

Pharma Supply  
Chain Solutions



# Sustainability Report 2022





FRIGO-TRANS®

PHARMA-LINER

Cool Chain Control Solutions

www.frigo-trans.eu



(from left to right): Reiner Roß (CEO), Martin Krasinski (CEO)

## **Dear customers, partners and friends of Frigo-Trans,**

CO<sub>2</sub> neutrality, alternative energy concepts, and the ban on internal combustion engines – the logistics industry is facing significant challenges. It has never been more important to view sustainability not as a passing trend but as an integral part of a company's philosophy. Only then can ecological, economic, and social measures grow equally and contribute today and for future generations. In the current time of political uncertainty, sustainable thinking and above all, sustainable action are crucial for a liveable environment.

We have always built upon sustainability, with a focus on a successful future for our society and for each and every one of us. We see the challenges of the present as opportunities. For us, it is our lived corporate philosophy to invest greater efforts in resource-efficient practices, demonstrate stronger commitment to young people and ensure they receive a good education for the best possible start to their professional lives.

We have firmly integrated the triad of ecological, economic, and social sustainability into our day-to-day business and are consistently working together with our employees, customers, and partners to continually improve. Success can only be achieved in harmony with a healthy environment and a future orientated society. Our sustainability report provides an overview of the efforts we are making today and how we are working proactively in response to the challenges of today and tomorrow.

Enjoy reading!

Reiner Ross and Martin Krasinski

# Sustainable logistics – can it work?

“Green Logistics” is an existing, comprehensive term for measures aimed at conserving resources and promoting sustainable practices in the transportation and logistics sector. Whether it’s related to transportation or the sustainable construction of new logistics facilities, every contribution, no matter how small, ultimately contributes to improving the global climate. Yes, sustainable logistics works!

Logistics has been and continues to be an energy-intensive industry and will remain so in the future. Our challenge as a logistics service provider is to find solutions to how we can make our company as resource-efficient and sustainable as possible.

Frigo-Trans has been actively answering these questions for years and sets industry standards with its activities year after year. Since purchasing the first tractor units in 2011, energy efficiency has been our top priority. Both our vehicles and trailer refrigeration units have always been equipped with the latest, most environmentally friendly technology to achieve the highest possible energy efficiency. Our trailers automatically switch from using fuel to using electricity during idle times, reducing not only CO<sub>2</sub> emissions but also unnecessary noise. On all refrigerated trailers, solar panels provide “green” energy to recharge the batteries in the cooling units. The latest developments from commercial vehicle manufacturers also make a significant contribution to sustainable vehicle technologies. Frigo-Trans works together with manufacturers on these technological developments, contributing our extensive practical experience.



# Certified Sustainability



Frigo-Trans has been a member of EcoVadis since 2020, one of the world's largest and most reliable providers of sustainability assessments for companies. In 2022, Frigo-Trans achieved the EcoVadis Silver Level. This award recognizes Frigo-Trans' commitment in the areas of ethics, labor, human rights and sustainable procurement in our supply chain.

# Electricity, natural gas, or hydrogen?

**W**hen it comes to passenger cars, electric vehicles are already commonplace. However, alternative power systems for heavy good vehicles are still in their infancy. Whether it's electric, LNG (liquefied natural gas), or hydrogen, all new systems have advantages and disadvantages compared to diesel-powered internal combustion engines. When considering full electric heavy good vehicles, it is important to consider the high acquisition and maintenance costs against the limited range, which is currently restricted to short-distance travel due to a lack of charging infrastructure. Additionally, the environmentally harmful extraction of raw materials for battery production raises questions about long term sustainable along with the challenges of disposing of used batteries.

As a logistics company operating throughout Europe, we are investing in the further development of hydrogen technology for commercial vehicles. In 2023, the first extensively tested tractor units will roll off the assembly line. Initial test series by some manufacturers are already showing promising results. However, it is important to note that for the logistics industry to make a significant contribution to reducing CO<sub>2</sub> emissions and protecting the climate in transportation, it requires all European nations to work in collaboration with the EU to promptly expand the hydrogen supply network and create sufficient refuelling infrastructure.



# CO<sub>2</sub> Footprint Transport

Our company philosophy has always been to replace used vehicles with new within five years. For us, this principle is the guarantee that we always utilize the latest technology offered by vehicle and trailer manufacturers in terms of environmental protection (e.g., reduced fuel consumption, optimizations in tire resistance and loading capacities, increased cooling efficiency in refrigeration units, and other electronic control units). The result is an optimized eco-balance of our entire transport process.



# CO<sub>2</sub> Footprint Building Technology

New technologies, automated processes, and increased flow of goods lead to rising energy demands. More energy in the context of greater climate protection poses an increasingly significant challenge for companies to meet their energy needs in an environmentally friendly and resource-saving manner. Fortunately, there are numerous options available today, and developments in this area will progress even faster in the coming years. We currently source 57% of our electricity from renewable energy sources such as wind and solar through our energy supplier.

The state-of-the-art logistics centre, as well as the administrative and workshop buildings in Fußgönheim, were planned and constructed in-house in 2015, fully adhering to the environmental guidelines for sustainable new industrial building construction. In addition to energy-saving LED technology used for all lighting fixtures, the floor heating system in the administration section is powered by the energy generated from the refrigeration unit of the storage unit. With a 13,500 square meter, 1-megawatt, powerful photovoltaic system, we not only contribute to the reduction of CO<sub>2</sub> emissions but also offset a part of our carbon footprint by supplying clean electricity to the public grid. In total, 2,032,320 kWh of electricity were generated through the system in 2021 and 2022, which is equivalent to compensating for 1,091,345 kg of CO<sub>2</sub>.



After just 10 months of construction, our new location in Mutterstadt was inaugurated in autumn 2021. Along with the company headquarters in Fußgönheim, the facility was built in accordance with the latest energy guidelines and is compliant with the Energy Saving Ordinance (EnEV) documented through an energy-saving certificate.





# Nurture employees, achieve goals

**A** good team spirit doesn't happen by chance but is the result of open cooperation and a high level of trust in everyday working life. We rely on motivated employees, the experience of different generations and diverse expertise to foster this team spirit. Our extensive training programs qualify our employees and are highly valued. For instance, we offer the opportunity for trained commercial clerks in forwarding and logistics services to further their education as transport economists. We not only provide financial support for these qualification programs but also offer limited time off, for example, for exam preparation.

Further education is certainly a factor in business success, but for us, the training of young people is also an important aspect of sustainable personnel development. In 2021/2022, ten young employees started their apprenticeships or dual studies at Frigo-Trans. The range of apprenticeship professions covers the entire process chain of a logistics service provider. From IT to scheduling and warehouse logistics, the apprentices qualify themselves for their future professional life. Two successful Bachelor of Arts in Logistics degrees in 2022 reinforce our commitment to fulfilling our social responsibility. We are proud that our employees feel comfortable at Frigo-Trans and actively live the concept of sustainability in their everyday work life.

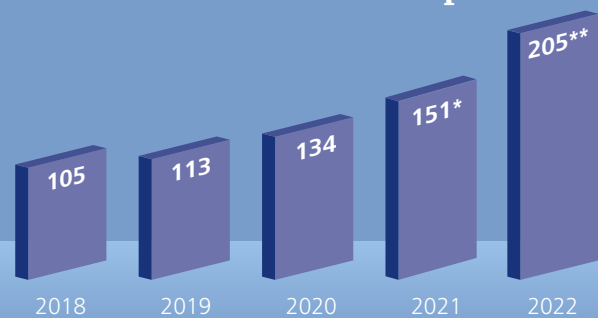


# KATAPULT Trade Fair 2022

The communication of our company values and the presentation of the apprenticeship professions available at Frigo-Trans were the focus of our booth at the career and education fair held at the CongressForum in Frankenthal. The target audience for this fair primarily includes school leavers or students in their final year of school.



## Human Resource Development



\* Out of these, ten apprentices and dual students in 2021/2022

\*\* As of 31.12.2022



# Fit for the future

**E**ducation and further training are essential for professional success, but Frigo-Trans also keeps an eye on the health and well-being of colleagues at all our locations. A long-standing tradition is the fruit basket, which provides fresh fruit for vitamin intake at the workplace once a week throughout the year.

The new e-bike leasing offer for all employees promotes fitness and encourages them to view their commute to and from work from a sporty perspective. Frigo-Trans employees can choose their preferred individual bike from a provider of their choice and take advantage of the tax benefits of

leasing, while Frigo-Trans covers the bike's insurance. 22 individuals have already accepted the offer and are cycling their way to fitness.

In collaboration with various health insurance companies, Frigo-Trans regularly organizes health days featuring services such as lung function tests, muscle strength checks, or tips for back exercises. The occupational safety officer also serves as the first point of contact for matters related to workplace ergonomics or individual improvement possibilities. As a result, workstations are gradually being transitioned to modern, electrically height-adjustable desks.



## Small steps, big impact

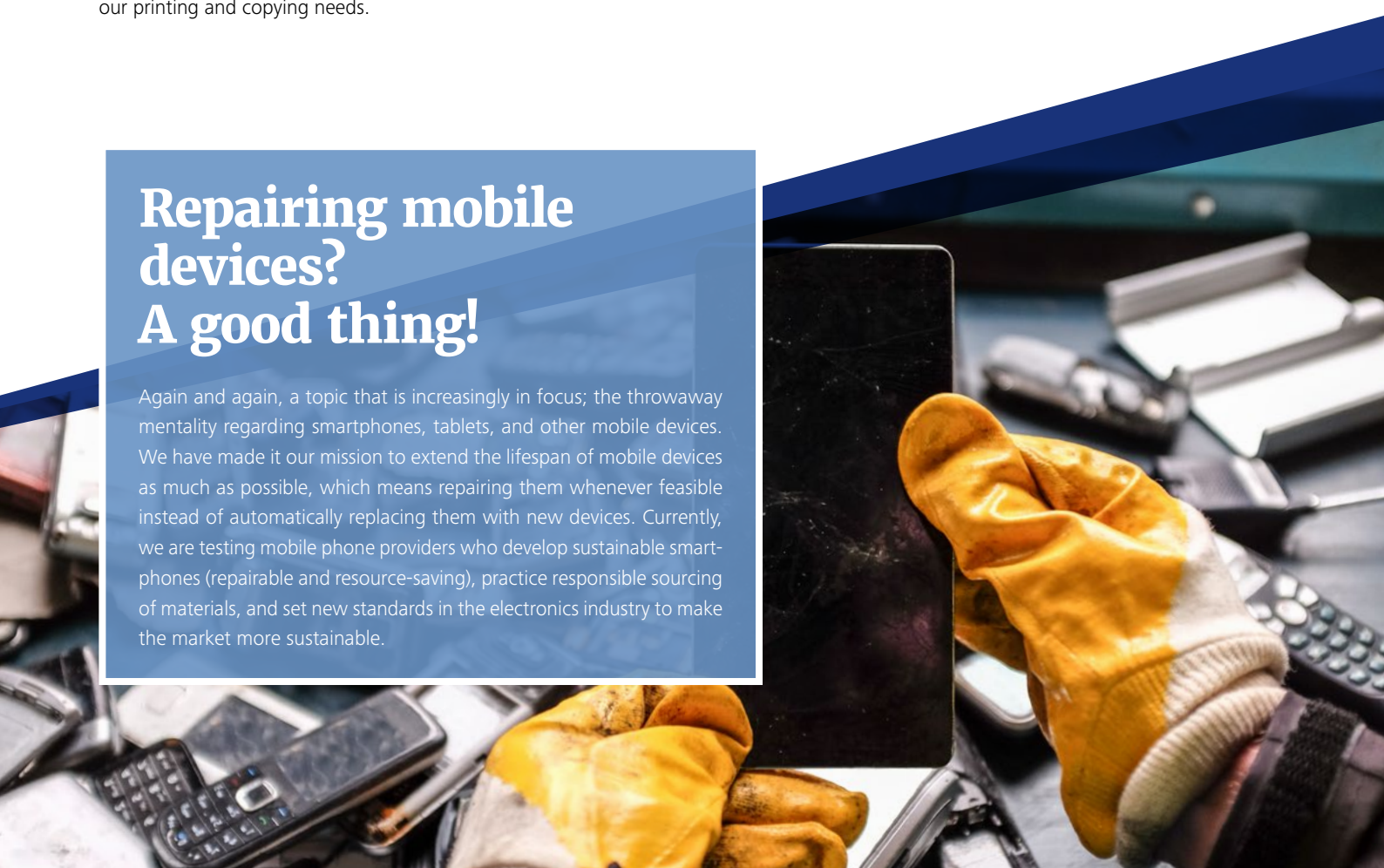
A company with 100 employees can save approximately 500 kg of plastic waste per year by replacing bottled water with water dispensers. Developed with an eco-friendly mindset, these water dispensers save energy, fuel, and time by eliminating the need for bottle transportation, storage, and disposal. This creates a positive impact on the environment, allowing companies to positively influence their CO<sub>2</sub> footprint by up to 75%. With the use of piped water dispensers at Frigo-Trans, implemented at all locations, we have saved approximately 15,920 kg of CO<sub>2</sub> in 2021 and 2022.

# Digital Transformation? Yes, but sustainable please!

**A** high degree of digitalization has become essential in the logistics industry, with its complex and interconnected process chains. At Frigo-Trans, the level of digitalization has increased and gained significant importance in recent years. In this area we prioritize measures that increase sustainability and protect the environment. Through the consolidation of our server infrastructure, the number of individual servers has been significantly reduced, the new systems have considerably lower energy requirements. In 2022, we updated our company-wide printer landscape, the number of individual printers was greatly reduced and replaced with new, more energy-efficient and toner-optimized multifunction devices. Additionally, pre-set settings such as “double-sided printing” and “black and white printing” help conserve paper and toner resources. Two years ago, we switched to 100% recycled paper for our printing and copying needs.

## Repairing mobile devices? A good thing!

Again and again, a topic that is increasingly in focus; the throwaway mentality regarding smartphones, tablets, and other mobile devices. We have made it our mission to extend the lifespan of mobile devices as much as possible, which means repairing them whenever feasible instead of automatically replacing them with new devices. Currently, we are testing mobile phone providers who develop sustainable smartphones (repairable and resource-saving), practice responsible sourcing of materials, and set new standards in the electronics industry to make the market more sustainable.



# Connection to the region

**F**rigo-Trans may cover the roads of Europe, but the company's roots are in Palatinate. That's why we place a special importance on our social and community activities in the area surrounding our headquarters in Fußgönheim. We support and sponsor clubs, schools, and institutions through monetary and material donations. We are particularly delighted when employees actively engage and support associations and social organizations through volunteer work.

Frigo-Trans focuses its sponsorship activities on areas such as children and youth, social projects, and sports. In the last year, our commitment benefited various organizations and initiatives including Communitas and the mobile Bubble Ball Arena, the hospice in Bad Dürkheim, the Malteser food bank in Frankenthal, the equestrian club RFV Weisenheim, the TC Freinsheim tennis club, as well as the football clubs ASV Fußgönheim, FG 08 Mutterstadt, and FV Freinsheim.



## When social sustainability is accompanied by a lot of fun.

After a long pause due to COVID-19 pandemic, the popular "Frigo-Trans Friendly Soccer Tournament" finally made a comeback in July 2022. The 2022 edition of the tournament had a new timing. Instead of the usual February/March schedule in the indoor soccer hall, the event took place on the football field of ASV 1898 Fußgönheim, a club we support as part of our sponsorship activities. The

club not only provided the facilities and the grass pitch but also contributed to the free catering for players and fans. Frigo-Trans participated in the tournament with a total of eight teams, including three teams of our own. Despite the demanding format of playing every team in 10-minute intervals, the matches were fair, and the day concluded with an enjoyable evening that all participants enjoyed.

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