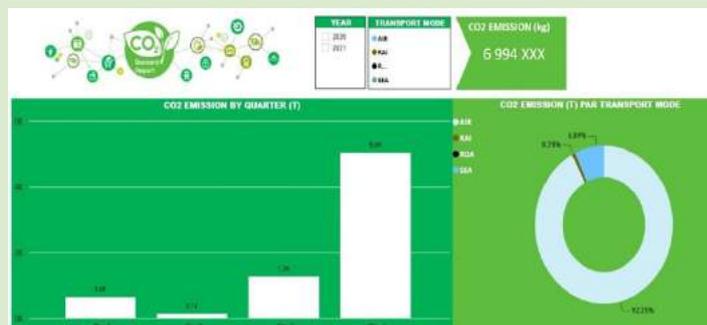


Examples of Internal Awareness Communications

BEING TRANSPARENT AND RESPONSIBLE ABOUT OUR CO2 EMISSIONS

Currently, the planet is experiencing real **climate change**. These changes are due to the use of fossil fuels, the exploitation of tropical forests and the raising of livestock. These practices release a lot of greenhouse gases in addition to those naturally present in the atmosphere, so the greenhouse effect is multiplying and the planet is warming up.

This is why **Bansard International** is attentive to its impact. Being aware that there is no such thing as "**zero impact**", we have decided to set up a **reporting service** that allows us to follow **the evolution of CO2 emissions at any time, depending on the means of transport used**. This solution takes the form of a dashboard that allows our clients to calculate their carbon footprint by consulting their historical **CO2 footprint**.



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

To optimise **our road transport** (thanks to our **IT solutions**), we have implemented **improved routing and reverse logistics by maximising 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 the latest **electronic equipment and recyclable or recycled packaging** is preferred. For a more relevant management of stocks and supplies for our customers in our e-commerce warehouse, **we use a Warehouse Management System (WMS), which aims to optimise the management of the operations of a storage warehouse**.

FAVOUR 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 it is in the aviation sector. Today we work with different partners who have the same concerns

Air transport

Air France KLM : our No.1 airline partner which has reduced their CO2 emissions by 13.5% through the use of sustainable alternative biofuels (source AF).

Lufthansa : which has successfully reduced its paraffin consumption and CO2 emissions by switching from fossil fuels to sustainable alternatives (source LH).

Air Bridge Cargo : which also reduced its CO2 emissions by 16% and its noise pollution by 30%. The carrier was also able to reduce its additional fuel consumption (source UK).



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

Maritime transport

CMA CGM reduced CO2 emissions per container by 4% in 2020 and also reduced CO2 emissions per TEU per kilometre by 50% between 2005 and 2015, thanks to the use of low-sulphur fuel (source CMA CGM)..

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

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

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



COMMITMENT TO BIODIVERSITY

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
- The installation of an insect house, a beehive or a vegetable garden
- Eco-grazing.

Our CSR team has decided to set up a survey to encourage employee initiative and commitment in the long term, for the Bansard International site in Paris - CDG in 2022.



Key performance indicators

CSR Governance



100 %

of employees aware of the CSR approach

Human rights

Gender equality index for 2020

79/100

Percentage of women in 2020



45 %

OF WOMEN

total supply chain staff

First line manager

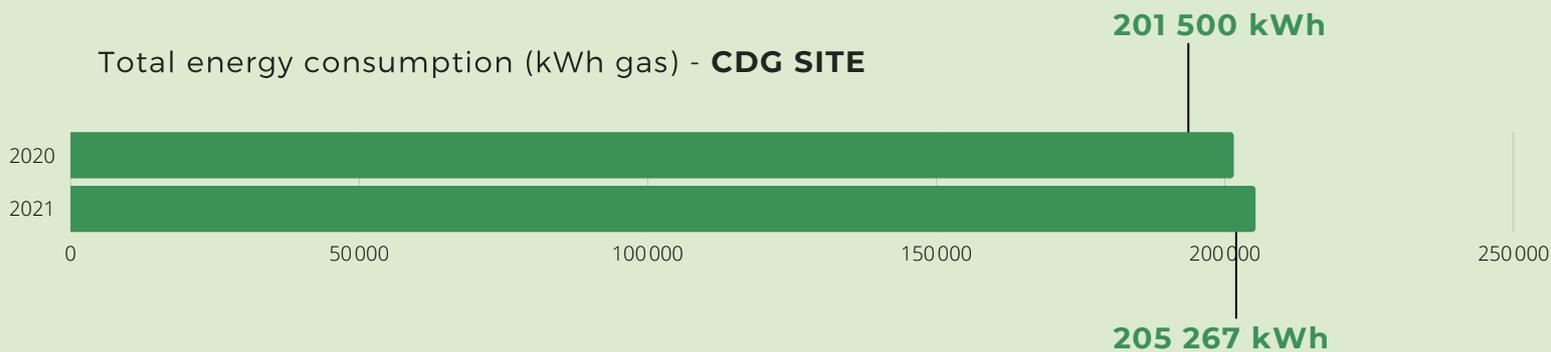
0 % 10 % 20 % 30 % 40 %



A gender equality agreement has been signed by Bansard International and the CSE in 2019

Environment / Paris-CDG site

Total energy consumption (kWh gas) - CDG SITE



Total consumption (kWh electricity) - CDG SITE



Total consumption water (M3) - SITE DE CDG





For more information, contact us at the following e-mail address :

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