

RHENUS WAREHOUSING SOLUTIONS



**OUR PEOPLE
OUR PLANET**

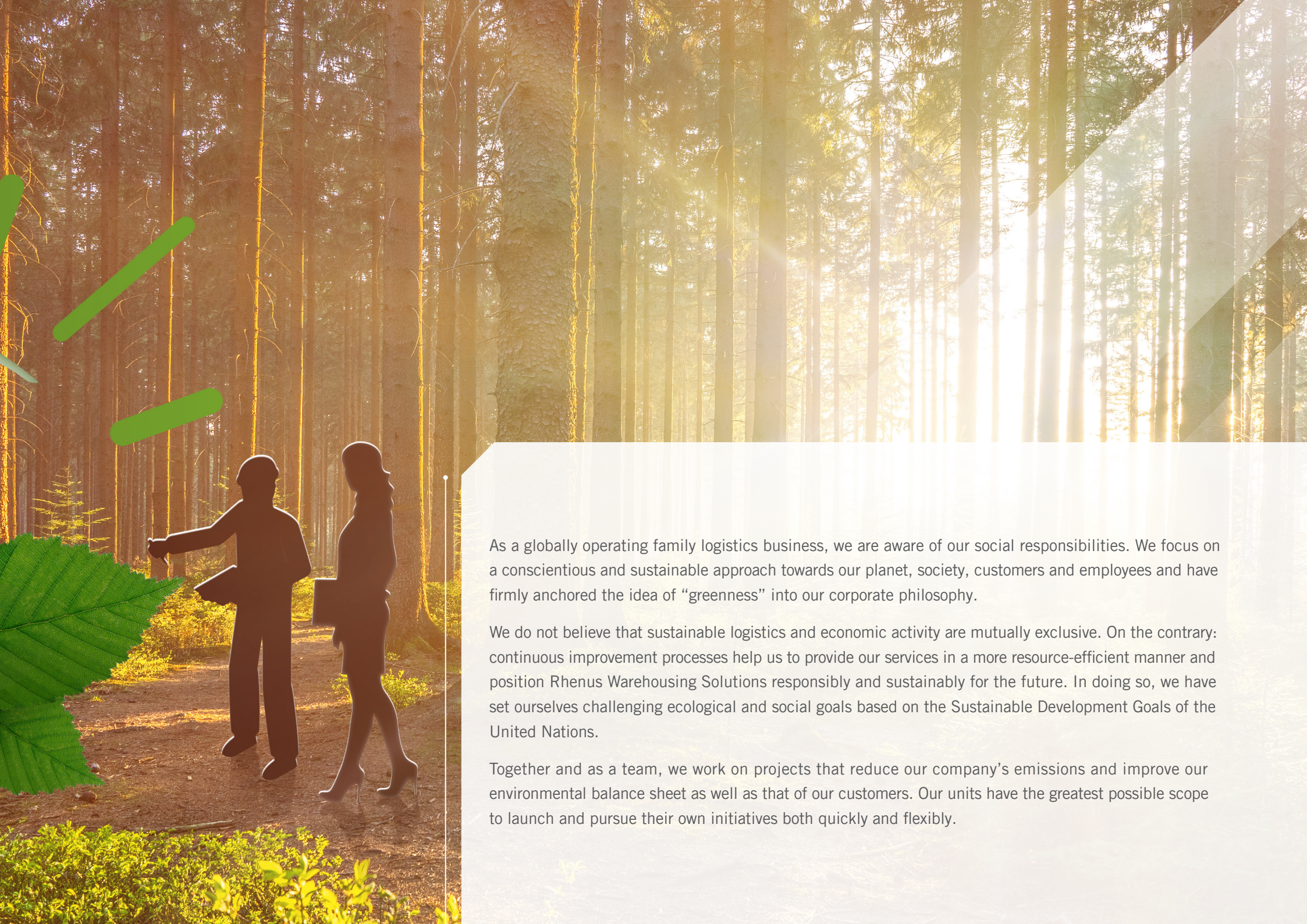
THINKING ABOUT TOMORROW

“

We work together as one team to unlock the full potential of both our customers and our people

”





As a globally operating family logistics business, we are aware of our social responsibilities. We focus on a conscientious and sustainable approach towards our planet, society, customers and employees and have firmly anchored the idea of “greenness” into our corporate philosophy.

We do not believe that sustainable logistics and economic activity are mutually exclusive. On the contrary: continuous improvement processes help us to provide our services in a more resource-efficient manner and position Rhenus Warehousing Solutions responsibly and sustainably for the future. In doing so, we have set ourselves challenging ecological and social goals based on the Sustainable Development Goals of the United Nations.

Together and as a team, we work on projects that reduce our company’s emissions and improve our environmental balance sheet as well as that of our customers. Our units have the greatest possible scope to launch and pursue their own initiatives both quickly and flexibly.

YES TO GREEN POWER

Using renewable energy from solar energy systems for hot water and electricity.

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LIGHTS FOR THE ENVIRONMENT

Energy savings of up to 80% with LED lighting. Measures for efficient energy consumption.

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WELL-BEING

A very responsible approach – how Rhenus is shaping sustainable working environments.

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BIODIVERSITY

Implementing sustainability from all angles, both inside and outside the company, and more.

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PACKAGING

Less is more – made to measure, environmentally-friendly and recyclable packaging.

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CLIMATE-NEUTRAL LOCATIONS

Calling sites green and sustainable can be seen as a contradiction, but not in Tilburg!

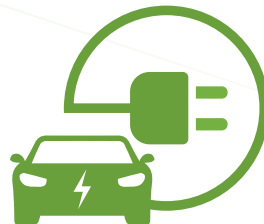
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GREEN INFRASTRUCTURE

Into the future with electric mobility. Understanding energy as a cycle.

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RHENUS GOES GREEN

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YES TO GREEN POWER



The share of CO₂ emissions generated by electricity in an average warehouse accounts for almost one third of all emissions caused by business at logistics locations.

However, it is certainly possible to conserve natural resources in a variety of ways and design efficient transport and logistics processes at the same time. Rhenus Warehousing Solutions is well aware of this responsibility and relies on sustainable energy supplies.



USE OF RENEWABLE ENERGIES BY MEANS OF SOLAR PANELS



THE DISTRIBUTION CENTRE IN EINDHOVEN SETS A GOOD EXAMPLE

A sustainable solar energy system was installed on the roof of the Eindhoven distribution centre of Rhenus Warehousing Solutions a good two years ago.

The solar plant is fitted with over 15,300 active photovoltaic panels and generates almost 4 million kilowatt-hours a year, making it one of the largest single roof-mounted solar power plants in the Netherlands.

These panels are used to generate electricity. Solar energy systems are to become standard on our new buildings wherever possible.

LIGHT FOR THE ENVIRONMENT

MOTION DETECTORS

- Replace light switches with motion detectors and timers.



USE DAYLIGHT

- Let as much daylight as possible into your workplace.



OPTIMISE SWITCHING PLANS

- Adjust for climatic conditions and plan for holidays and long weekends.



EFFICIENCY RATINGS

- Buy high-efficiency luminaires.

UP TO 80% ENERGY SAVINGS WITH LED LIGHTING

LEDs are far more efficient than conventional light sources. For the same light output, LEDs require far less energy and at the same time have very low heat generation, which makes them versatile and especially durable.

LED lighting is already in use in many of our locations, resulting in a huge reduction of energy and maintenance costs. There are only 720 LEDs at our site in Saint-Quentin-Fallavier in France, but they save over 85,000 kilograms of CO₂. This corresponds to the amount of CO₂ emitted by a truck driving 100,000 kilometres.

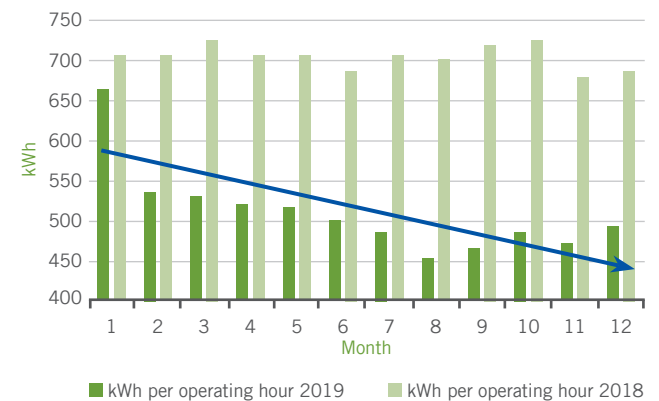
We have also converted our Gießen site. 2,500 fluorescent tubes were replaced by state-of-the-art LED light sources in the warehouse, social rooms, offices and staircases. The savings can be seen in the graphic below.

Also our sites in Poland and the Netherlands are equipped with LED lighting systems and special polycarbonate windows providing natural daylight. It is our objective to use natural daylight at our sites wherever possible.

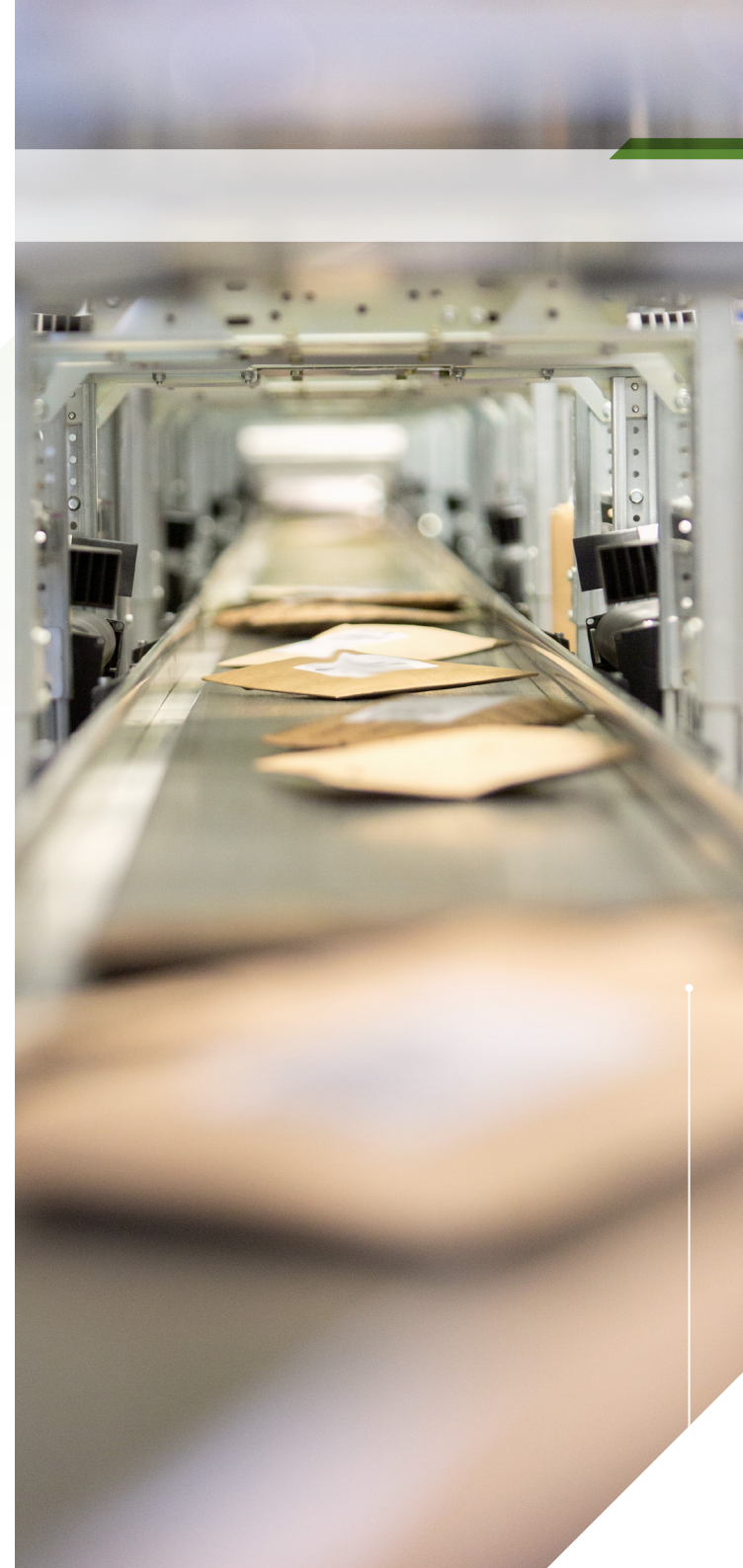


HIGH-IMPACT ENERGY PROJECTS

Our Gießen site has been continuously improving its energy balance sheet by implementing a wide range of energy projects since 2019!



PACKAGING





REUSABLE PACKAGING FOR B2B BUSINESS

Packaging waste can be reduced!

We already offer our customers the possibility of reusable packaging. Our Hörselgau site employs reusable plastic packaging for store deliveries. In addition to its long service life, a special stacking technique makes the return process particularly efficient and without empty runs.

ON-DEMAND PACKAGING

Less is more – packaging made to measure!

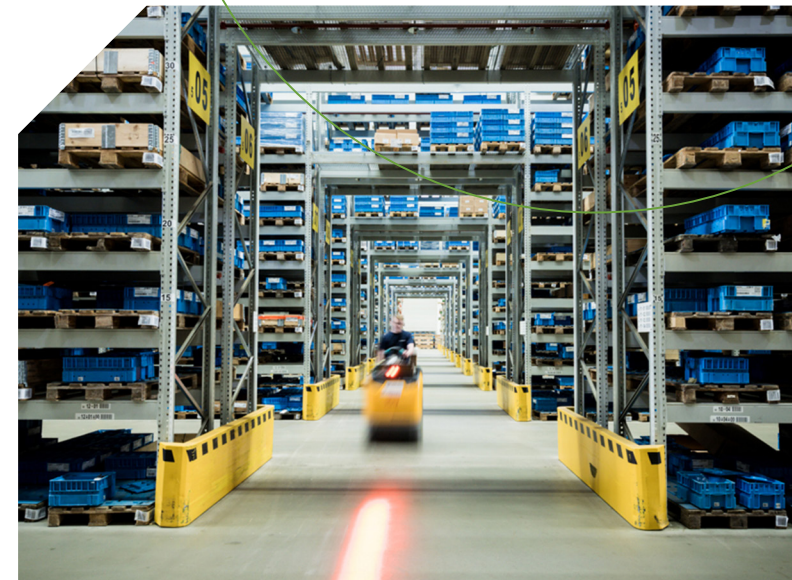
On-demand packaging means using a special, innovative system during the picking process that individually and precisely tailors the size of the packaging to the contents to be packaged. This saves filling material and cardboard packaging, increases storage capacity and, due to the adjusted package size, trucks can be loaded more efficiently.

➤ Up to 80% less filling material

➤ Up to 40% less cardboard

ENVIRONMENTALLY-FRIENDLY PACKING MATERIAL

Filling material cannot always be avoided in spite of the most modern packaging techniques. Rhenus Warehousing Solutions pays special attention to sustainability when selecting the right packing materials. Foil padding made from recycled material or paper made of grass fibre is particularly sustainable, as the production of 1 metric tonne of plastic from recycled instead of new material reduce CO₂ emissions by 1.1 to 3.0 metric tonnes.



DID YOU KNOW...?

A truckload of plastic waste lands in the ocean every minute – a total of 8 million metric tonnes annually.

Source: BMU

CLIMATE-NEUTRAL LOCATIONS





CLIMATE-NEUTRAL BUILDINGS – WHAT DOES THAT ACTUALLY MEAN?

Climate-neutral means that a product, service or building does not lead to an increase in the emission of climate-damaging gases into the atmosphere. According to the German Society for Sustainable Building's framework, buildings and locations are termed climate-neutral if their CO₂ emissions are below zero. Tilburg is the company's most climate-neutral warehouse and one of the most sustainable distribution centres worldwide. In addition to the positive CO₂ balance sheet, this holistic concept enables drastic savings in energy and water. The location was awarded the BREEAM Outstanding and National Steel Awards for its design and sustainability concept. It is also the first distribution centre in the Netherlands that has no connection to the public gas grid.

DID YOU KNOW...?

- The photovoltaic system installed on the roof consists of 13,600 solar panels and has a total power production of 4,000 kilowatt-hours.
- Solar-powered heat pumps prevent the need for gas heating.
- In addition to meeting its own energy consumption needs, 750 households are supplied annually with green electricity.
- The rainwater from the roof is used to flush the toilets.
- 100% dimmable LED lighting with motion and daylight detectors.

GREEN INFRASTRUCTURE



ELECTRIC VEHICLES

Fast repairs thanks to modern electric vehicles

70 kilometres in one week!

That is the average distance site services at our locations in Dortmund and Gießen used to cover on foot. In order to reduce walking distances and facilitate the transport of heavy equipment, we now rely on electric vehicles. The e-vehicles are 100 % emission-free and offer enormous added value for our environment and our employees.

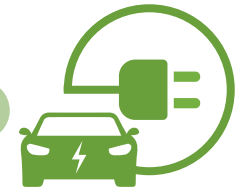
100% EMISSION-FREE

100% WELL-BEING

ENERGY CHARGING STATION AND ELECTRIC FORKLIFT

Special energy charging stations at almost all warehouse locations in Germany charge the forklift truck batteries effectively and without wear. This prevents charge peaks at the sites, saves energy and increases the service life of the batteries.





INTO THE FUTURE WITH ELECTRIC MOBILITY

We provide our employees with e-charging stations in the parking lots and electric pool vehicles are available at many locations.

THE RHENUS JOB BIKE

A company bike instead of a company car!
Keep yourself fit and protect the environment at the same time!

Many of our employees already take advantage of the job bike leasing.

DID YOU KNOW...?

E-bikes are the fastest means of transport in city traffic up to a distance of about 7.5 kilometres.

Source: German Federal Office for the Environment



BIODIVERSITY

INSECT HOTELS

We are seeing these more and more often in gardens, woods or even on balconies: insect hotels.

Many animals are losing important habitats as green spaces, forests and other sanctuaries shrink. To help small animals with nests where they can survive the winter, you can set up insect hotels in various sizes and designs.

You'll find a shopping list for a large pallet hotel on the last page.



TREES

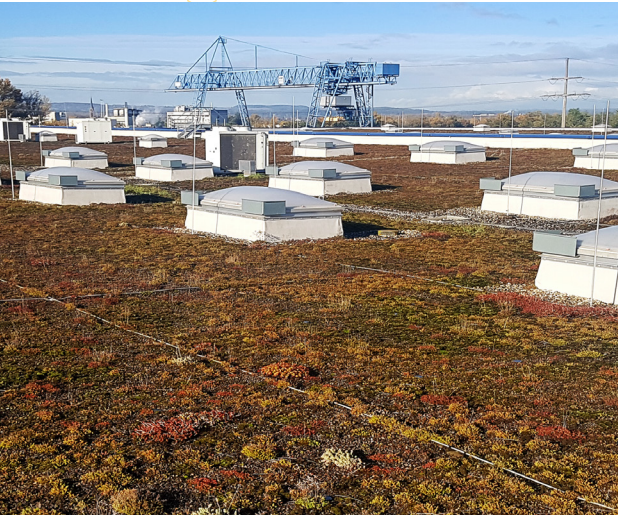
Trees are also known as green lungs because they filter dust and particles from the air. By binding carbon and emitting oxygen, they slow down climate change.

Many of our sites set a good example by planting trees in the outdoor areas.



DID YOU KNOW... ?

We can minimise our own CO₂ footprint with every tree planted. Every new tree helps the world breathe better!



ROOF GREENING

As early as 2011, we took an important major step towards making our site green in Weil am Rhein.

The construction planning foresaw 12,000 square metres of foundations on the warehouse roof and a trough-shaped form in the warehouse floor. A rainwater retention system is located in the site's office building. The rainwater is used to irrigate the green area as well as for outside cleaning.



BEES

Bees and other flower pollinators ensure the dissemination of hundreds of thousands of plants and thus contribute significantly to the preservation of biodiversity. But most of world's bee populations are dying out.

The Linsengericht site was the beginning and gave a colony of bees a place to live. The employees at the site can look forward to up to 30 kilograms of honey annually!

WELL- BEING

DESIGNING WORK ENVIRONMENTS

Sustainability can be so simple and each of us can contribute something. Be it office plants, wall greenery, paperless document management or even sustainable lunch breaks. There are many possibilities that can be quickly put into practice.

The concept for our new offices at Rhenus Warehousing Solutions is based on the notion of sustainability. In our offices in Holzwickede, for example, the walls are covered with a special moss to improve air humidity.



DID YOU KNOW...?

Office plants maintain health and promote employee concentration. This is because plants at the workplace break down harmful substances in the air (reducing carbon dioxide content among other things) and provide sufficient oxygen and humidity.



HEALTHY WORK IN A HEALTHY ENVIRONMENT

1 | HEALTH PROMOTION

Health days for employees are held once a year at many warehouse locations. Doctors, insurance companies and our internal health and safety teams conduct workshops and advise or examine employees on request.

2 | SPORTS AND NUTRITION

Rhenus Warehousing Solutions looks after its employees' health with preventive measures and at the same time reduces our CO₂ footprint. Instead of curry sausage and chips, employees can switch to healthy alternatives. Local fruit is offered free of charge at many locations.

As a trade-off, the lunch break can be used for yoga and sports programmes – e.g. at our Eisenach site.

3 | WORKING ATMOSPHERE

We are already breaking new ground when training employees. Even before they start working for Rhenus, they can use apps to find out more about the company and their colleagues and work processes in a fun way. The Gamification app has been in use in the Netherlands since 2018 and training offerings on safety and security and COVID awareness have been rolled out.

“

The fault, dear Brutus,
is not in our stars /
But in ourselves...

”

William Shakespeare



FIVE QUESTIONS FOR...

ISA KOHN

Isa Kohn is responsible for Green Logistics and is the Rhenus Group's central contact for sustainability issues.

In addition to further developing our green strategy, she brings enthusiasts from all divisions together.



WHAT DOES SUSTAINABILITY MEAN TO RHENUS?

The Rhenus Group defines sustainability as the careful use of resources and natural regeneration. Sustainability is therefore one of the most important factors in economic stability and long-term growth. Rhenus defines resources as both internal (human, social and financial capital) and external production factors (goods and raw materials). The company guarantees compliance with social and ethical standards (labour and human rights) and is committed to environmentally-sensitive procurement. This is also confirmed by the EcoVadis rating platform's annual certification, which has awarded Rhenus silver status several times in succession.

WHAT IS THE SIGNIFICANCE OF SUSTAINABILITY AT RHENUS?

As an internationally active logistics and family business, Rhenus is aware of its social responsibility. This is why sustainability is a central pillar of the company's philosophy. Our motto is: "Actions speak louder than words." This is why the Rhenus Group does not prescribe rigid concepts but consciously focuses on a flexible approach, ensuring innovative projects in the individual units can be implemented quickly and flexibly and generate immediate added value. Rhenus Green Logistics Wiki, which all employees have access to, shares information about sustainability. In this way, Rhenus ensures that the green concept is firmly established throughout the company.

DID YOU KNOW...?

A special Rhenus company forest will further promote our sustainability concept in the future. Over 500 trees have already been planted in Madagascar by Rhenus Warehousing Solutions alone!

In addition, Rhenus is pursuing a continuous programme to constantly improve its services' resource-efficient performance. Rhenus aspires to develop efficient and ecologically sound logistics solutions for its customers and partners.

WHAT DOES THE RHENUS SUSTAINABILITY STRATEGY LOOKS LIKE

The company is decentrally organised and the 18 business areas where Rhenus operates have very different requirements. As a result, the Rhenus Group does not dictate its strategic direction strictly from above, but instead deliberately allows its units a great deal of freedom. This also applies to the issue of sustainability. Here, Rhenus relies on a wide-ranging approach with different solutions. The common denominator is that all employees in the Rhenus Group are committed to the green idea.

WHAT ROLE DOES SUSTAINABILITY PLAY FOR THE WAREHOUSING SOLUTIONS DIVISION?

Compared to our freight units, warehousing can achieve a significant reduction of CO₂e emissions in just a few steps. Since the company's own emissions are mainly caused by electricity and heating, the use of green electricity alone can reduce the footprint by an average of 30%. As we are seeing through increasing customer enquiries, reductions leading to CO₂e neutrality as well as holistic sustainability concepts are becoming more and more important. After all, these customers also want to eliminate the outsourced part of their storage activities – and thus their share of emissions – from their own greenhouse gas balance sheets.

WHAT ACTUAL GOALS IS RHENUS PURSUING?

Rhenus believes that sustainable logistics and economic activity are not mutually exclusive. In the long term, Rhenus wants to combine the effects of individual projects in its various business areas and so offer its customers the most sustainable transport and supply chain possible. This is why the Rhenus Group has launched numerous projects to reduce the company's global emissions and improve its energy balance sheet.

“...especially in the area of warehousing a significant reduction of CO₂e emissions can be achieved...”

By adopting Agenda 2030 in 2015, the international community under the umbrella of the United Nations committed itself to 17 global goals for a better future. The guiding principle of Agenda 2030 is to enable people everywhere to lead dignified lives whilst at the same time preserving the natural foundations of life in the long term. This includes economic, ecological and social aspects.

We all – companies included – must make a contribution to a better living environment.

We at **Rhenus Warehousing Solutions** have committed ourselves to aligning our actions with the UN's Sustainable Development Goals. In doing so, we are focusing on the following four goals in particular:



Find out more at
> <https://sdgs.un.org/goals>

DIY SUSTAINABILITY ISN'T HARD

Acting sustainably does not require much effort. It starts even with just small steps. We have some suggestions!

Shopping list

To build a big insect hotel from pallets, you need:

- 7 pallets
- Bamboo poles
- Pine or fir cones
- Perforated bricks
- Empty jam jars
- Straw



PLANTING TREES

Many sites have large outdoor areas, so why not use them? Plant a few trees!

You can find tree seedlings in your local tree nursery. Fruit trees have the positive side effect of a delicious harvest for our employees.

ADVERTISING MATERIALS AND OFFICE SUPPLIES – A SMALL STEP WITH GREAT EFFECT

Your pens are running out and your notebooks are also full. Why don't you look out for sustainable office materials made from recyclable paper and plastic when you next order?

INSECT HOTELS – THERE ARE NO LIMITS TO CREATIVITY

Insect hives and nesting woods are easy to create in a wide range of sizes and variants. Whether on your own terrace or with a little more space next to our logistics centres, you can always find a small place. Detailed building instructions can be found on the Internet – e.g. on the website of the German Society for Nature Conservation (NABU).



GREEN EATING

More and more people are concerned with healthy and sustainable nutrition and doing without animal products. You can also visit your regional fruit and vegetable farmers. Regional fruit and vegetables are much more sustainable and support local agriculture.



BEES – ANY HELP COUNTS

You don't have to become an expert to have your own bee colony on site. On the internet, you can find providers who will take complete care of the adopted bees. The only thing you have to provide is the place. Another way to protect bees is to offer them a habitat. Create a wildflower meadow.



TWO WHEELS NOT FOUR – BIKING TO WORK

Some have been doing this forever, whilst others repeatedly intend to. Cycling to work requires a bit more motivation, but you will save a lot on fuel and do your health some good too.





Rhenus Warehousing Solutions SE & Co. KG
WS Marketing
Rhenus-Platz 1
59439 Holzwickede, Germany

Email: eu.warehousingolutions@de.rhenus.com
Internet: www.rhenus.group



This print product has been awarded the Blue Angel.