

ECS Corporate NV and its subsidiaries provides European (incl. UK) multimodal transport of packed cargo and, crossdocking and supply chain integrated management.

With this policy, ECS wants to take responsibility, in a *Corporate Social Responsible* manner, towards the quality, environment, health, safety and security of all our employees, customers, contractors, our direct environment and the communities in which we do business, for as long as ECS has an impact or influence.

ECS commits:

- to comply with customer expectations to enhance customer satisfaction;
- to comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice, as well as client and other requirements by establishing and maintaining the relevant and effective management systems;
- to comply with the United Nations Guiding Principles on Business and Human Rights; taking our responsibilities towards human rights, labor (f.e. forced labor, modern slavery, child labor), the environment and anti-corruption.
- to contribute to a sustainable development of society and protection of the environment by providing sustainable and reliable logistic solutions. We take into account potential environmental nuisance and pay attention so sustainability in every business decision. Furthermore, we are committed to taking the necessary actions in the context of climate change and we continue to strive to reduce our CO² emissions.
- to identify all strategic, operational, QESH & CSR aspects and hazards associated with our past, current and future activities and ensuring commitment to prevent risks and/or minimize the impact of the strategic, operational, QESH & CSR risks for the continuity of our business, safety, security and well-being of our employees, customers, suppliers, services & products, facilities, environment and communities in which we do business;
- to provide all employees with the skills and training required for their function and encourage personal development in order to maximize personal growth and competences, pursuing an inclusive and sustainable culture with a view to stable, safe, comfortable and healthy environment;
- to encourage all employees to be actively involved in the Behavior Based Safety Program and Food Safety Culture. This by making them accountable and encouraging them to take responsibility to continuously improve the performance of the company's quality, environmental, safety, security and health systems and uphold the ECS values.

The ECS QESH Policy is issued by the Executive Committee. It is the responsibility of the Executive Committee that the above commitments are aligned with the ECS business strategy, culture and organization and communicated to all levels and departments of the organization by means of information sessions, publication on the intranet, ECS-SharePoint and bulletin boards. Annual review of this policy, goals and targets thereof, takes place during the strategy update session and the yearly QESH management review.

The Executive Committee fully supports the management systems and assigns the necessary technical, financial and human resources to implement, maintain and support them. Senior management shall lead by example and continuously motivate all employees to adhere to the QESH policy.

On behalf of the Executive Committee,



Supporting our QESH policy, vision and mission, ECS defined a CSR sustainability strategy to accomplish our ambitions, based on the Sustainable Development Goals (SDGs).



Healthy & Fulfilling lives

Through vitality and well-being programs, we support our people to lead healthy and fulfilling lives



Inclusive & sustainable culture

By investing in the development of our people, we create an inclusive and sustainable culture.



Increasing client value

We excel through long term vision creating decent, safe, and equal work conditions leading to increased value for our clients.



Sustainable logistics

We invest in innovation and infrastructure to drive sustainable logistics.



Acting on Climate

We act on climate change and continuously reduce CO₂ emissions.