



CORPORATE **SOCIAL** **RESPONSIBILITY** REPORT 2022



INTRODUCTION

From the very essence of our company - inland shipping - Danser Group has always focused on sustainable entrepreneurship. We have already been involved in environmentally friendly container transport by water since the 1980s, way before the topic of sustainability gained widespread attention. Sustainability - or, in a broader context, corporate social responsibility (CSR) - has consistently been a natural focal point for us.

With this first annual CSR report, we are taking our next step in this respect. We are making our performance and aspirations regarding sustainability transparent and measurable for everyone: from shareholder, customers, other stakeholders and employees to the wider environment in which we operate.

Our commitment to draw up a CSR report every year will incentivise us to continually pursue further improvements. In the already environmentally friendly barge sector, it is our task to stay ahead of the law of diminishing returns and to strive for clear CSR objectives. That is also what is expected of us by today's society.

Sustainable entrepreneurship constitutes both an economic and a social priority. Our ambition is to continue to grow in this area and to even more emphatically put inland shipping on the map alongside rail as the most environmentally friendly modality of today and tomorrow.

ABOUT DANSER GROUP

Danser Group is an independent logistics service provider with Blue Ocean Capital as its sole shareholder. Since our establishment in 1982, we have grown into one of the largest intermodal operators in Europe, with an annual container volume of 1.6 million TEU. In addition to our own fleet of push-tow combinations, we have more than 90 charter ships at our disposal for this at Danser. With 140 employees, we continuously work on further optimisation and make every effort to realise hassle-free container transport for our customers.

The combination of barge and rail services makes an important difference in that respect. Depending on the wishes of the customer, we always select the most suitable modality. In many cases, we also arrange pre carriage and on carriage by truck and provide additional services such as documentation and customs clearance.



IN ACCORDANCE WITH THE **GLOBAL REPORTING INITIATIVE**

In drawing up our corporate social responsibility report, we adhere to the principles as formulated by the Global Reporting Initiative. This international organisation provides companies with universal guidelines and tools for sustainability reporting.

By doing so, the Global Reporting Initiative aims to make sustainability reporting as self-evident and transparent for organisations - irrespective of their size, sector or location - as financial reporting.

PEOPLE, PLANET AND PROSPERITY

In our corporate social responsibility policy, we equally focus on:

PEOPLE

- the people within and outside our company

PLANET

- the Earth and the environment

PROSPERITY

- social prosperity

As Danser Group, we have defined our performance for various aspects within these three areas by means of a baseline measurement for the year 2021. It is important to note that, depending on the nature of the activities within Danser Group, there is a clear distinction between the office and the fleet. But different gradations are in place within 'office' and 'fleet' as well:

OFFICE

- head office Sliedrecht, the Netherlands
- office Basel, Switzerland
- office Antwerp, Belgium
- office Strasbourg, France
- office Lille, France

FLEET

- 8 own inland vessels, 4 push-tow combinations combined
- approximately 90 inland vessels through long-term and short-term charter agreements

Our primary focus for 2021's baseline measurement for this first CSR Report was on the activities of the head office and of our own fleet. For the other offices and the charter fleet, our commitment is expressed in targets for the period up to and including 2025.



CSR PERFORMANCE **2021** PEOPLE

- All staff at the head office have the same type of contract; the same applies to the staff in our own fleet (the sector does not have a collective labour agreement).
- Procedures are in place for handling security incidents in the own fleet; for chartered vessels, the owners bear responsibility for this.
- Procedures are in place for acting on accidents in the own fleet; for chartered vessels, the owners bear responsibility for this.
- Personnel regulations are available for all our office staff and personnel aboard our own fleet.

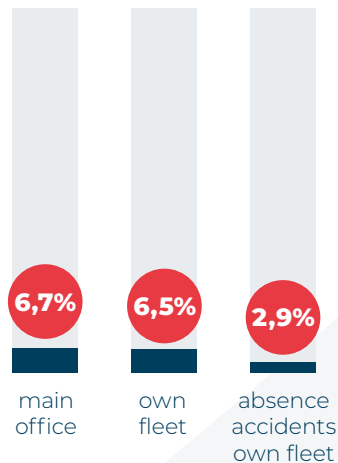
- 31 men and 19 women were employed at our head office, approximately 30% of whom have been with our company for more than ten years.



- Our own fleet employed a total of 38 men from different European countries.
- We regularly deploy temporary workers on our own ships; any deployment of temporary workers on the charter fleet is the responsibility of the owners.
- At Danser, we encourage our employees to study and grow, without there being any formal policy in place for this.

CSR PERFORMANCE **2021** PEOPLE

- We regularly offer internships to students of the Shipping and Transport College (STC) and the Rotterdam University of Applied Sciences. We also provide guest lectures at the STC.
- We recruit trainees through job fairs as well. If they prove suitable, they are guaranteed a job.
- We actively apply our own absence policy, aimed at prevention and optimal working conditions.
- Within our own organisation, there is a confidential counsellor who resides under the HR department.



- Absence due to illness at the head office was 6.7% in 2021 and 6.5% in our own fleet. In addition, absence due to accidents amounted to 2.9% in our own fleet.

CSR PERFORMANCE **2021** **PLANET**

HEAD OFFICE

- Solar panels on the roof provide our entire head office with power.
- The entire head office is fitted with LED lighting.
- We own seven cars (no lease), of which three are full electric, two are hybrid and two run on regular fuel.
- Our energy consumption is primarily green.
- We partly use circular furniture.
- There are no activities for energy efficiency that are specifically geared towards employees.
- Our head office is housed in a larger complex. As a result, we have no concrete insight into CO₂ emissions and any reductions achieved in the building.

OWN FLEET

- As Danser, we operate our own fleet according to the ISO 9001:2015 quality management system; furthermore, we are certified for AEO (customs matters), IFS (food safety) and GDP (pharma).
- All our own ships are Green Award-certified, due to the proactive implementation of measures to protect the environment.
- All our own ships are fitted with particulate filters.
- Based on the modal shift principle, we were actively involved in several projects for shifting cargo from road to barge in 2021.

CSR PERFORMANCE 2021 **PROSPERITY**

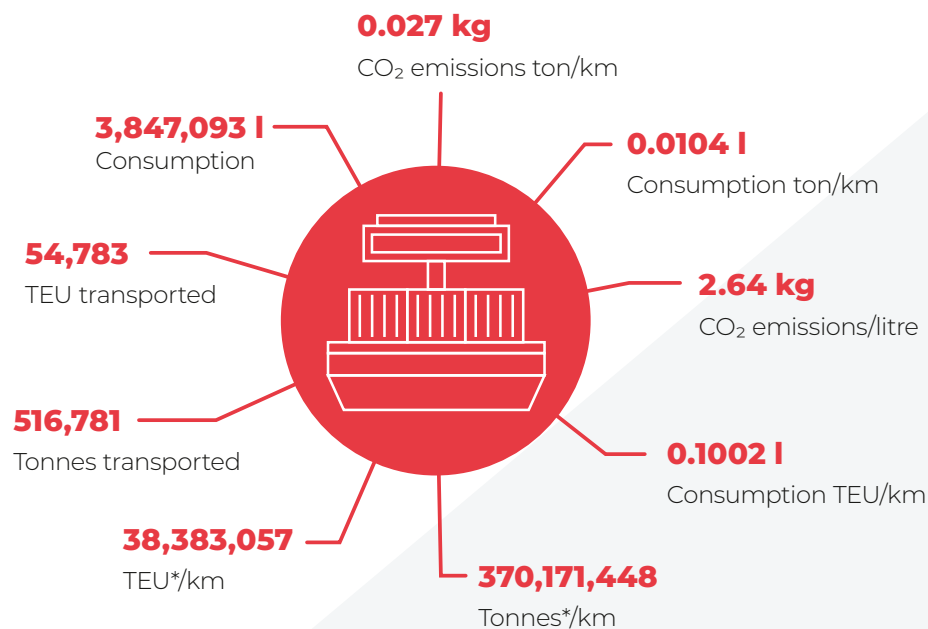
- As Danser Group, we apply our own general terms and conditions, coupled with specific terms and conditions for each modality (barge, train, truck).
- We have not yet assessed the sustainability performance of our suppliers.
- To a limited extent, we sponsor local activities in the region of our headquarters as well as sector-oriented activities. We also support various charities.
- As far as possible, office supplies and gifts are purchased locally in order to reduce our CO₂ footprint and to support local businesses.



CSR PERFORMANCE 2021

CO₂ FOOTPRINT

DIESEL CONSUMPTION OWN SHIPS



As Danser Group, we only have a high-level insight into the fuel consumption of charter ships. The same applies to the trains and trucks chartered by us. The aim is to change this, thus making it possible to realise improvements.

In the pursuit of a modal shift by the government and the business community, every additional container that is shifted from the road to barge and rail leads to a reduction in CO₂ emissions in an absolute sense. However, the more successful the modal shift, the greater the number of barges and trains in operation. As a logical consequence of this, the emissions caused by both clean modalities will increase as well, be it at a lower level.



CSR STRATEGY **2022-2025**

Sustainability - or, in a broader context, corporate social responsibility - is a given for Danser Group; we concretely implement this through practical policy. Our CSR Strategy 2022-2025 contains clearly formulated goals to this end. Our aim is to systematically embed sustainability in all our activities and decisions.

This allows us to generate sustainable value for all stakeholders. Together with our shareholder, customers, stakeholders and employees, we are committed to integrating sustainability into all our decisions and operational processes.

In addition to the concrete CSR goals that we have set ourselves on the following pages, we firmly believe that the greatest sustainability gains can be achieved through optimisation. For example, instead of having two barges sail behind one another only half loaded, we strive to make smart combinations; also by using hub facilities and combining different modalities. It is a policy that we have successfully pursued for many years and that we continuously strive to further improve in the future.

CSR STRATEGY **2022-2025**

SUSTAINABLE DEVELOPMENT GOALS OF THE UNITED NATIONS

The Sustainable Development Goals (SDGs) of the United Nations serve as the starting point for establishing our CSR policy for the period 2022-2025. The SDGs comprise seventeen goals to make the Earth a better place by 2030. With that, the goals constitute a global compass for the challenges the world is facing.



CSR STRATEGY 2022-2025

SUSTAINABLE DEVELOPMENT GOALS

As Danser Group, we have linked our CSR policy 2022-2025 to SDGs that are relevant to our business and to our environment. These are:

PEOPLE

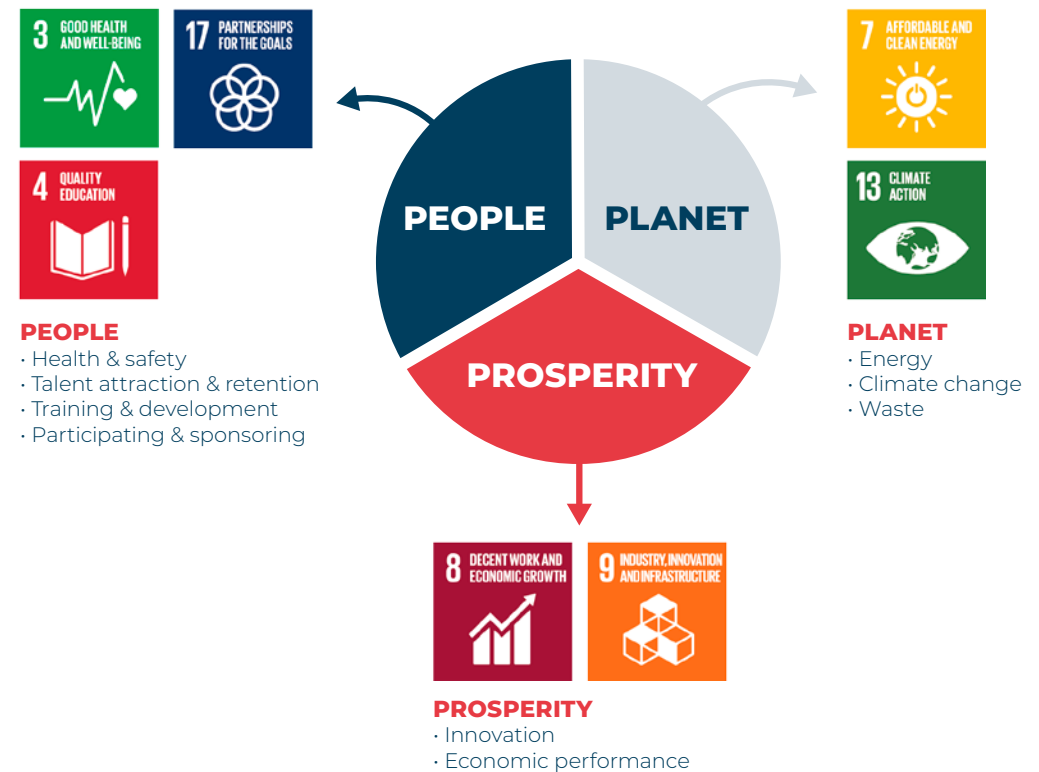
- 3** Good health and well-being
- 4** Quality education
- 17** Partnership to achieve goals

PLANET

- 7** Affordable and sustainable energy
- 13** Climate action

PROSPERITY

- 8** Decent work and economic growth
- 9** Industry, innovation and infrastructure





ROLL-OUT CSR STRATEGY **2022-2025**

PEOPLE SDG GOALS 3, 4, 17

HEALTH & SAFETY

- In 2023, we will formulate our own proactive vitality policy to ensure that both our staff in the office and in our fleet remain employable for the longer term.
- When renewing contracts with charter ships, we will include agreements pertaining to digital registration and the reporting of safety incidents; we will do the same for accident registration.
- We will embed the position of the confidential counsellor more strongly within our organisation.
- From 2023, we aim to log and report security incidents in our own fleet through our digital fleet management system; for chartered vessels, we will encourage owners to take similar steps.
- From 2023, we aim to register accidents in our own fleet through our digital fleet management system;

for chartered vessels, we will encourage owners to take similar steps.

TALENT ATTRACTION & RETENTION

- In 2023, we will conduct a 1st employee satisfaction survey at the head office.

TRAINING & DEVELOPMENT

- Through an individual education and training budget, we want to offer employees more structural space for continuous development.

PARTICIPATION & SPONSORSHIP

- In 2023, we will further flesh out policy for local and sector-oriented sponsoring, in order to start concretely implementing this from 2024.

ROLL-OUT CSR STRATEGY **2022-2025**

PLANET SDG GOALS 7, 13

ENERGY

- Up to 2025, we aim for a 5% CO₂ reduction per ton/km for our own fleet every year.
- We will encourage the owners of chartered ships to also make their CO₂ emissions transparent and to reduce their emissions by 5% per ton/km every year.
- Until 2025, all of our newly built barges will at least be diesel-electric powered and will be suitable for conversion to alternative, cleaner forms of propulsion that will become available in the future.
- By means of a baseline measurement, we want to gain further insight into the energy consumption at our other offices in 2023.
- Where this baseline measurement gives rise to this, we will take immediate, concrete action at these offices (e.g. LED lighting).
- When replacing cars, we will only purchase electric models.

CLIMATE CHANGE

- Every year, we will participate in at least one new project aimed at an alternative, clean(er) propulsion of barges.
- In 2025, we want to perform better than average in the deployment of road hauliers whose trucks run on alternative fuels or are electrically powered.

WASTE

- We strive to structurally reduce our use of plastic. Plastic cups, etc. will be banished from our offices and from our own fleet from 2023.
- From 2023, we will collect waste separately at all our offices.
- The company-wide reduction of paper usage should ultimately make us paperless by 2025.

ROLL-OUT CSR STRATEGY **2022-2025**

PROSPERITY SDG GOALS 8, 9

INNOVATION

- Through the development of a completely new type of barge, we will take the lead for the further greening of the barge sector in 2023.
- When refitting existing ships, sustainability will become the deciding factor in the selection of such things as engines, propellers and equipment in general. The lighter a ship, the lower its fuel consumption.

ECONOMIC PERFORMANCE

- Danser strives to continue to grow in a responsible manner, with equal opportunities for everyone, without distinction of persons and with respect for all living things on earth.





WE VALUE **YOUR OPINION**

As Danser Group, we value your opinion on our CSR policy. We greatly appreciate your feedback on our sustainability strategy. It helps us to continuously improve our sustainability performance and reporting. Please feel free to direct your comments and questions about this report and our sustainability efforts to info@danser.nl.

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