

CONTARGO®

■ ■ ■ trimodal network

SUSTAINABILITYREPORT

www.contargo.net

2022



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FOREWORD

We are leaving our
COMFORT ZONE!

That's the only way we can ...

01

... contribute to sustainable development

02

... make appreciable changes in the world

03

... fulfil our responsibilities

We feel good inside our comfort zone. There, we can make safe decisions, without taking any risks or losing control. This is true for us as individuals, but it also applies to companies.

If we leave the comfort zone, we enter the area where we can grow with our tasks, push the limits of what is possible and change basic habits. It is this courage that is needed if we are to take responsibility together for the sustainable transformation of our enterprise.



Dear Readers,



With the Sustainable Development Goals (SDGs) the participating countries have set 17 goals to work towards and act on, as a joint vision for our future. We at Contargo have already moved outside our comfort zone, because we do not wish to wait until others offer us ready-made solutions for a sustainable future. Rather, we want to drive innovations, try them out and then implement them successfully ourselves. Our colleagues, too, with their own individual strengths, apply this courage to their actions. Only in this way can we offer our customers more added value, and actively drive the transport turnaround as an attractive employer. As pioneers, we also want to carry others with us towards this transformation. So we motivate our partners, customers and colleagues to work towards this goal together – because only together can we succeed in implementing the transformation.



From discussion to action

Talking about the Sustainable Development Goals (SDGs) is an easy and comfortable occupation. By contrast, it is a big challenge to also direct our own actions towards these goals. We address this task willingly. **We have made a conscious decision to concentrate on seven of the seventeen SDGs – the ones on which we, as an enterprise, have the greatest negative or positive influence now and in the future.**

For instance, the use of alternative drives to protect the climate (SDG 13) causes an immense increase in our consumption of electricity. Thus in future our influence on SDG 7 – affordable, clean electricity – will become progressively greater. We consciously adopt a holistic approach and think in all possible directions, so as to define and implement the measures with the greatest impact. Here, we also think outside the boundaries of our enterprise and consider the whole value chain. In this Sustainability Report, our fifth meanwhile, you can read about exactly what form our action takes.

Based on the Global Reporting Initiative Standard (GRI Standard), we cover the years 2020 and 2021 in this issue of the two-yearly report. Each of the three chapters deals with either two or three of the SDGs.

” At Contargo, the focus is on action!

The goals are clear and there are sufficient opportunities. We don't spend our time philosophising about the best solution – we set our hand to the task, contribute to the SDGs and fulfil our responsibilities. May this report infect you with our zest for action, motivate you and let you motivate others! ”

Yours with a big portion of motivation,
Kristiane Schmidt, Sustainable Solutions at Contargo



SDGs

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



8 DECENT WORK AND
ECONOMIC GROWTH



3 GOOD HEALTH
AND WELL-BEING



Business for the Future

RESILIENCE
INNOVATION
APPRECIATION



INTRODUCTION

Logistics MOVES THE WORLD



Logistics is at the heart of the global economy

Semiconductors from Taiwan, sugar from Cuba, tea from India and car parts from Japan: behind almost any project is a global logistics network – from ordering, to production, to delivery. These logistics networks ensure that our internationally strongly meshed economy can function at all.

If raw materials, single components and whole products are being brought from the ends of the earth, then disrupted supply chains mean that these goods are unavailable, or that products cannot be manufactured. Thomas Löffler, responsible as Managing Director of Contargo for rail activities, corporate development, commercial issues, IT structure and support, and personnel, shows how, together with our employees (SDG 8 and 3), we have mastered the crises of recent years in order to stabilise supply chains (SDG 9).

EVENTS THAT AFFECTED GLOBAL SUPPLY CHAINS IN 2020/2021



Tailbacks at city ports in the USA – containers also in short supply here

Corona – high sickness rates in production plants leading to delivery delays

Blockage of the Suez Canal by the Ever Given – delayed sea ships block our handling slots in the seaports

Lockdowns in China – sea ships stranded, container shortages, schedules not adhered to – our dispatchers have to deal with every order several times

Sea ships arrive late – in Europe the seaport terminals are full, meaning that our handling slots in the ports are postponed and we have to take containers back again

“ **Challenges demand fast, creative solutions and a strong business model**

Flexibility is our strength. Thanks to our intermodality, we can transfer more easily to other transport modes if the need arises. Thanks to our adaptability, in the Corona crisis we were able to switch quickly to decentralised work in Home Office and no-contact processing at the terminals, thus keeping the business running and continuing to offer cross-border transports. And thanks to our robust IT infrastructure, we ourselves were able to stay fully operative even in the Shutdown periods.



Thomas Löffler,
Managing Director, Contargo



Our signposts to the future

01 Expand combined transport

Our focus is on continuing to build up a sustainable, robust, high-performance, reliable and resilient infrastructure, in order to make our contribution to SDG 9. In combined transport, we interlink regions, bundle goods supra-regionally and create cooperations.

02 Gain efficiency through technology

By digitalisation we make our processes more efficient and we are able to influence SDG 9 and 8 by resource-conserving action. In this way we contribute to promoting sustainable, innovative economic growth, securing and creating jobs, enhancing work conditions and improving safety at work.

03 Strengthen employees

Health and employee satisfaction are closely interlinked. It is essential for our employees to feel good – both physically and mentally. So like SDG 8 and 3, an appreciative and responsible attitude to our employees is a high priority with us.

GERMANY'S MOST VALUABLE ENTERPRISES

According to the "Deutschland Test" of Focus Money, we are one of Germany's most valuable enterprises.

Read more: <https://bit.ly/3lb6uZf>



Contargo's commitment is prizable!

WINNER OF materialfluss PROJECT OF THE YEAR 2020!

We were chosen by readers in the "Logistics" category. We received the award for our efforts towards a consistent, secure, green supply chain.

Read more: <https://bit.ly/405TbQG>

NOMINATION FOR THE GERMAN SUSTAINABILITY AWARD 2020

We impressed the jury with our innovative solutions in an energy-intensive industry, and with our clear targets backed up by concrete analyses.

Read more: <https://bit.ly/3Y4cb0c>

FINALIST IN ECOPERFORMANCE AWARD 2020

We were able to demonstrate future-oriented action by the successive adaptation of our fleet towards alternative drives: the truck as a workplace with much lower noise pollution and completely free of exhaust emissions.

Read more: <https://bit.ly/3jdMiML>



Our core business is combined transport using barge, rail and direct truck, which provides many development possibilities for our customers due to its flexibility.

WE USE A CLEVER MIX ...

... which makes supply chains resilient

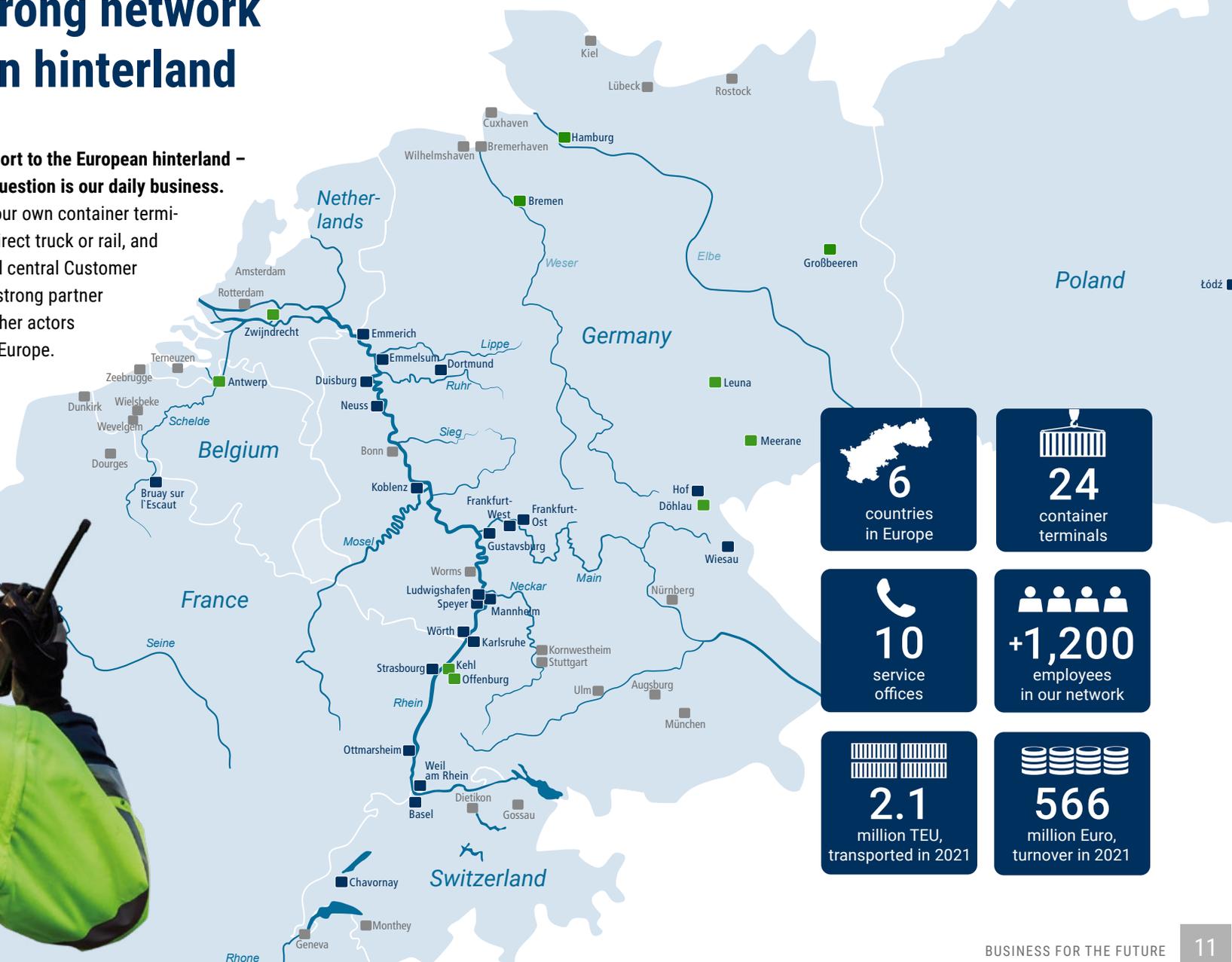
Trimodal container logistics



Contargo – a strong network for the European hinterland

How does a container get from the seaport to the European hinterland – or vice versa? Finding answers to this question is our daily business.

We are helped in this by the network of our own container terminals, our own transport lines by barge, direct truck or rail, and also by our competent decentralised and central Customer Service organisations. This makes us a strong partner for many sea carriers, forwarders and other actors along the intermodal logistics chains in Europe.



6
countries in Europe

24
container terminals

10
service offices

+1,200
employees in our network

2.1
million TEU, transported in 2021

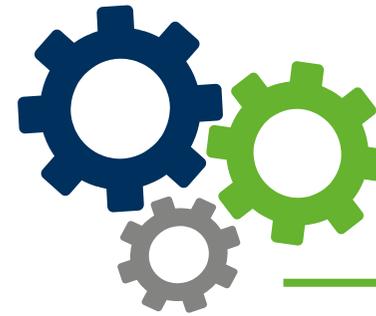
566
million Euro, turnover in 2021

Logistics is system-relevant

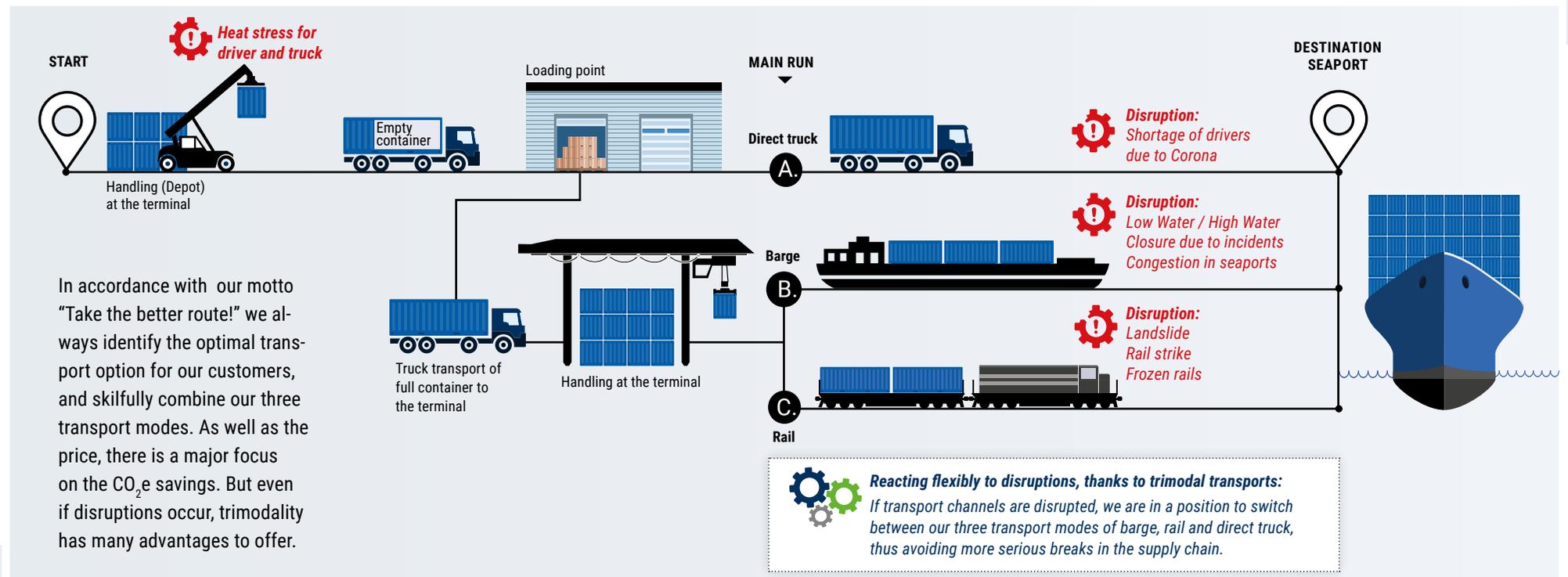
Resilient supply chains through trimodality

Logistics is at the heart of the global sustainable economy. Disruptions to global supply chains affect supplies to the industry and people in an area, just as much as local events.

Supported by the exceptional commitment of our employees, we do everything to keep our trimodal logistics system running permanently – because with combined transport we have broad risk spreading in the case of delays or cancellations, as we can transfer more easily from one transport mode to another.



CONTARGO CANNOT PREVENT GLOBAL DISRUPTIONS, BUT WE CAN REACT MORE FLEXIBLY BY USING THE STRENGTHS OF RAIL, INLAND WATERWAY AND ROAD, AND THUS OFFSET THE LOCAL IMPACTS



Combined transport – flexible and resilient!

Take the better route!

Combined transport is a real climate winner! In Germany, approximately 800 million euro have been invested over the last 20 years in CT infrastructure not belonging to the public sector – this already saves about 2 million tonnes of CO₂e every year.

However, combined transport has other strengths apart from emission reduction. It can interlink regions, can bundle goods supra-regionally, shift long-distance transports off the roads onto rail and inland waterways, and enable cooperations across national borders. Moreover, rail and inland waterway transport is safer than on the roads – the risk of accident or unauthorised access is smaller. Contargo also relies on trimodal transport and continues to expand it.



OUR BARGE TRANSPORTS:

The barge fleet has the biggest share of our modal split. It frees up the roads and transports large volumes.



41 barges
22 push barge units
16,954 TEU



11,303 trucks
would be needed to transport the same amount

OUR RAIL TRANSPORTS:

Our rail fleet also has a substantial share in the modal split – environmentally friendly, fast and easily plannable.



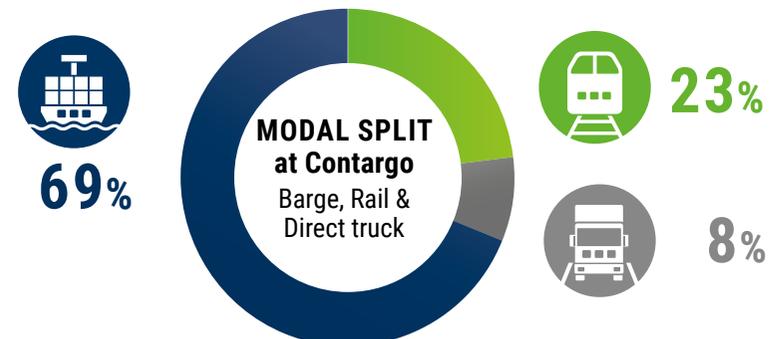
58 block trains
5,336 TEU



3,140 trucks
would be needed to transport the same amount

BECAUSE OF ITS MANY ADVANTAGES, IT IS IMPORTANT TO CONSISTENTLY INCREASE THE SHARE OF COMBINED TRANSPORT OVER THE COMING YEARS.

FOR US AS CONTARGO, THESE ARE GOOD PROSPECTS! DUE TO OUR CONSCIOUSLY TRIMODAL APPROACH, WE HAVE A BIG INFLUENCE ON SECURITY OF SUPPLY AND ON CLIMATE PROTECTION, AND AT THE SAME TIME WE CAN GROW DYNAMICALLY.



Contargo on course for growth

Combined transport ought to make a decisive contribution to reaching German and European climate goals. Thus growth of our locations and expansion of our companies into European countries means there are more capacities available for combined transport – and this in itself is a contribution to climate protection.

Poland

In November 2021 Contargo Intermodal Poland was founded. From its Warsaw location, the company offers, for example, repositioning of empty containers, container rail transports and container trucking. Our presence in Poland facilitates networking on-the-spot, and enables us to offer solutions that are tailored to the market.

Łódź

Since 2020, work has been progressing in Łódź, in the heart of Poland, on a modern multimodal terminal for food transport with excellent connections.

Netherlands

In July 2020 Contargo took over the Dutch barge company Barge Line Today and integrated the employees and customer relations into the enterprise under the trade name Transbox. This takeover enables us to further expand our service portfolio in the Benelux countries, and especially in the Rotterdam region.



A MULTIMODAL TERMINAL IN ŁÓDŹ, THE HEART OF POLAND

” The new location in Łódź is a decisive milestone in our growth strategy, and paves our way for transports to Europe and Asia. ”

Marcin Czachorowski, Managing Director, Contargo Intermodal Poland

Valenciennes

At the beginning of 2022, Contargo North France won a call for tender to operate the container terminal in Valenciennes for the next 15 years. The leading multimodal container terminal in northern France has been growing continuously since 2015. We are convinced of the development potential of the region's industry and logistics market, and we look forward to further developing multimodal transport activities here.

The New Silk Road

As early as 2011, our first special block train started out for China from our Duisburg Terminal. In 2021 the highest number of trains on the New Silk Road to the Far East was 65 in one week. Altogether, these made up 20 percent of the transports of the Duisburg Intermodal Terminal. China trains are also handled at our terminals in Mannheim and Neuss. In April 2021, the first train from China arrived at Contargo Industriepark Frankfurt-Höchst, and since August 2021 Contargo Rhein-Waal-Lippe has also been handling China trains at the terminal in Emmerich. At the beginning of 2021, an inland waterway link was realised between Duisburg and Valenciennes, enabling us to consolidate containers destined for the French market arriving in Duisburg via the New Silk Road, and transport them trimodally to their destination.


Antwerp

Since January 2021, the barge operator Contargo Transbox has been operating under a Vessel Sharing Agreement with barge operator WeBarge from Antwerp.

**MORE PRESENCE
ON THE WATER**

„ The cooperation with WeBarge means we can improve the capacity use of the barges, and at the same time the frequency of sailings has increased. This is a gain for combined transport, because some customers have switched from direct trucking to barge. ”

Cok Vinke, Managing Director, Contargo Transbox BV

Weil am Rhein

In August 2021, Contargo took over the terminal in Weil am Rhein with a storage capacity of 2000 TEU. The terminal in the border triangle between Germany, France and Switzerland is very favourably placed for transport connections.

**CENTRAL POSITION IN
THE BORDER TRIANGLE**

„ We will complement our transports with container-related value-added services, so that our customers will benefit from direct One-Stop Shopping and solutions from one source. ”

Holger Bochow, Managing Director, Contargo Weil am Rhein





WE ARE DIGITALISING OUR PROCESSES ...

... and making ourselves strong for the future

*Unified, digitalised
processes enable
synchronisation
of all interfaces
and fast, flexible
reaction to chal-
lenging situations.*

Digitalisation at Contargo

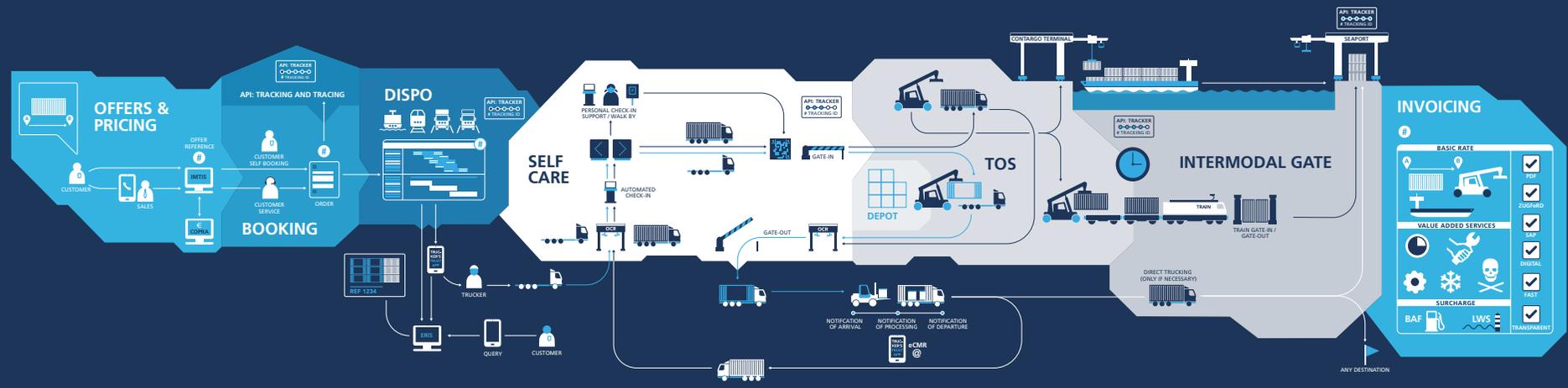
Our own Apps map our processes

"COLA" for everyone

Thanks to intelligent digitalisation, with COLA we are able to unify our complex operative and administrative processes. COLA stands for Contargo Open Logistics Apps. These Apps form our own IT system landscape. Among other things, all participants' data and the interfaces can be displayed in real time. This gives maximum flexibility to our container terminals and service centres – and also to our customers and service providers.



To the COLA video:
<https://youtu.be/6wwqX5jKC-I>



- | | | | | | | |
|--|--|--|--|---|--|--|
| <p>OFFERS & PRICING</p> <ul style="list-style-type: none"> • Route and offer from IMTIS • Individual and detailed | <p>BOOKING</p> <ul style="list-style-type: none"> • Digital order recording • Flexible transport chain editor | <p>DISPO</p> <ul style="list-style-type: none"> • Real-time tracking • Deadlines reliably met | <p>SELF CARE</p> <ul style="list-style-type: none"> • Digital self-check-in • Smooth terminal processes | <p>TOS</p> <ul style="list-style-type: none"> • Fast throughput times • Service orders reliably adhered to | <p>INTERMODAL GATE</p> <ul style="list-style-type: none"> • Risk transfer in real time • Confirmation of terminal processes | <p>INVOICING</p> <ul style="list-style-type: none"> • Digital invoicing • Transparent listing of services |
|--|--|--|--|---|--|--|

"COLA" - for sustainable growth at Contargo



COLA Team at the Training Centre

SYNCHROMODALITY

By integrating Dispo in the COLA landscape, containers can be re-allocated much faster to other transport modes. This enables us to react a lot faster to climate events and make much better capacity use of our transport means. This increases the amount transported under the same conditions, thus reducing CO₂e emissions, for instance by avoiding container gaps on goods trains which would increase wind resistance and thus raise consumption. Only by this interlinking can the potentials of combined transport be fully exploited.

LIVE TRACKING

The COLA Apps, sensors and end devices enable data to be available in real time. We can identify disruptions in transport procedures much faster and react accordingly.

TRANSPARENCY

COLA makes transport services more transparent and shows us where we can optimise services, thus increasing our productivity.

SUSTAINABILITY

Combined transport needs to grow – but definitely not by tying up more resources. Thanks to digitalisation, we can handle more containers with the same number of terminals and employees. Meaning that we can grow sustainably.

SAFETY AND SECURITY

Supply chains are the core of our business. By actively ensuring their safety ourselves, we can make sure that processes run smoothly.

STANDARDS

We set new standards as pioneers in our industry, and with our Open Source design especially, we can point the way and influence the whole sector.

SPEED

By optimising routines and optimally linking all information, we get maximum performance from our processes and we can react fast to infrastructure disruptions.

It's clear – "COLA" also benefits our customers

WITH COLA, WE HAVE A WIN-WIN-SITUATION – THERE ARE ENORMOUS ADVANTAGES FOR OUR CUSTOMERS, TOO!

LIVE TRACKING

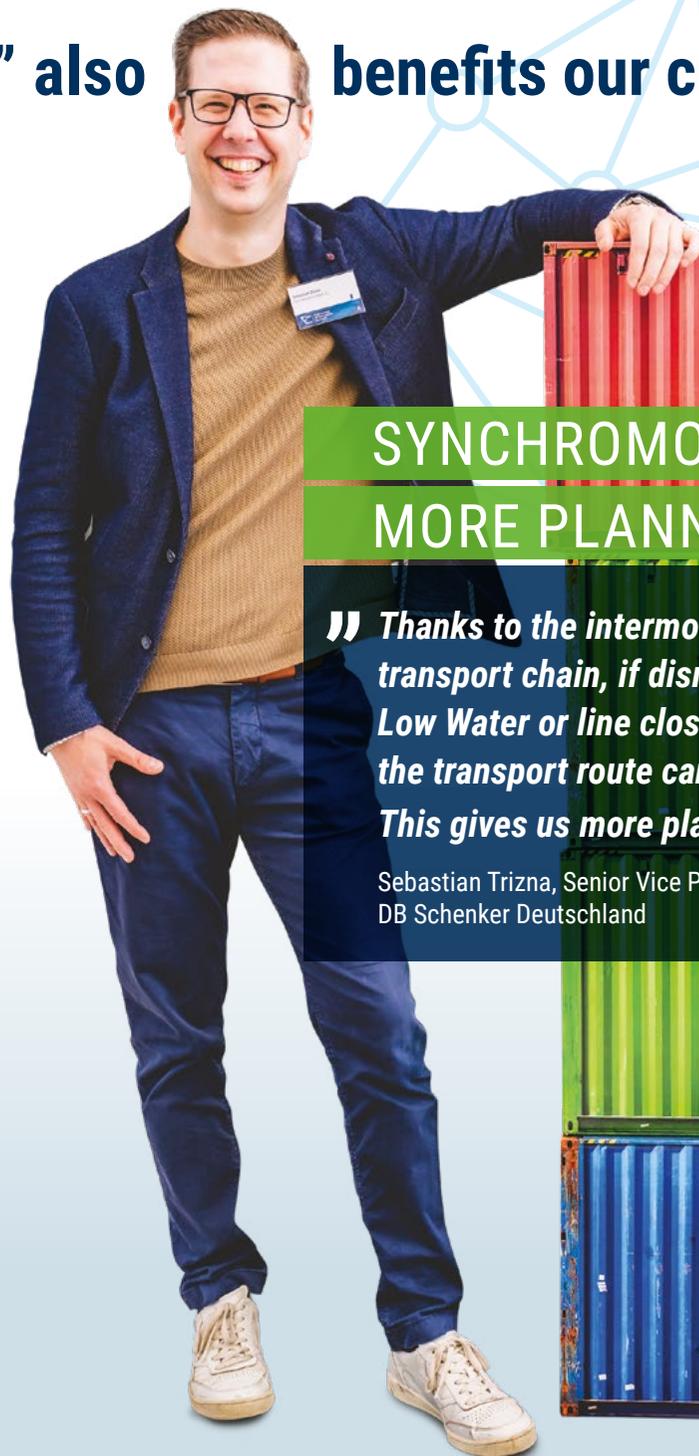
The COLA-Apps, sensors and end devices make data available in real time. This enables real-time tracking, creating the conditions for reliable planning and avoiding unnecessary waiting times.

TRANSPARENCY

COLA increases the transparency of transport services, ensuring that our customers have a clear itemisation of costs and services. Both the process and the order are transparently presented in real time. This applies along the whole order fulfilment procedure.

INTERACTION

Digitalisation makes it possible to create interfaces connecting our IT systems directly with our customers. This avoids having to use e-mails for orders.



SYNCHROMODALITY FOR MORE PLANNING RELIABILITY

» Thanks to the intermodal network along the whole transport chain, if disruptive event such as Low Water or line closures due to storms occur, the transport route can simply be changed. This gives us more planning reliability. «

Sebastian Trizna, Senior Vice President Intermodal, DB Schenker Deutschland

SUSTAINABILITY

We help our customers to achieve their own climate goals. Digitalisation means we can not only significantly reduce our carbon footprint, but can also influence our customers' SCOPE 3 (see page 40).

INDIVIDUALITY

Offer and order, and the order processing, are individually tailored to the customer's needs.

Automation: impossible in the hinterland? Not for us!

"SCIENCE FICTION" AT THE CONTAINER TERMINAL

„ A crane operator sitting in the office still sounds Utopian for hinterland terminals. We need courage and creativity for future-proof solutions. So we go ahead and try things out to see if they work. „

Dr. Alexander Kern, Head of Automation, Contargo

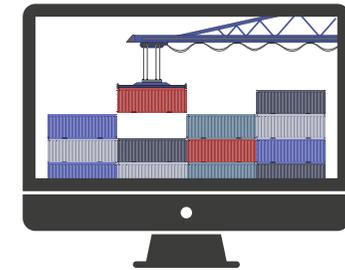
Our container terminals can no longer expand in the three physical dimensions. Thus in logistics, as in most industries, automation is now high on the agenda. At present our big topic is crane automation, with a view to using the available space as efficiently as possible.



“Automodal” ensures more safety

How does a crane recognise when a person or a bicycle is in the way? To answer questions like these, together with our project partners synyx and Fraunhofer IML, we are equipping a crane at our pilot location in Wörth with sensors and automation technology.

This shows: Old cranes can also be modernised. At the same time we are setting new standards and working with our partners on enabling legislation and policy aspects.



Remote-control cranes offer unbeatable advantages

- Coffee in the office in rainy weather?
- Ergonomic office chair, toilet nearby?
- Wheelchair control?
- Switch cranes by mouse-click?
- Different camera angles giving a clearer view and more safety?
- Just concentrate on the interesting tasks, while the crane itself automatically re-positions containers at night, for instance?

UTOPIA BECOMES REALITY, AS WE COMPLETE OUR PLAN FOR THE FIRST REMOTE-CONTROL CRANES AT THE NEUSS LOCATION!



One enterprise – one software

“Upgrading” together in the new “COLA” training centre.



Future-oriented means: employees are supported in the enterprise’s process of digital transformation. At our new COLA Training Centre in the Frankfurt-Ost terminal we have created a real feel-good space. Here, employees will not receive just superficial knowledge – they will become connoisseurs of our new software modules.

Every employee introduced to the new software represents a milestone on the way to a smart, digitalised Contargo Group, according to the motto: One enterprise – one software. The focus is on making training as realistic as possible. Accordingly, networks and workstations have been set up and installed, including a self-check-in kiosk, a scanner for terminal log-in and log-out, and mobile devices for checkers, handling equipment operators and truck-driving personnel.

DIGITAL TRANSFORMATION

– FOR EVERYONE

” I am fascinated by how committed and focused the whole team was when setting up our COLA Training Centre and giving the first training sessions. In line with the motto: “How – what – why?” we look forward to supporting all our colleagues on our way to digitalisation. ”

Teresa Ellen Schwarz, Information Management, Contargo



Future-oriented world of work

2021 – CHINA'S GUIDELINE FOR DISINFECTING IMPORTED GOODS

” Thanks to our innovative, agile way of working we could react promptly to China's regulations and open up a new service segment with professional container disinfection. For this, 3 employees received special training, and they can disinfect up to 20 containers per day. ”

Daniel Kaufmann, Managing Director, Contargo AG in Basel

CONTARGO in the Pandemic



A reliable partner – even during disruptions

Necessity is the mother of invention: the Pandemic confronted global logistics with enormous challenges in rapid succession. On the one hand, enterprises and their employees had to be presented as resilient. On the other, new problems arose for which solutions had to be found. The pandemic showed that despite disruptions we were able to work reliably.

CONTACT REDUCTION WITH THE HELP OF DIGITALISED SOLUTIONS

At our terminals, hundreds of people come into contact every day. Thanks to our self-check-in kiosks, we were able to reduce contacts to a minimum and thus ensure a safe workplace for everyone.



CUSTOMER SATISFACTION DURING CORONA

The result of our Stakeholder Survey in 2021: Both before and during the Corona Pandemic, around 90 percent of the customers and subcontractors questioned were satisfied with our work.



WORK IN HOME OFFICE



Corona and the “new” working day

The Corona Pandemic confronted Contargo, as it did most other enterprises, with big labour law issues. How did work together change during and after the Pandemic?

THREE DAYS BEFORE THE FIRST LOCKDOWN



Who can go into Home Office? And who needs to? Who wants to? Who doesn't have enough hardware? Who has adequate Internet? What jobs can't be done in Home Office? In the space of three days our locations, in close cooperation with the Crisis Squad and IT, were able to find a provisional solution for everyone, and make Home Office possible for all the appropriate work areas. Then everyone was progressively provided with the necessary equipment.



KEEPING IN TOUCH

Logistics is people business. Brief questions and arrangements are part of our daily business, and work as a team is essential. Working from home, this is difficult – but feasible! To keep in touch, we introduced once-daily team meetings at many of our locations. In between, departments had discussions in video chat rooms. Great team dynamics developed, and many groups coordinated excellently. This is also confirmed by our survey: 92% of employees were satisfied with internal and external communication during the Pandemic.



WE ALSO SEE OUR EXPERIENCES AS A CHANCE TO MAKE GOOD USE OF THIS NEW WAY OF WORKING, AS IT HAS ENORMOUS ADVANTAGES FOR SOME INDIVIDUAL WORK AREAS.

How will Home Office look in the future?

It is not possible for us to arrange for all our colleagues to work in home office. However, working from home has many advantages and it is central to Contargo's future orientation, and to combining job and family. Mobile work and Home Office may possibly be integrated as an option into work contracts. Equipping our meeting rooms with state-of-the-art technology makes hybrid meetings possible, offering our employees a high degree of flexibility.

Team Survey Home Office:

Do you want to continue using the Home Office option in future* ?



* All employees with email access were asked.

8 DECENT WORK AND ECONOMIC GROWTH



3 GOOD HEALTH AND WELL-BEING



We can only grow as an enterprise if we grow together. So we prioritise healthy workplaces, high job satisfaction and the wellbeing of our employees.

WE CAN COUNT ON EACH OTHER ...

... because each one of us counts

APPRECIATION at Contargo

Our successful concept is based on satisfied employees

Why, as Contargo, have we grown so successfully? Because we are always prepared to change, and to re-consider what we were doing yesterday and today.

We would not have succeeded in this without our employees. So for their sakes, too, it is important to us to be well prepared for the future, because only in this way can we offer them jobs that are secure.

We readily give our employees responsibility, but we don't leave them on their own – there is always a lifeline if they need it. It is important that they also enjoy their work. This makes people more prepared to give their best. It is important to us to always give our employees the feeling that their concerns will be listened to. Whatever it is about, they can approach the managers at any time.

WE ADOPT AN OPEN DOOR POLICY AND WE ARE GRATEFUL FOR ALL FORMS OF FEEDBACK.



THE CONTARGO FAMILY

» *Our flat hierarchies make appreciation easier and create a special nearness to employees. Praise, an open ear, willingness to change, scope for initiative – but also training and material signs of appreciation – show you that you are an important part of the network.* »

Sabine Gaisbauer, Assistant Manager Finance & Controlling, Trainer, Contargo Rhein-Neckar

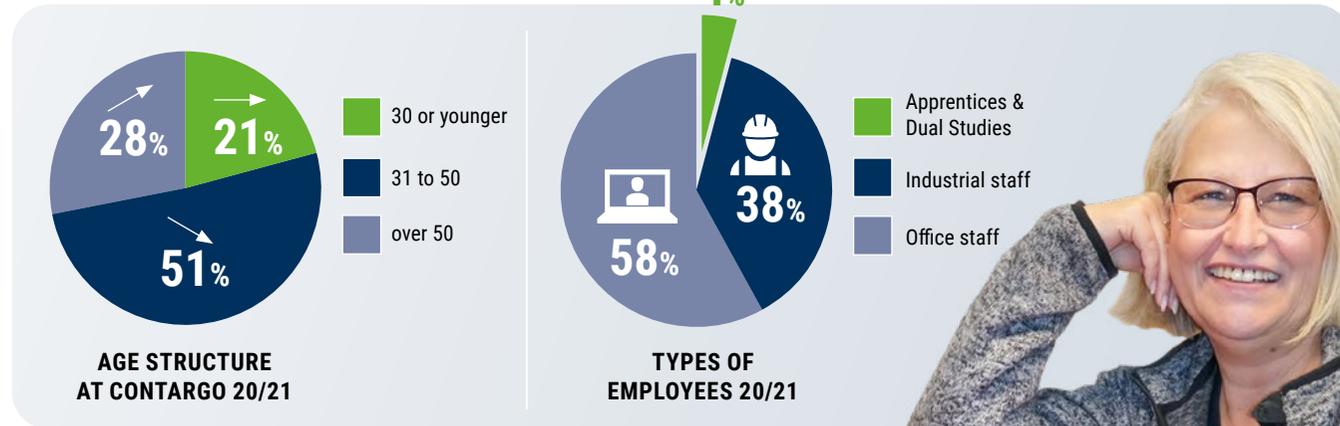
LOOK AFTER EACH OTHER

» *I feel appreciated if my ideas meet with an open attitude, and this leads to a discussion on an equal footing, from which synergies develop.* »

Joachim Mathes, System Developer, Contargo

Focus on People

The most important capital of our enterprise is our employees. Their knowledge means a lot to us – the new ideas of young people just as much as the expertise and experience of the “old hands”. So training and advanced training are a high priority in personnel development. Our employees stay with us for a long time, because we value them and their work – thus their numbers have increased by 10 percent over the period covered by this Report compared to the previous year.



Today's experts train the specialists of tomorrow

Demographic change is making itself felt. This is another reason why we focus intensively on the skilled younger generation. The numbers of apprentices and trainees have remained constant, which speaks for the constantly high quality of our training.

WORK-LIFE-BALANCE

Appreciation at Contargo also means leaving space for private life, the chance to combine job and family and maintain a good balance. For this reason, every tenth employee makes use of the possibility to work part time.

GENDER DISTRIBUTION

We still see a need for us to catch up with regard to gender distribution in managerial positions. Although the proportion of women in management posts has remained constant during the period of the Report, the constant level is unfortunately low. It is essential to increase this figure considerably in the next few years. The same goes for new recruits. Here, too, the percentage of women has only risen by one percent over the last two years.

WE NEED MORE IDEAS, FORMATS AND INITIATIVES TO MAKE WOMEN ENTHUSIASTIC ABOUT LOGISTICS.

SECURE JOBS ARE VERY IMPORTANT TO US

„ We are making an effort to reduce the number of temporary contracts. In 2018 15 percent of employees had temporary contracts, but in 2021 only 10 percent. This makes us proud, and shows that the Contargo family is growing sustainably. „

Sylke Kippenberger, Human Resources, Contargo



Listening to employees

In an Employee Questionnaire in 2021, we wanted to find out from our personnel how much they feel they are appreciated. We do this regularly, to get a long-term view of satisfaction in our enterprise.

Basically the picture was a very positive one, because evaluation was generally higher in all relevant aspects compared to the 2018 questionnaire.

Particularly with regard to communication with managers, satisfaction increased significantly. Thus 89 percent of those questioned stated that their team leader was willing to listen to concerns both great and small at any time.



EMPLOYEE QUESTIONNAIRE AS A MOOD BAROMETER

+10%

more respondents agreed:
I am regularly offered feedback discussions

+8%

more agreed:
I feel that I am valued for my work



+7%

more respondents agreed:
I find the management style at Contargo motivating

+7%

more respondents agreed:
My superiors deal with my questions and problems within a reasonable time

„ Altogether the proportion of respondents who feel respected and fairly treated by Contargo as an enterprise has gone up by 8 percent. This shows us that our efforts are having an effect! We are continuing to work on practising and strengthening our values of respect, tolerance and community feeling. ”

Frank Weisbecker, Corporate Services, Contargo

We actively practise appreciation

Appreciation of employees is a big priority at all our locations. However, the way it is implemented in terms of measures and processes varies from one location to another, and from company to company. One good example of the concrete form appreciation can take is Contargo Industriepark Frankfurt-Höchst. Many exemplary benefits and offers motivate the team there and show appreciation of its valuable work.

WE'RE HAPPY IF OUR TEAM IS HAPPY

» Our team gives its best day by day, and this deserves our appreciation. We express it in the form of numerous measures to ensure that our employees are happy, and leave them free to deal with all the challenges. »

Kawus Khederzadeh, Managing Director and Kerstin Junker, Commercial Manager,
Contargo Industriepark Frankfurt-Höchst



▶ **Work is appreciated!**

Jörg Bendel, Teamlead Terminal Operations

We believe good work should be rewarded:

Special efforts deserve special recognition. So we pay commitment bonuses to our industrial colleagues, for instance, and special weekend and on-call bonuses to our office employees. With us, no-one has to fight for pay rises – they happen at regular intervals. Work clothes – and their cleaning – are all-inclusive, and in our canteens there are meals at reduced rates for all our colleagues.



▶ **Health is promoted!**

Jochim Wiechmann, Operative Management

The wellbeing of our employees is an important factor for good performance:

Sometimes only a little push is needed for motivation – for instance, our annual health premium, a 75 percent subsidy for the subscription to a fitness studio, our JobRad offer (“company bicycle” scheme), or our employees’ competition “Contargo gets on its Bicycle”. The occupational medical service in the Industriepark gives incentives with free vaccinations, health checks and basic preventive screening on-the-spot. And our subsidy for glasses at the workplace gives a clearer view.



▶ **Training and advanced training are supported!**

Andreas Buchholz, Teamlead Customer Service

“Open your Mind” is our motto – because there’s always more to learn:

Lifelong learning is something to enjoy. This is borne out by our numerous courses on very diverse topics, and it’s also the reason we are open for individual personnel measures and advanced training, which we encourage both by financial support and by releasing employees from work. People don’t have to feel they are on their own: regular appraisal reviews and direct communication channels mean that we can step in and give support where it is needed.



▶ **Communication is actively practised!**

Frank Hippmann, Overseer, Technical Operations

Informative, in-person exchange strengthens the team and includes everybody:

The exceptional situation in the Corona Pandemic especially showed how important exchanges between colleagues and teams really are. Routine daily discussions – whether online or offline – facilitate communication and enable all of us to integrate the information obtained in them into our arrangements for the day. Outside the work context, various festive events held every year reinforce the good team spirit. We are a great team. Our company shirts and hoodies strengthen the sense of community

Transparent handling of accidents

Making accident figures more measurable

The protection of our employees is an absolute priority for Contargo.

At the beginning of 2021 we established a new, detailed accident notification system for the measurement of accident figures. This involves recording every single accident right from the first day. The accidents are analysed, and from this analysis measures are derived.

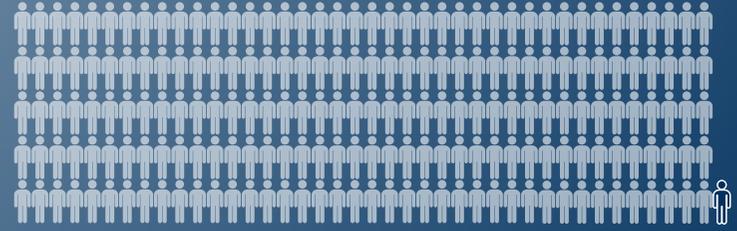
Accidents at Contargo per year (2020 und 2021)



WORK ACCIDENTS:
Approx. one in 60 employees
(1.7%)



ACCIDENTS, WAY TO AND FROM WORK
Approx. one in 201 employees
(0.5%)



FATAL ACCIDENTS:
None!



WORK ABSENCE OF INJURED PERSONS:
10 days on average

TRANSPARENT HANDLING OF ACCIDENTS IS ENORMOUSLY IMPORTANT, IN ORDER TO MAKE OUR WORK PROCESSES EVEN SAFER!

Increasing safety

“DENK DRAN!” CAMPAIGN

With our safety action in 2020 “Denk dran” (meaning: “Remember...”), we started a Group-wide campaign for more safety at work. On the one hand, this included various best practices that are very obvious, like wearing protective gloves – since the most frequent accidents (one third of all work accidents) involve the hands – or using the handrail, because 16% of falling / slipping / stumbling accidents happen on steps. On the other hand, it also covered measures that are not so usual at first sight, like wearing a helmet on a bicycle, or having eye contact with machine operators. Accidents on the way to/from work are also included in our accident statistics and are just as important for our efforts to achieve more work-related safety.



MORE SATISFACTION REGARDING SAFETY

In the 2021 Employees’ Questionnaire, employees also assessed the safety aspect more positively than in 2019:
 - 7% more respondents agreed: Contargo ensures work conditions that maintain health, and informs us about these
 - 8% more respondents agreed: Contargo informs us adequately about safety at the workplace.

THE HEALTH OF OUR EMPLOYEES IS CLOSE TO OUR HEART

As Contargo, we have shown over the last two years that the protection and the health of our employees is important to us. For example, one measure covering both aspects was the cross-location vaccination action at the beginning of 2022. Following the motto “Take the Vaccination Route”, every Contargo employee had the possibility of getting vaccinated at work.



SAFETY IS A TOP PRIORITY AT CONTARGO

“The safety of our employees is close to our heart! Therefore strict implementation of safety measures, the wearing of protective equipment and high awareness during all activities are our top priority.”

Volker Boveland, Managing Director, Contargo Neuss

SDGs

13 CLIMATE ACTION



7 AFFORDABLE AND CLEAN ENERGY



Acting responsibly

MEASURE
ANALYSE
REDUCE



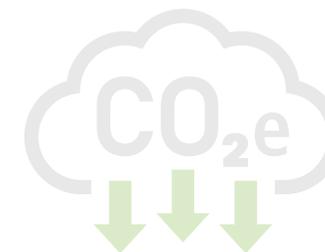
INTRODUCTION

We accept RESPONSIBILITY

In order to reach the climate goal of decarbonisation by 2045, we are adopting many measures for whose implementation we also depend on clean, affordable energy. Jürgen Albersmann, who is responsible as Managing Director of Contargo for the Group's terminal activities and the areas of plant technology, IT software development, safety and procurement, explains how emissions in logistics can be quickly reduced.

Other CO₂e* emissions generated in Germany

* We use CO₂e instead of just CO₂: compared to CO₂ the unit CO₂e also includes the climate impact of 6 other greenhouse gases, such as nitrous oxide and methane. These greenhouse gases are between 25 and 22800 times more damaging to the climate than CO₂ and therefore we also include them in our climate balance for the greatest possible transparency.



16.2%

CO₂e* is generated in Germany by the logistics sector.

This proportion need to be continually reduced over the next few years!

We at Contargo see especially high potential in combined transport. **By transferring our transports from direct truck to rail or barge, we are already saving up to 63% of emissions.** In this way, we as Contargo already have a big influence in climate protection due to our trimodal orientation, and this makes SDG 13 so important to us.





Active transport transformation – but not without energy transformation!

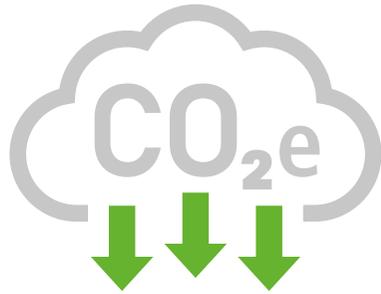
We can make a positive contribution to SDG 13 by actively driving the transport transformation and switching to alternative drives. This means that our demand for electricity – whether in the form of direct electrification, hydrogen or another source – is continually increasing. However, whether we look at the production of hydrogen for barges or the energy supply for e-trucks, a sustainable overall reduction of emissions can only be achieved if energy transformation and transport transformation go hand in hand – because affordable, clean energy (SDG 7) is essential if alternative drives are to make sense economically and ecologically.

***PROTECTING THE ENVIRONMENT,
AND THUS OUR COMMITMENT
TO SDG 13 AND SDG 7, NOT
ONLY PRESERVES THE PLANET
FOR OUR GRANDCHILDREN –
IT ALSO ENSURES THE CONTINUED
EXISTENCE OF OUR ENTERPRISE.***



Climate Change = Beach fun in October? No – the damage is more serious!

We as Contargo are also massively affected by the impacts of climate change. Whether extreme high or low water conditions on the Rhine, which hugely influence the capacity use of our barge fleet, or metal rails, iced-over or distorted by heat, preventing our trains from running – conditions like these are no longer exceptional, and they limit our ability to act.



Our way to climate neutrality

- 01 *Calculate emissions*
- 02 *Analyse emissions*
- 03 *Set clear goals*
- 04 *Maximise avoidance*
- 05 *Reduce actively*
- 06 *Only if unavoidable: compensate*



Jürgen Albersmann,
Managing Director, Contargo

ONLY compensating emissions? Not with us!

It is a fact that in the long run not enough trees can be planted, not enough insect hotels provided, and not enough peatlands re-watered, to reach the United Nations' goal of global climate neutrality by 2045. **For this reason we must all act urgently together – we at Contargo are continually working on practicable solutions and in this way we make our contribution to decarbonisation!**



WE DON'T LEAVE ANYTHING TO CHANCE ...

... because we measure what we do

Since 2012 we have been calculating our CO₂e emissions and finding valuable measures to reduce them.



CO₂e-EMISSIONS

Our certified calculation method*



Conformity certificate

Contargo-specific emission factor x number of containers x kilometres = emissions in kg CO₂e

Our new formula (since 2020):

Ensuring clarity

It is important to know what quantity of emissions we, as a logistics enterprise, actually cause. Only then are we in a position to correctly assess the effectiveness of our climate protection measures.

For this reason, since 2020 we have been using our completely revised emission calculation.

With it, we can:

- calculate even more precisely and estimate uncertainties better
- integrate changed parameters (adapted to the current fleet)
- recognise savings potentials even more clearly
- use more primary data (own actual use) and less default data

Comprehensive picture

The following Contargo-specific emission factors are taken into account:

TRANSPORTS:

- Fleet specifics (incl. truck emission classes, barge types)
- Transport specifics (capacity use, empty kilometres ...)
- Subdivision into navigation areas (New area: Main)

ADMINISTRATION AND HANDLING:

- Consumption (electricity, diesel, coolants, water, etc.)
- Business trips (rail and & air travel, hotel overnight stays)
- Company cars and commuting

Calculation example:

Transport of a full container (Ctr) from the Mannheim Terminal to Rotterdam



= 215 kg CO₂e/Ctr

By barge:

0.362 kg CO₂e/Ctrkm x 1 Ctr x 594 km = 215 kg CO₂e



= 569 kg CO₂e/Ctr

By direct truck:

1.136 kg CO₂e/Ctrkm x 1 Ctr x 501 km = 569 kg CO₂e

* Our CO₂e calculation method has been officially confirmed by the accredited certification office GutCert as being compliant with DIN EN 16258. This means we have shown that we are in a position, on the basis of the existing structures, to record and manage the data fully, consistently, transparently and with the necessary accuracy. This also applies to the emission factors at the end of the Report, which have been examined for adequacy and plausibility.

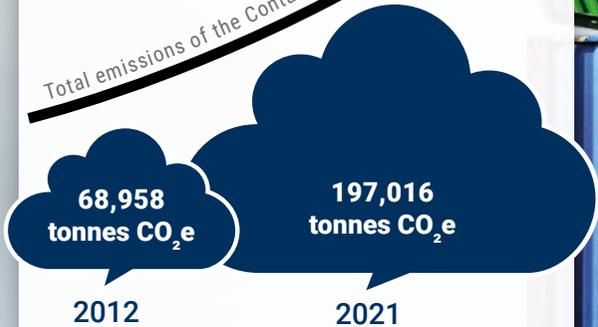
Development of Contargo's CO₂e

More emissions due to more containers

Since 1990 the amount of our emissions has increased sevenfold. This is not surprising, as our network and the number of containers we transport have grown enormously over the same period.

On the way to becoming Europe's biggest hinterland logistics network, the overall quantity of our emissions will continue to increase initially.

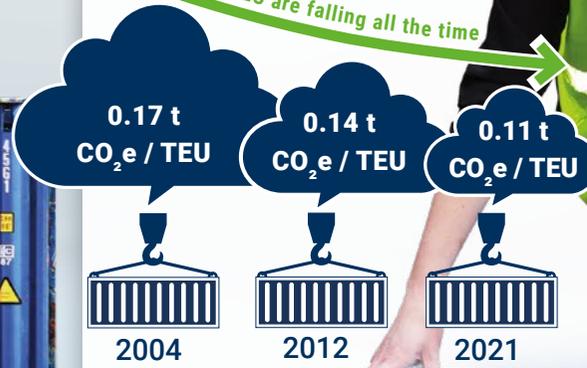
Total emissions of the Contargo Group are going up



Less emissions per transported TEU

Due to numerous measures implemented over recent years, our emissions per TEU have gone down. Thus we were also able to reach our goal for emissions in 2020 – a 10 percent reduction of our emissions compared to 2012. This is a big milestone on the way to our corporate vision of climate neutrality by 2045!

Emissions per TEU are falling all the time

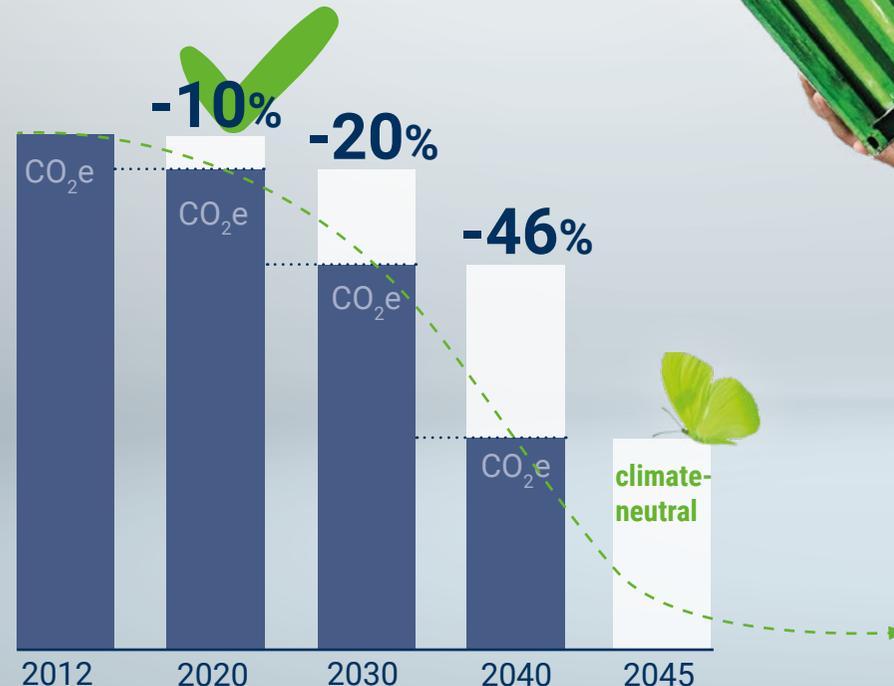


OUR MEASURES ARE TAKING EFFECT, THIS DEVELOPMENT IS PRETTY IMPRESSIVE ...

Climate neutral by 2045

Contargo's CO₂e goals

The next big interim step is 2030: a 20 percent emission reduction compared to 2020, thus keeping in line with the German climate goals. Because – and this is important – our emissions per container have already gone down substantially. Therefore in relative terms we are on exactly the right course, and expansion of the combined transport sector is generally highly desirable.



The Contargo Group has defined concrete CO₂e goals in order to become climate neutral by 2045



CO₂e neutral?

Some companies are already saying: we are climate neutral! But what does this mean? The only definition of climate neutrality at present is the PAS 2960 Standard. However, very few claims relate to this standard so far. Companies that want to become climate neutral have a goal to reach: the amount of emissions generated and the amount of emissions removed from the atmosphere have to balance out – either by removing enough emissions OR, as PAS 2060 and ourselves define it, by not generating them in the first place.

HOW NEUTRAL CAN CLIMATE NEUTRALITY REALLY BE?

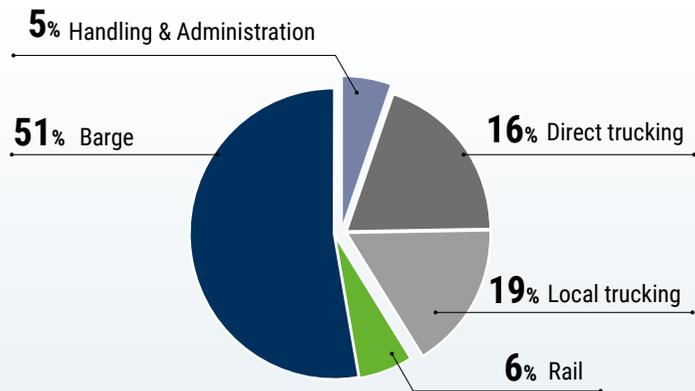
„ For us, climate neutrality means not generating emissions in the first place! So we are investing in innovations rather than in compensation. „

Kristiane Schmidt, Sustainable Solutions, Contargo

More transparency for the right CO₂e strategy

How our emissions are made up

We have determined the total amount of emissions at Contargo, but how does this figure break down? Analysing this shows where the most urgent need for action lies.

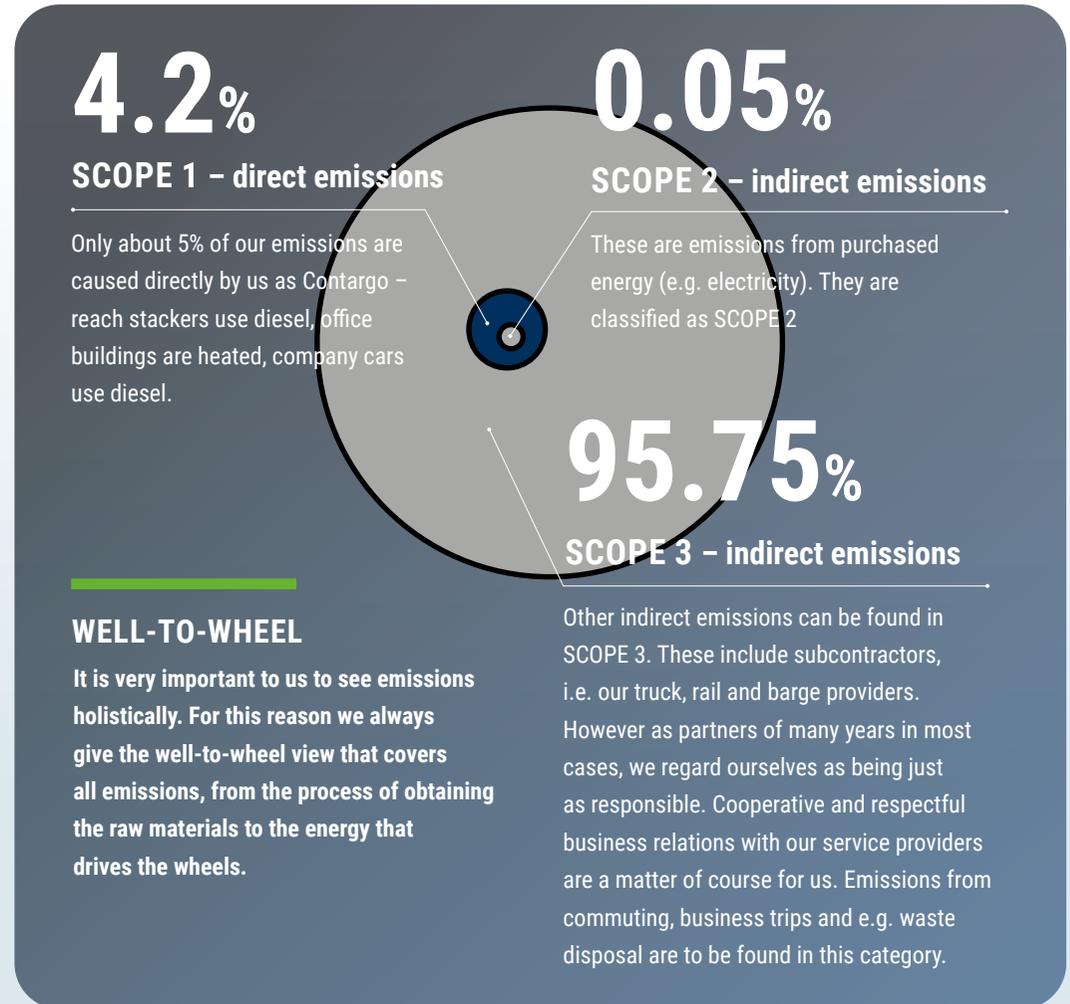


- The most and longest transports we perform are by barge, so it is not surprising that the most emissions are generated here.
- Activities at our terminals and locations, on the other hand, only account for 5% of the total.
- With trucks, things look different. 8% is the share of direct trucking in our modal split, but at present it generates 16% of our CO₂e emissions.
- In combined transport, local trucking also plays a part – with us, this involves 750 trucks, and they are responsible for almost one-fifth of our CO₂e footprint.
- Rail, with lines that are mainly electrified, has a very good balance and causes hardly any emissions in relation to its performance.

* The modal split is the distribution of transport volumes between the different transport modes – in our case barge, rail and truck. More information about this on page 13.

1, 2 or 3? Assigning emissions to SCOPE categories

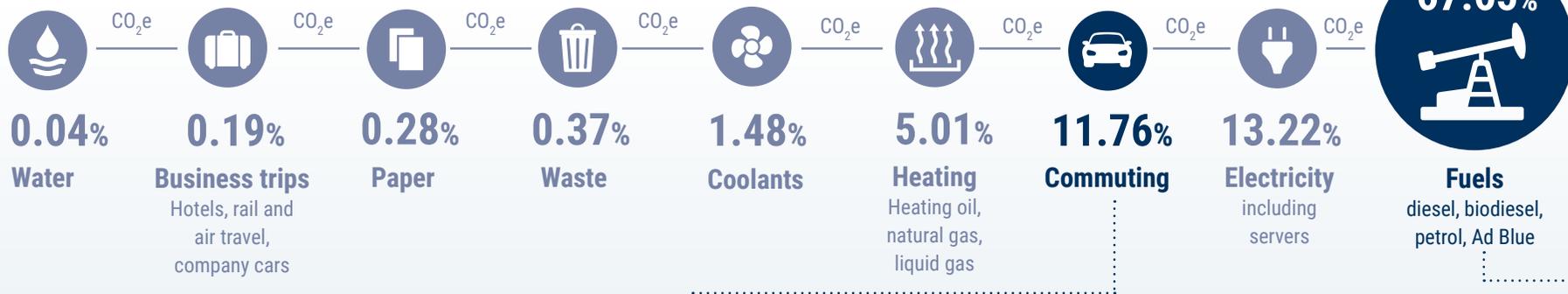
Which SCOPE categories are our emissions actually generated in? Which are caused by us directly, and which indirectly?



5% Handling & Administration

What makes for high CO₂e emissions in this sector?

Taking an overall view of our terminal activities, it is above all fuel consumption that stands out, with a 67% share of CO₂e emissions. This is mainly attributable to the vehicles and reach stackers in the terminals. Our biggest challenge at present is to electrify these, because when using green electricity, the emissions are low by comparison. **Our aim is to always use the most advanced technology that meets operative requirements and lowers energy consumption.**



Reducing CO₂e from commuting

Awareness on the move ...

One of our next moves will be to consider, together with our colleagues, how we can make travelling by bike, public transport and car-pooling, for instance, more attractive.

Getting to work CO₂e-free: Our yearly competition, "Contargo gets on its Bicycle" motivates our employees to exchange the car or bus more often for a pedal-powered two-wheeler – the community is growing!



Reducing fuel consumption

Eco-friendly weight lifters ...

Reach stackers do not have to be big CO₂e-emitters. The first "clean" models – fully electric or hydrogen-powered – are beginning to appear on the market, and they give us cause to hope that in the long run their great saving potential will gain ground against the numbers of diesel-driven stackers.

Efficient at the Terminal: With our comprehensive energy management at the terminals, which will organise the electricity flows of cranes, reach stackers, e-cars, e-trucks, photovoltaics, etc., new technologies of this kind can be integrated, thus relatively reducing electricity consumption.





Creative sustainable solutions – Two new firsts in the sector, made by Contargo

THE GROWING CO₂e EMISSIONS DUE TO INCREASING VOLUMES OF GOODS IN OUR SECTOR NEED TO BE REDUCED AS FAST AS POSSIBLE.

THEREFORE, WE REGARD IT AS OUR RESPONSIBILITY TO PRESENT SOLUTIONS THAT ENABLE US TO PROACTIVELY DRIVE THE TRANSPORT TRANSFORMATION TOGETHER WITH OUR CUSTOMERS.



Highest priority for the reduction of CO₂e emissions*

In barge transport:

We are testing two barges with electric motors, which derive their energy from batteries and hydrogen cells, among other sources. The first barge will already be operating in 2023.

In rail transport:

We plan to electrify further “last mile” transports and switch some main runs completely to green electricity.

In trucking:

In the first step, our e-fleet for local trucking will be enlarged by 28 new e-trucks in 2023. In direct trucking we are testing e-drives and H2 drives.

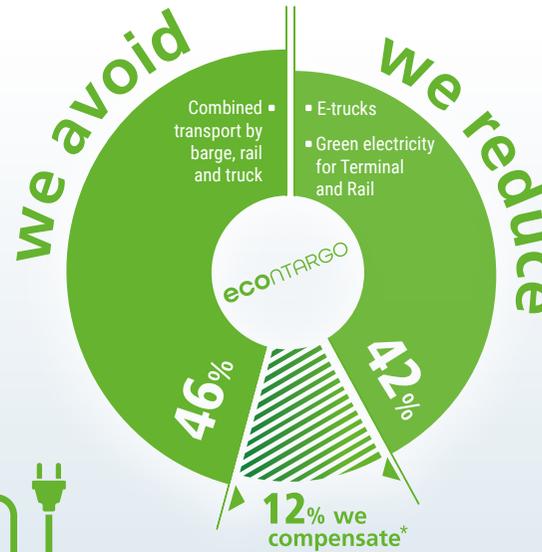
* We want to attain our vision of climate neutrality by 2045 with various measures. For this, we set ourselves yearly sustainability goals.

01

Truly green transports with “eCONtARGO”



With eCONtARGO – our new green product – our customers can instantly reduce their emissions many times over, and come a big step nearer to reaching their own climate goals.



THE GREEN ONE-STOP SHOP SOLUTION

For us, there is no question of simply compensating our emissions! With eCONtARGO, we offer the first one-stop shop solution for the transport transformation. Container transports can be individually tailored to customers’ route allocations without fixing the mileages in advance, and existing transports can be easily switched to eCONtARGO.

CLIMATE NEUTRAL (PAS 2050**)

Our strict orientation towards the product certification standard for climate neutrality PAS 2050 means that we guarantee the implementation of our own carbon management system, committing ourselves to an annual reduction of our amount of compensated CO₂e, and giving customers the prospect of long-term climate neutrality of their own SCOPE 3 emissions.

** PAS 2050, at present the only internationally recognised standard for proof of the climate neutrality of products, confirms our approach. Avoidance, before reduction, before compensation.

02

► Contargo "MEDI BOX"

THE CLEVER BOX COMBINATION – FLEXIBLE AND ECO-FRIENDLY

» With the MEDI BOX, Contargo offers its customers a system that is unique so far. It avoids low capacity use of containers, thus proactively avoiding CO₂e emissions and providing flexible, effective transport for small consignments. »

Meik Müller, Project Leader and co-developer of Medi Box, Duisburg Intermodal Terminal



THE INITIAL SITUATION:

Due to the present boom in online trade, there is a trend towards ever-smaller consignments. This sometimes creates problems with the low capacity use of 20ft and 40ft containers.

THE PRODUCT SOLUTION:

As an answer to this problem, we developed a special system: a combination of four 10ft-containers linked together, which together form a 40ft-container. In this way we offer our customers maximum flexibility when sending variable amounts of goods. Optimal capacity use of the transport space also makes the Medi Box a sustainable transport product, because conversely, using one container instead of four also means generating about one-fourth of the emissions.

13 CLIMATE ACTION



Since 2019 we have focused on testing the use of e-trucks for local transport. This makes us pioneers in our sector! At the same time, we are seeking other possibilities to reduce CO₂e emissions.

WE ARE WORKING ON SOLUTIONS ...

... because climate change will not stand still

E-MOBILITY with future potential

Our heavyweight El Fondo is electrified



SINCE 2020, OUR 44-TON CATENARY HYBRID TRUCK EL FONDO BY SCANIA HAS BEEN TRAVELLING THE OVERHEAD TEST SECTION OF THE A5 AUTOBAHN.

THIS MAKES CONTARGO AN IMPORTANT PART OF THE ELISA RESEARCH PROJECT.

<https://ehighway.hessen.de/elisa>

The Elisa Project & Contargo

The Elisa Project (electrified & innovative heavy transport on motorways) was set up in order to try out an electro-highway system in real operation – and rightly so, because catenary hybrid trucks have many advantages:

FULL FLEXIBILITY

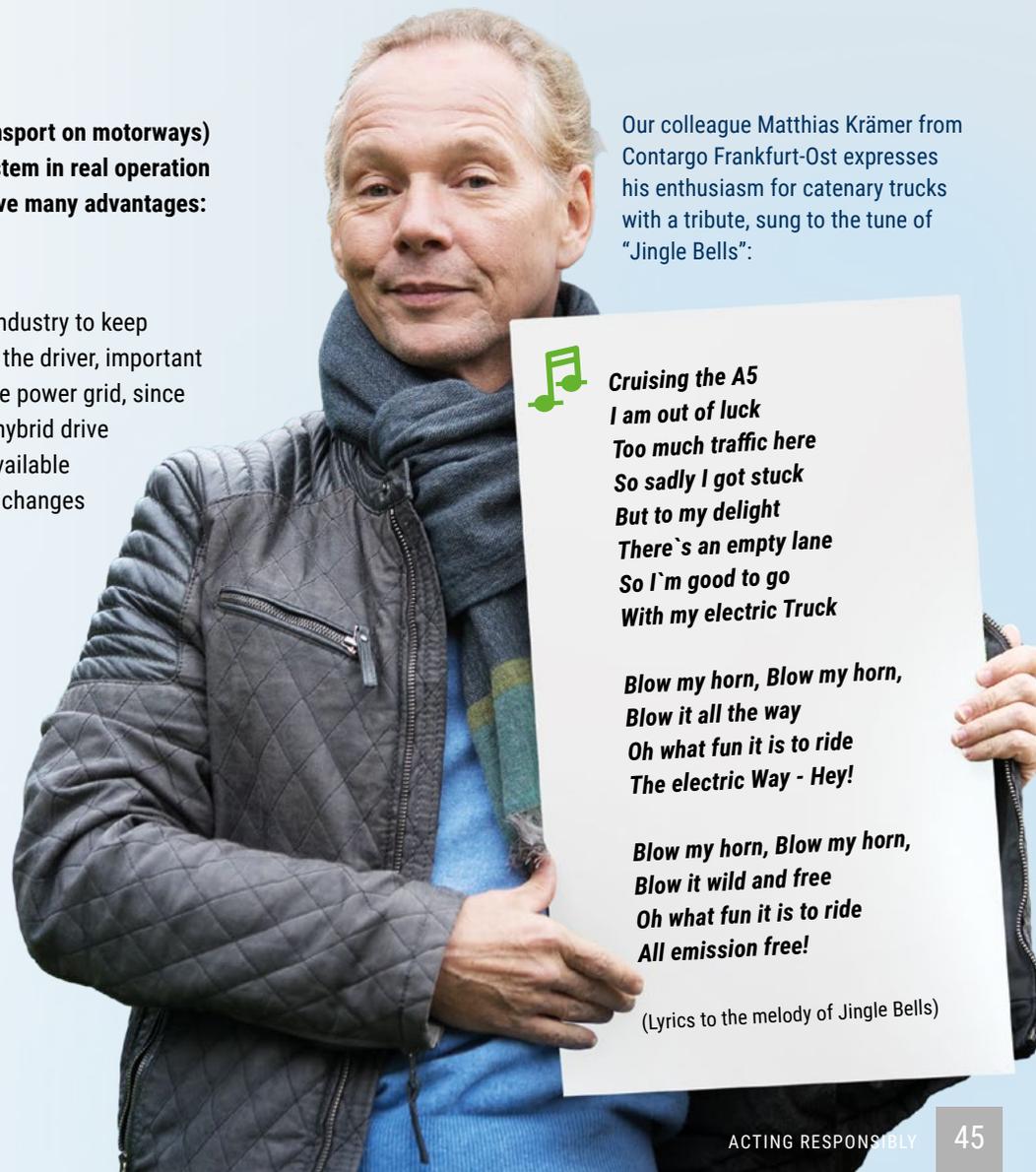
On the major routes it definitely makes sense in our industry to keep flexibility while on the road. This is advantageous for the driver, important for dispatchers - and also important for stabilising the power grid, since energy demand is evened out. Moreover, the flexible hybrid drive means that drivers are not dependent on a publicly available charging infrastructure and need not worry about big changes to planned operations.

24-HOUR OPERATION

During the loading/unloading of goods (which takes about 30 minutes, or up to 2-3 hours in the container sector) there are more very good opportunities for interim charging. Thus an e-truck can theoretically operate round the clock.

DOUBLE SAVINGS

Compared to other technologies like fuel cells or LNG trucks, catenary hybrid trucks using overhead lines save more emissions and have the same cost advantages for users.



Our colleague Matthias Krämer from Contargo Frankfurt-Ost expresses his enthusiasm for catenary trucks with a tribute, sung to the tune of “Jingle Bells”:



**Cruising the A5
 I am out of luck
 Too much traffic here
 So sadly I got stuck
 But to my delight
 There`s an empty lane
 So I`m good to go
 With my electric Truck**

**Blow my horn, Blow my horn,
 Blow it all the way
 Oh what fun it is to ride
 The electric Way - Hey!**

**Blow my horn, Blow my horn,
 Blow it wild and free
 Oh what fun it is to ride
 All emission free!**

(Lyrics to the melody of Jingle Bells)

44-tonners with electric drive conquer the Contargo Network

Whether catenary hybrid or fully-electric – they are all trucks, just like their diesel counterparts. After introductory instruction in the new technology, our truck drivers know how to make the best and most efficient use of their vehicles – and off they go.



BEING PART OF THE TRANSPORT
REVOLUTION – A JOB WITH A FUTURE

„ At present I’m one of the few truck drivers who have a chance to test the new electric drive. It’s an enjoyable experience. The e-truck has plenty of power – and it’s quiet, too. ”

Oktaç Sakacali, E-truck driver of Rhenus Trucking for Contargo in Neuss



Good for everyday? – Our test phase gives us information

Since 2019 we have been gathering experience with operating e-trucks in local transport. Energy consumption and battery charging are decisive factors for efficient everyday operation. In the meantime, we have collected empirical information and have got good results:

► Consumption per 100 km



By systematic testing and continual optimisation of the driving style, we have managed to reduce our consumption per 100 km.

► Recuperation



During the test phase, we have also succeeded in improving energy recuperation while our e-trucks are in operation.

► Temperature dependency

Both the battery and the trucker feel happiest at certain temperatures. Above or below these, warming or cooling is necessary – which naturally increases consumption.

- Moderate energy consumption
- High energy consumption



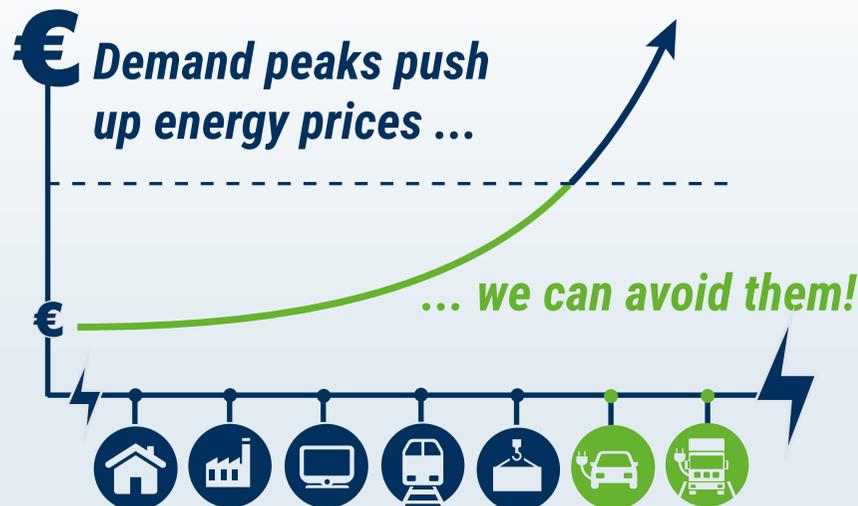
► Battery charging times

Batteries charge fastest in the range between 20% and 80% full. Above or below that, charging is considerably slower.



below 20% slow

above 80% slow



Avoiding record prices

Electricity tariffs are made up of various prices. One of these is the demand price, which depends on how much power is being taken from the local grid. **If the charging infrastructure is used in parallel to other consumers, peaks occur – this raises the electricity price.** At Contargo, demand peaks of this kind can happen due to the parallel charging of e-vehicles.

WITH SMART CHARGING MANAGEMENT AND WELL-THOUGHT-OUT TOUR PLANNING FOR OUR E-TRUCKS, WE HAVE MANAGED TO AVOID PEAKS, SO OUR ELECTRICITY PRICE STAYS CONSTANT.

7 AFFORDABLE AND
CLEAN ENERGY

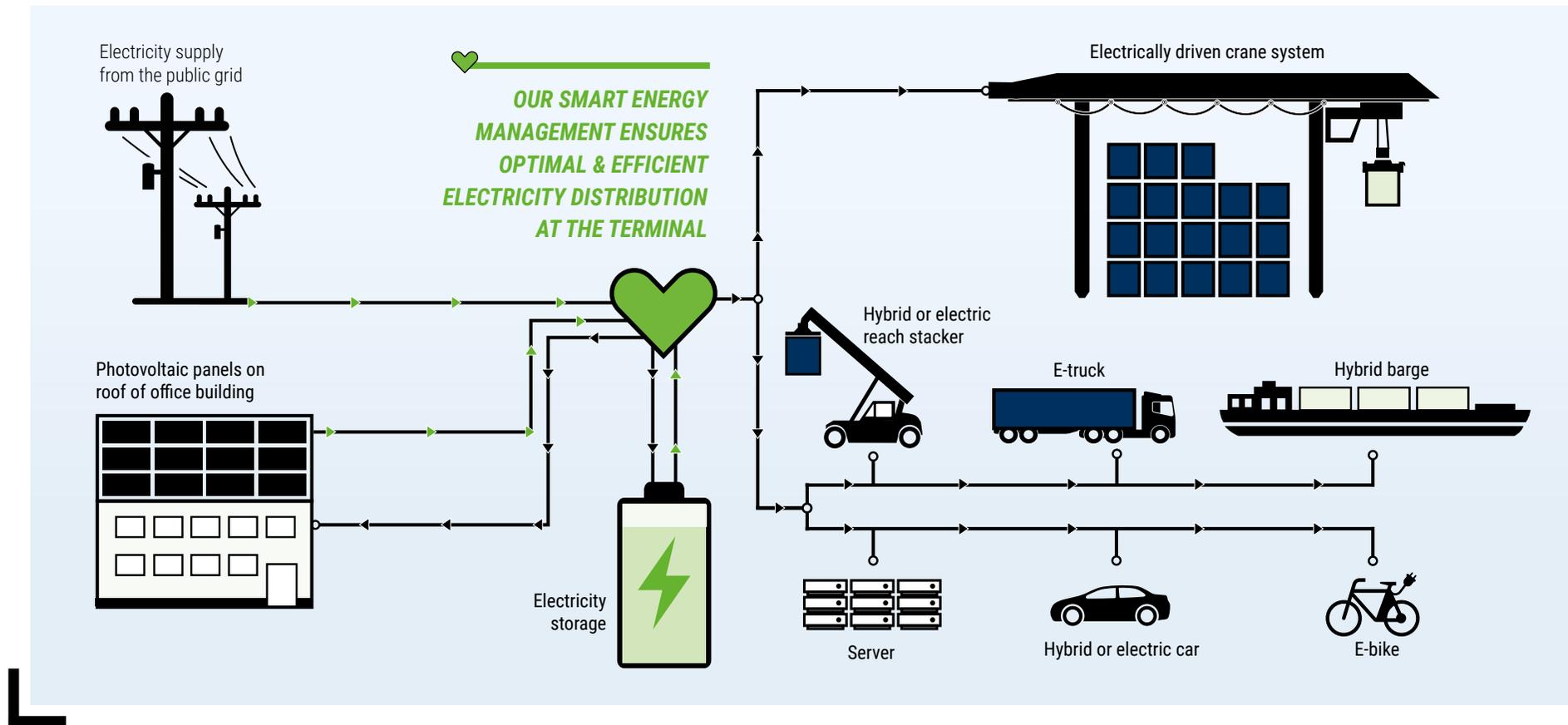


WE'RE ALWAYS BUSY DEVISING ...

... *clever energy concepts*

To achieve better energy efficiency, we analyse the electricity flows at our terminals, so as to avoid creating demand peaks.

Smart ENERGY MANAGEMENT



Intelligent electricity flows in the veins of our Contargo terminals

There are many electricity-intensive processes at our terminals (e. g. crane operations), but there are also electricity producers (photovoltaic panels). For a “healthy”, well-functioning circulation

at our locations, we manage our electricity flow in a targeted way – because it is not only important to us to use green electricity, but above all to use it as efficiently as possible.

**We can't
do without
electricity**



**... but it has
to be *GREEN* !**

**EFFICIENT PROCESSES WITH
ECO-POWER OFFSET DEMAND**

„ At first sight, it seems to be a dilemma: digitalisation and electrification increase our electricity demand. But by more efficient processes and the use of green electricity, we want to offset this increase. „

Uwe Storch, Commercial Manager, Contargo



Green electricity

In 2020 green electricity was standard at almost all our terminals and office locations. At the other two locations we are already in discussions with the lessors. We pay attention to the quality of the electricity. For us, this switch is one of the most important steps towards decarbonisation. Initially we will use communal suppliers. We also want to make our electricity mix even greener from year to year, and for this reason we progressively step up our conditions in the tenders to electricity suppliers.

Our long-term goal:

We are working towards a comprehensive supply of all our locations with green electricity that is completely free from certificate trading.



Photovoltaics

Electricity from our own photovoltaic systems is the greenest there is at present. So in future we will try to generate as much electricity as possible ourselves.

HERE SOLAR ENERGY IS ALREADY BEING ACTIVELY USED AND EXPANDED

Contargo Rhein-Neckar:

Since May 2021 we have our own photovoltaic installations at two locations of Contargo Rhein-Neckar. With these we are already producing more than 40,000 kWh per year ourselves.

Contargo Neuss:

Our colleagues in Neuss will also start operating their first voltaic installation in 2022.

Further sites are being actively planned:

At present we are analysing possible surfaces with a view to equipping more of our locations with photovoltaics.

**Eco-power versus
conventional electricity**

A comparison clearly shows that by using green electricity when handling containers, up to 69% of emissions can be saved.



Processes can be digitalised without heavy electricity use

OUR OWN IT, DIGITALISED PROCESSES, DIGITALISED USERS – OUR TERMINALS ARE BECOMING DIGITAL AND SMART. BUT IS IT ESSENTIAL TO USE POWERFUL COMPUTERS FOR ALL PROCESSES?



Raspberry Pi's

FRUIT FOR IT PROCESSES?

Don't worry, of course a Raspberry Pi is not the edible version, it is what is called a single-board computer. This means that all the electronic components required for operations – apart from the power adaptor – are grouped on one circuit board. Not every process needs to be controlled by a powerful computer. For straightforward IT processes, the simple but extremely economical Raspberry Pi is ideal. It reduces electricity consumption enormously, and thus also the associated CO₂e emissions.

Consumption	4.4 GWh	2.6 GWh
Emissions	1,132 kg CO ₂ e	68 kg CO ₂ e
Electricity costs	14,000 Euro	800 Euro
		vs. 
	INDUSTRIAL PC	RASPERRY PI

Comparison: Industrial PC vs. Single Board computer
Use per year at all 24 terminals

**INCREDIBLY ECONOMICAL -
94% LESS ENERGY CONSUMPTION**

„By using single-board computers like Raspberry Pi, we are able to reduce our electricity consumption by 94% compared to conventional PCs.“

Gerd Schmidt, Head of Digitization, Contargo

SDGs

4 QUALITY
EDUCATION



17 PARTNERSHIPS
FOR THE GOALS



Growing together

COMMUNICATION
COMPETENCES
COOPERATIONS



INTRODUCTION

Lifelong Learning: WITH & FROM EACH OTHER

Our society, and requirements in everyday life and work, are changing all the time. This makes it all the more important to be prepared personally – but also as an enterprise – to confront changed conditions in all areas of life, stay curious and keep on learning lifelong. Marcel Hulsker, as Managing Director at Contargo responsible for barge and forwarding activities, sales and marketing, explains our focus on learning and the exchange of ideas.

THIS IS WHAT WE BUILD ON:

Training and advanced training are important instruments for us in innovation management. We specifically encourage the exchange of knowledge between our employees, and provide possibilities for them to further their development – irrespective of their age or how long they have been with the enterprise.

We encourage our employees to drive sustainable change themselves by workshops, actions and developing their social skills. Our commitment is not limited to our own employees, because we work most effectively as a team together with various actors and stakeholders.



Training: our most important instrument

Our passion and commitment have enabled us to overcome the overwhelming challenges of the last few years and develop solutions for our customers time and time again. The know-how required for this, and our great wealth of common experience, are the result of a process of continuous learning – with and from each other. **At Contargo we never tire of educating ourselves, sharing our knowledge and working on solutions together with other people**, because movement – whether on the road, rail or water, or in our own heads – is the necessary prerequisite for reacting flexibly to a wide range of scenarios. That is why SDG 4 is so important to us.

**GLOBAL CHALLENGES
REQUIRE GLOBAL EFFORTS**

Many together can achieve much

Cooperation of all people and organisations is the basic requirement for the realisation of all the SDGs.

Every one of us should make a contribution, and this contribution is strengthened by cooperation and interchange. This is what SDG 17 stands for, and it is the reason why we are actively committed and see ourselves as part of a greater movement.

Cooperation that bears fruit



Marcel Hulsker,
Managing Director, Contargo

01 ***Giving scope for development***

02 ***Intercommunicating***

03 ***Sustained motivation***

04 ***Promoting young talent***

“ ***Employees – our most important resource for a sustainable future*** ”

To master the future we need not only our experienced employees, but also our young talents, with their minds full of ideas and innovations they can communicate to their teams as a confident, continuous input. Only in this way can our teams progress rather than standing still.

”



**WE ALWAYS GO ON TRAINING ...
... because that way we keep on growing**

We attach great importance to a healthy work environment and high employees satisfaction, because we can only develop together.

Promoting EDUCATION

Knowledge + soft skills = high-quality training and education

The time of Corona has made us more pragmatic. It has made us try to accelerate changes and combine new ideas with tried and tested ones. Contargo offers sufficient scope for personal training and development.

It will be even more important in future to act on our experience, combining our soft skills with our specialist competences. In this way we can actively take responsibility for our actions . .

MOTIVATION AND COMPETENCE OF OUR EMPLOYEES ARE THE KEY TO OUR CONTINUING DEVELOPMENT AS CONTARGO

Opinions as an input

The 2021 Contargo Employees' Questionnaire showed us potentials for improvement in the area of training. Employees feel well informed about their work and about Contargo generally, but the advanced training offer, and assessment and development of potential, need developing more over the next few years.

Celebrating development

No one wants to come to a standstill. The innate urge to go on developing is there right from birth. We support our colleagues' wish for further development with numerous seminars and training courses, and give them willing support in their big and small professional challenges.



We will be very interested to see how Michele's career at Contargo develops, and we hope he will encourage other colleagues to follow his example.

Setting a good example: One of us

MICHELE GLATZEL – developing a career at Contargo

Since starting at Contargo in 2017 Michele Glatzel, our colleague from Contargo Wörth-Karlsruhe GmbH, has been in a process of continuous learning.

- 01 **DUAL STUDIES: MAJOR SUBJECT LOGISTICS** (2017-2020)
- 02 **IN PARALLEL: SPECIALIST IN FORWARDING AND LOGISTICS SERVICES** (2018-2019)
- 03 **MASTER OF BUSINESS ADMINISTRATION** (2021 to today)
- 04 **TRAINING SUPERVISOR CERTIFICATE** (2019-2020)

Michele also has plans for the next few years. In Contargo he has found an employer who is happy to encourage his professional growth within our network.

ONE OF CONTARGO'S SUSTAINABILITY GOALS IN 2021 WAS TO EXPAND THE AVAILABLE TRAINING OFFER – AND WE SUCCEEDED.



Looking at the future together



Maybe the next managing director is already sitting next to you

The best managers grow gradually into their position. So it is increasingly important to make our employees enthusiastic about Contargo, to identify people for key positions early on, encourage their development, support and coach them in a structured way. Because only together, with energy, drive and our individual skills, can Contargo continue on its successful path.

Always ready to listen

In 2020 and 2021, 80 percent of employees had a staff appraisal discussion. We are always ready to listen to people's needs and problems. In the yearly staff appraisals, the focus is consciously placed on individual people's needs.



Setting a good example: Frankfurt-Ost

"Coffee Mornings": one-to-one, as equals

At least once a year, Christian Eichmeier, Managing Director of Contargo Rhein-Main, has a "Coffee Morning". For this, the Managing Director reserves three-quarters of an hour for each interested employee, to have a discussion in an informal atmosphere.

The "Coffee Mornings" are well received. Here, the focus is on the individual employee. Some have concrete issues they want to discuss, some just want to talk, and others don't feel the need, and don't take advantage of the offer – that's alright, too. The Coffee

Mornings are basically like voluntary staff appraisals taking place

on an equal footing, in which employees can decide what direction the discussion takes.

Concretely, the Coffee Mornings result in various suggestions that make daily work easier – for instance, the purchase of height-adjustable desks. Problems are also discussed, and solutions are found together .



PEOPLE COUNT

» Thanks to informal conversations at the "Coffee Morning", the level of interchange has generally gone up. Topics (also from private life) that often get too little attention in the working day are talked about and solutions are found together. «

Christian Eichmeier, Managing Director of Contargo Rhein-Main at the Frankfurt-Ost Terminal

Knowledge shared is knowledge multiplied

To drive sustainable development and initiate changes of behaviour in ourselves and others, we need communicative competences. We try to transfer knowledge correctly and understandably, both in and outside the enterprise, in various ways. Two of these are briefly presented here.

Always up-to-date

DOWNLOADABLE BASIC KNOWLEDGE

Electricity, hydrogen, LNG, methanol, ammonia – there are many alternatives to diesel and gasoil. Just as numerous, however, are the items of information we need in order to evaluate the various drive alternatives.

To enable people to keep up with the present state of research, make an accurate assessment of availability and avoid being deceived by false information, we have put all this basic information together in a document. We integrate new research findings as they occur, so the article is never finalised – rather, it lives by recording new knowledge and passing it on.

Active communication

SUSTAINABILITY TOUR 2021

In the stress of everyday work at our locations, not much time is left for matters outside the daily round. For this reason, we try to bring topics like sustainability directly to our locations in a clear and relevant way.

In our Sustainability Tour 2021, we brought our colourful “RhineCleanUp Container” with us as a magnet and a meeting-point. We held discussions with our colleagues inside and in front of the container, and gathered more ideas about what else we can do together to become more sustainable. Many lively discussions took place, and there was a valuable input of information and ideas for the Sustainable Solutions department.

THANK YOU FOR YOUR COMMITMENT!

„ We very much appreciate discussing sustainability topics with our colleagues. They give us valuable insights into the aspects that concern the locations – whether work clothing, paper consumption or hydrogen. ”

Kristin Kahl, Sustainable Solutions at Contargo



Sustainability can be learned

Motivation is catching

SUSTAINABLE SOLUTIONS WORKSHOP

In the work environment, it is not always easy to find out exactly what motivates us. **For this reason, in our Sustainable Solutions Workshop we held a session on “MYSELF and Sustainability – what motivates me to act, and how can I spread the motivation?”** Once a year, our department invites colleagues to take part in the workshop, to discuss current aspects of sustainability together. It is a gathering that takes place on an equal footing and everyone, dispatcher, manager or crane operator, contributes their input.

WHAT MOTIVATES ME TO ACT?

Our Sustainability Ambassadors are motivated by:

- Training seminars
- Taking part in actions like RhineCleanUp
- Calculating their own carbon footprint
- Knowing good arguments e.g. for e-mobility

HOW CAN I MOTIVATE OTHERS?

Many of us consciously and unconsciously do a lot to promote more sustainability and optimised use of resources. Here are a few examples of ways to convince and motivate others:

SET AN EXAMPLE

- Cycle to work myself
- Use vegan milk alternatives

EXPLAIN

- Visualise with optical cues, displays
- Use key figures

AUTOMATE

- Motion sensors
- Printing machine settings

To motivate others, it's important to address them directly. Not "people" ought to change their behaviour – I and YOU should!

Meike Schnake-Rupp, Contargo Rhein-Waal-Lippe



Our Managing Directors motivate us too, by taking a stand on Recycling.





Have you tried out your local lending library yet?

What electronic devices are still gathering dust in your drawer?

Have you got room for a wildflower meadow or an insect hotel?

A few ideas to inspire and imitate



COMBINE SMART IDEAS

Noise protection and biodiversity? They can go together! **The team in Koblenz has built a new noise protection barrier for local inhabitants.** The wall consists of gabions filled with earth. The earth used for this purpose came from the excavations for the truck park, mixed with plant soil. The gabions are arranged five-high, tapering from bottom to top. Once in place, they were planted with shrubs and flowers, and now the wall blooms and is visited by buzzing insects until late in the autumn.

RECYCLE VALUABLE RAW MATERIALS

According to Bitkom, the association of the digital industry in Germany, more than 105 million old mobiles and smartphones are slumbering in German drawers. Mobiles that are no longer in use contain many rare earths and raw materials that can be recycled. And the hazards from harmful substances in mobiles can be removed by correct disposal.

Our collection at 4 locations:

68x	+	2x	=
21.4g silver		2.1g gold	
0.77g palladium		43.3g cobalt	

THOUGHTFULNESS PAYS OFF

New laws, new regulations – means more books. Together with his team, Frank Weisbecker (Corporate Services) has managed to break this vicious circle. **From now on, contents can be accessed online, meaning we save 43,200 sheets of paper a year.** That's quite a lot!



Training that is holistic, exciting and future-oriented is the basis for raising creative, courageous and responsible next-generation managers.



WE CREATE PERSPECTIVES ...

... for motivated experts of tomorrow

THE SOONER, the better

Creative problem-solving as a “KlimAzubi”

In 2021, together with the Pädagogischen Hochschule Heidelberg*, apprentices and Dual Studies students at Contargo again had an opportunity to go deeper into the topics of climate change and climate adaptation, and acquire knowledge they can take back to our locations as multipliers.

* Climate Change Education Project (CCE) as part of TRANSFER TOGETHER in the Geography department – Research Group for Earth Observation (rgeo) under Prof. Dr. Alexander Siegmund at the Heidelberg University of Education (PH Heidelberg)

We asked ourselves:

„ What happens if Contargo does nothing to counter climate change? „

⚙️ Navigation no longer possible due to extreme low and high water

⚙️ Fewer goods for transport, as our customers run out of important raw materials

⚙️ Flooded terminals

⚙️ Storm damage to cranes and containers

„ What can we do about adapting to climate change? „



▶ To the “KlimAzubi” video

**INFORM PEOPLE EARLY ON!
 ENCOURAGE INNOVATIONS!
 ACT TOGETHER!**



Training at Contargo – always something new!

TRAINING IS NOT JUST IMPARTING KNOWLEDGE, IT IS ALSO PROVIDING VARIETY.

Girls in logistics? Of course!

On Online Girls Day, eight schoolgirls from the first secondary school class upwards discovered their interest in container logistics at Contargo Industriepark Frankfurt-Höchst. As well as a 360° tour of the terminal, the girls made the acquaintance of nearly the whole Contargo women’s team at this location, and found out why they are working at Contargo, and why logistics is a great industry for women.



Talk and tips – the Azubi-Café

Especially at the start of training, the demands can seem quite overwhelming. At Contargo there is an extensive network of apprentices who have had the same experience – or are going through it now. But also in the later training years, things are always cropping up that apprentices would like to discuss with other “Azubis”. **That’s why, in 2020, we started a virtual “Azubi-Café”, a monthly chance to meet up and talk** – and a good opportunity to get tips for the next exam, or get to know other locations.

WE HAVE TO CAPTURE PEOPLE’S INTEREST, DEVELOP COMMUNICATION SKILLS, BUT ALSO CREATE AND SUPPORT OPPORTUNITIES FOR PEOPLE TO LEARN.



[▶ To the 360° Tour](#)

Top training – Top employer

At Contargo Rhein-Neckar, too, there were exciting behind-the-scenes views on Girls Day. No wonder our enterprise was listed as one of Germany’s best training providers, both in 2020 and 2021 – and this despite the difficult conditions in the Pandemic, which made big demands on the trainees. Remote discussions, sometimes home office, with digital learning methods, and digital department changes. Throughout all this we always maintained our training quality.



On the ladder at Contargo

Setting a good example: One of us

JAN HOITZ from our container terminal Koblenz on his exciting journey at Contargo



AGED 21:
CUSTOMER SERVICE - IMPORT



AGED 19:
TRAINING AS A FREIGHT FORWARDING SPECIALIST



AGED 17:
TRAINING AS A CERTIFIED SPECIALIST FOR PORT LOGISTICS

01

"An interested and varied practical stint at the terminal in Koblenz, and the great team where I felt at home from the start, convinced me to begin my training here. I very much liked the flexible mix of office work – for instance monitoring barges – and working outside – for instance, when checking containers. I never, ever got bored."

02

"Training for my second qualification, I was especially fascinated by the switch from "old school" container transport planning to our new "IT world". And of course it was super that despite Corona, I was able to cut the training time to two years."

03

"Although I'm now working in the Import Department, I can help out anywhere as a substitute in emergencies. I thoroughly understand the processes and interconnections, and I enjoy mastering the challenges of everyday work."



OPEN DOORS FOR NEW TALENTS

„ We are very proud of Jan's development so far, and we are happy to have him on board as a logistics all-rounder at the Koblenz location! „

Arndt Puderbach, Terminal Manager
 Contargo Rhein-Main in Koblenz



WE ACT TOGETHER ...

... because sustainability is teamwork



To master the present global challenges, we have to network and develop solutions together, using the potentials of every individual.

Making an impact TOGETHER

RhineCleanUp + Contargo

GREAT PROJECTS CAN
 BE IMPLEMENTED
 BETTER WITH STRONG
 PARTNERSHIPS!



12 million tonnes of plastic

Every year, 12 million tonnes of plastic end up in the world's oceans, much of it via the rivers – a dismal balance! With strong commitment and our colourful container, we support the great initiative RhineCleanUp, which frees the banks of the Rhine and its tributaries from rubbish by organising collection actions. The aim is to make people aware that they should not throw rubbish away – or even better, should avoid it in the first place!

The WE feeling for a world without plastic waste

More than 30,000 people with the shared vision of a world without plastic waste come together to collect rubbish on RhineCleanUp Day. Anyone who has taken part knows the WE feeling – the feeling of making an impact together as a team and giving a concrete shape to environmental protection. And it's our incentive for forming partnerships to achieve the SDGs. (<https://www.rhinecleanup.org/en>)



One action – many actors

RhineCleanUp TEAM:

The team organises constructive actions, and carries them out together with the other participants, reaching many people.



VOLUNTEERS:

In coordination with the RhineCleanUp organisers, we create awareness of the rubbish collecting action by parking our container at stops along the Rhine. In this way we reach many people and motivate them to join in.



POLICY-MAKERS:

We always invite local politicians to these events. In this way, the SDGs end up high on the agenda of the communes.

PRESS:

The Press is always invited too, because it acts as a multiplier to reach an even larger target group.



[To the RhineCleanUp video](#)

SCIENCE:

Together with Prof. Dr. Andreas Fath of Furtwangen University, we took water samples at every place we visited. He and his team analysed the water quality and informed people about microplastics.

OUR OWN EMPLOYEES:

This action got going at Contargo on the initiative of a trainee – thank you, Marc! And of course, the action also motivates our own employees. It raises awareness in everyday life – and several of our locations took part in the rubbish-collecting action in 2021!

A STRONG INITIATIVE FOR SUSTAINABLY CLEAN WATERWAYS, WHICH REACHES MORE PARTICIPANTS – AND IMITATORS – EVERY YEAR. WILL YOU BE JOINING IN NEXT TIME, TOO?

Progressing with strong partners

As an enterprise aware of our responsibilities, we know that we can, and must, promote sustainable development in certain areas (SDGs). With our numerous ideas and measures we constantly seek to fulfil this responsibility, and also carry others with us. Through cooperations with other players in a spirit of partnership we can achieve significantly more! Here are a few examples of fruitful synergies that concretely put SDGs into practice:



An alliance for climate protection

As a member of the European Clean Trucking Alliance, a dynamic mix of small, medium-sized and global enterprises from all over Europe with a total of more than 380,000 trucks on the road, we promote the transition to emission-free road transport of goods at a European level. We are all united in one aim: fulfilling ambitious sustainability goals that we want to progress towards together.



Stabilising supply chains

Together with our customers, we are working on ensuring a sustainable, robust supply chain and stabilising it against all outside influences. Earlier, more accurate forecasting enable us to prioritise containers more effectively. Intensified communication, and the flexible interchange of transport modes, ensure that we bring containers to their destination in the fastest possible way.



THEORY AND PRACTICE HAND IN HAND

„ Experience of practical projects is essential for our students. It helps them to prepare in realistic conditions for the tasks they will be carrying out in companies later on. Contargo has been an important and reliable partner for our study course in this way for years now. ”

Dirk Lohre, Heilbronn University (HHN)



**PRACTISING
MUTUAL RESPECT**

” *Treating each other with understanding, politeness and respect – that is important to me! It makes work easier and helps set the course for the future. I experienced this impressively at first hand when I travelled in our goods train from the goods station in Mannheim to Rotterdam and back, and was able to look directly over our train drivers’ shoulders.* ”

Sandra Richau, Contargo Rail Service GmbH



**Supporter of the
UN Global Compact**

We support the UN Global Compact, a voluntary initiative of enterprises that pledge themselves to implement universal sustainability principles and promote the United Nations goals for sustainable development.



Identifying weak points

As a member of the German organisation **Klimaschutz-Unternehmen e.V.** we cultivate direct relations to policy-makers, addressing themes like sustainable energy supply, and staying vigilant about ensuring that drafts for laws do not run contrary to sustainability goals.



Cycling for health

Every year since 2011 we have held our cycling competition “Contargo gets on its Bicycle”, motivating our employees to sit in the saddle more often.

Since 2021, we have supported **Team Rynkeby** in its charity cycle tour to **Paris**, to collect money for seriously ill children and their families.



WHICH SDGs CAN YOU INFLUENCE AND WHAT CAN YOU CONTRIBUTE TODAY?

Many thanks for your interest in our Contargo Sustainability Report – a project close to our hearts.

We hope we have passed on a spark of motivation, and we will be happy about any generated ideas, feedback and engagement – for a future together!

Sustainable Solutions Team Contargo



Contargo Companies and Locations

This Sustainability Report includes information and data from the following daughter companies and participations of Contargo GmbH & Co. KG (headquarters in Duisburg):

	COMPANY	LOCATION	CONTRIBUTORS
1.	Contargo AG	Basel	Holger Bochow, Daniel Kaufmann
2.	Contargo GmbH & Co.KG	Mannheim, Neuss, Duisburg, Zwijndrecht	Jürgen Albersmann, Marcel Hulsker, Thomas Löffler, Kristin Kahl, Kristiane Schmidt, Frank Hommel, Frank Weisbecker, Sylke Kippenberger, Christoph Weber, Benedikt Rupp, Dr. Alexander Kern, Teresa Schwarz, Carsten Zöllner, Joachim Mathes, Uwe Storch, Gerd Schmidt, Nico Gaab
3.	Contargo Industriepark Frankfurt Höchst GmbH	Frankfurt-Höchst	Kerstin Junker, Kawus Khederzadeh, Jochim Wiechmann, Jörg Bendel, Andreas Buchholz, Frank Hippmann
4.	Contargo Network Logistics GmbH	Döhlau, Glauchau, Hof, Hamburg	Markus Bittermann
5.	Contargo Network Service GmbH & Co. KG	Kehl, Karlsruhe, Zwijndrecht	Markus Böhmer
6.	Contargo Neuss GmbH	Neuss	Volker Boveland, Olaf Jahn, Bettina Wolf, Jasmin Schröder
7.	Contargo North France SAS	Bruay-sur-l'Escaut	Gilbert Bredel
8.	Contargo Rail Services GmbH	Mannheim, Duisburg	Michael Lückenbach, Andreas Mager, Sandra Richau
9.	Contargo Rhein-Main GmbH	Frankfurt-Ost, Ginsheim-Gustavsburg, Koblenz	Christian Eichmeier, Eugen Werwai, Arndt Puderbach, Birgit Mendling, Matthias Krämer, Jan Hoitz, Ines Simon
10.	Contargo Rhein-Neckar GmbH	Ludwigshafen, Mannheim	Marco Speksnijder, Sabine Gaisbauer, Robin Gass
11.	Contargo Road Logistics B.V	Hamburg, Zwijndrecht	Leo Maaskant, Christian Schäfers, Heleen Scharroo
12.	Contargo S.A.R.L.	Straßburg, Ottmarsheim	Jean-Marc Sabetta
13.	Contargo Waterway Logistics B.V.	Zwijndrecht	Cok Vinke
14.	Contargo Transbox BVBA	Antwerpen	Michel van Meurs
15.	Contargo Weil-am-Rhein GmbH	Weil am Rhein	Torsten Peter
16.	Contargo Wörth-Karlsruhe GmbH	Karlsruhe, Wörth, Speyer	Andreas Roer, Michele Glatzel
17.	Contargon Rhein-Waal-Lippe GmbH	Emmelsum, Emmerich	Michael Mies, Sascha Noreika, Meike Schnake-Rupp
18.	DIT Duisburg Intermodal Terminal GmbH	Duisburg	Michael Kleifges, Bernd Putens, Meik Müller
19.	Container Terminal Hof GmbH	Hof, Döhlau	Florian Fischer, Philipp Foullois
20.	Contargo Combitrac GmbH	Wiesau	
21.	CTD Container Terminal Dortmund GmbH	Dortmund	
22.	Contargo Intermodal Poland Sp. z.o.o.	Warschau	
23.	Contargo Intermodal Poland Sp. z.o.o.	Lodz	Marcin Czachorowski

Unless explicitly stated otherwise, all figures contained in the Report relate to these companies.

**Our especial thanks to the colleagues who supply us each year with the necessary key figures, and to everyone who spared a little free time for the photographs.
In short: Thank you to everyone who contributed to preparing the Sustainability Report.**

Overview: Contargo – associations, charters/initiatives and sponsoring

The Contargo Management keeps good contacts with regional policy-makers, important associations, institutions and research organisations. For this reason, colleagues from various different areas of the enterprise take part in important events. Here they build new contacts and maintain already-existing ones. They represent Contargo and the positions of the enterprise, and at the same time receive important information about new developments. This enables Contargo to respond quickly to new challenges.

SPONSORING
SpVgg Bayern Hof
Awalla Hof
SpVgg 03 Ilvesheim e.V.
Inselsommer Ludwigshafen
Ruderregatta Mannheim
Diakonisches Werk Karlsruhe
Hilfsgütercontainer für Entwicklungsländer
ehem. Notkirche Oberreut
Blindenwerkstatt
Frankfurt Lions A-Jugend
HSG Mannheim
Hafenfestival Frankfurt
Förderverein der Berufsschule Koblenz
Stadtmarketing Mannheim GmbH
Festival des deutschen Films
Gewerkschaft der Polizei
Nachtwandel
Runtegrate
Rudergesellschaft Heidelberg e.V.
Tennisclub Altrip e.V.
MatchBox
Bunter Kreis Duisburg
KWF
Sparta Rugby Verein
NABU

CHARTERS AND INITIATIVES
European Clean Trucking Alliance (ECTA)
Sustainable Development Goals (SDGs)
Global Logistics Emissions Council (GLEC)
Elektrifizierter, innovativer Schwerverkehr auf Autobahnen (ELISA)

ASSOCIATIONS
Club Logistique du Hainaut, TLF - L'Union des Entreprises de Transport et de Logistique de France
Bundesverband der Deutschen Binnenschiffahrt (BDB)
Centraal Bureau voor de Rijn- en Binnenvaart (CBRB)
ICBO
Rotterdam Port Promotion Council (RPPC)
Bundesvereinigung Logistik (BVL)
CWK
Hafenclub Mannheim
Polygon Concept e.V.
Gemeinschaft Frankfurter Hafenanlieger (GFH)
Speditions- und Logistikverband Hessen/Rheinland-Pfalz
Vereinigung hessischer Unternehmerverbände
Wirtschaftsregion Hochfranken
Logistik Agentur Oberfranken
SLV
hellwach-mit-80-kmh e.V.
Beirat Hochschule Ludwigshafen
Verein Freunde und Förderer des historischen Nordkanals in Neuss
DSLVL Bundesverband Spedition und Logistik e.V.
Verband Verkehrswirtschaft und Logistik in Münster
verschiedene IHKs
Studiengesellschaft für den Kombinierten Verkehr (SGKV)
VVWL
VEA
NDL
VSL Verband Spedition & Lagerei Baden Württemberg
IG Industriegebiet Koblenz-Rheinhafen
Bundesverband öffentlicher Binnenhäfen (BÖB)
Transport en Logistiek Nederland (TLN) bzw. Fenex – Netherlands Association for Forwarding and Logistics
SVS - Schweizerische Vereinigung für Schifffahrt und Hafenlogistik Basel
Spedlogswiss (Verband schweizerischer Speditions- und Logistikunternehmen)
BG Verkehr
Groupement Fer
TAPA (Transported Asset Protection Association)

CO₂e emission key values

All our calculations are based on these key values for CO₂e emissions.



Barge					
	Upper Rhine	Middle Rhine	Main	Lower Rhine	Scheldt
Full (kg CO₂e/Ctrkm)					
Import/Up	0.475	0.670	0.862	0.415	0.759
Export/Down	0.218	0.362	0.441	0.276	0.360
Empty (kg CO₂e/Ctrkm)					
Import/Up	0.162	0.277	0.348	0.270	0.108
Export/Down	0.110	0.144	0.195	0.100	0.351



Rail		
	Diesel	Electric
Full/empty (kg CO₂e/Ctrkm)		
Last mile	0.394	
Main run		0.120



Truck		
	Direct truck	Local trucking
Full (kg CO₂e/Ctrkm)		
Diesel	1.136	1.085
Electric		0.069
Empty (kg CO₂e/Ctrkm)		
Diesel	0.856	0.836
Electric		0.058

Handling and administration	
Flat rate import/export	8.782 kg CO ₂ e/Ctr

GRI Content Index - Contargo

GRI Standard	Disclosure title Individual aspects ("a", "b", "c" etc.) are not listed here	Comment	Page number
102-1	Name of the organization	Contargo GmbH & Co. KG	See comment
102-2	Important brands, products and services, activities		11-15
102-3	Registered office of the organization	August-Hirsch-Straße 3, 47119 Duisburg, Germany	See comment, Impressum
102-4	Number of countries in which the organization is active		11
102-5	Ownership structure and legal form	Contargo GmbH & Co. KG is a 100% subsidiary of Rhenus SE & Co. KG.	See comment
102-6	Markets that are served		11, 13-15
102-7	Size of the reporting organization		11
102-8	Employee structure (work contracts, gender, fluctuation)		26-29
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102-10	Significant changes to the organization and its supply chain		11, 14-15, 72
102-11	Precautionary Principle or approach		3-9, 33-35, 39, 53-55
102-12	A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.		67-71, 73
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102-15	Key impacts, risks, and opportunities		3-5, 7-8, 12-13, 22-23, 33-34, 38, 53-55, 58, 64, 69-70
102-16	Values, principles, standards, and norms of behavior	Our eleven corporate values, which can be read about in the Sustainability Report 2022, give us guidance in our mission "Take the better route".	25-31, 35, 60
102-18	Governance structure		7-9, 33-35, 39, 53-55
102-19	Delegating authority		59, 60-61, 63-64, 67-70
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102-26	Role of highest governance body in setting purpose, values, and strategy		4-5, 35, 39, 42, 57, 69-70
102-29	Identifying and managing economic, environmental, and social impacts		Whole report
102-31	Review of economic, environmental, and social topics	We are certified according to DIN EN ISO 9001:2015, DIN EN ISO 14001:2015, DIN EN ISO 50001:2018 and DIN EN 16258.	See comment, whole report
102-32	Highest governance body's role in sustainability reporting		7-9, 33-35, 53-55
102-36	Process for determining remuneration		29
102-40	List of stakeholder groups		19, 67-70, 73
102-41	Collective bargaining agreements	There are no collective agreements at Contargo.	See comment

GRI Standard	Disclosure title Individual aspects ("a", "b", "c" etc.) are not listed here	Comment	Page number
102-42	Identifying and selecting stakeholders		3-5, 67-70, 73
102-43	Approach to stakeholder engagement		67-70, 73
102-44	Key topics and concerns raised		19, 22, 42, 45-46, 53, 59, 64, 67-70
102-45	Entities included in the consolidated financial statements		72
102-46	Defining report content and topic boundaries	The contents were determined based on feedback from employees, e.g. from workshops, personal interviews and reactions to the last Sustainability Report. Measured key figures, goals and progress also formed an input.	3-5, see comment
102-47	List of material topics	The structure of the Report is based on the SDGs on which Contargo has, or will have, the greatest influence. Each chapter deals with two to three SDGs and shows how the actions of the enterprise contribute to achieving them.	3-5, see comment
102-48	Restatements of information	This year the Report has a new form of presentation, based on the SDGs. This clarifies how strategy and action are structured.	3-5, see comment
102-49	Changes in reporting	The CO ₂ e calculation has been adjusted	3-5, 37, see comment
102-50	Reporting period	2020 and 2021	3-5, see comment
102-51	Date of most recent report	December 2020	See comment
102-52	Reporting cycle	Every two years	3-5, see comment
102-53	Contact point for questions regarding the report		Impressum
102-54	Claims of reporting in accordance with the GRI Standards	This Report is based on the GRI Standard "Core"	3-5, see comment
102-55	GRI content index		This table, 75-78
102-56	External assurance	The content of this Report is determined by a compilation of all relevant topics in the years covered by the Report, sorted according to their materiality. All data are gathered from system searches and annual questionnaires.	See comment
103-1	Explanation of the material topic and its boundary	The main topic areas can be found in the Sustainability Report 2018, they have not changed. Complementary topics: Decarbonisation. The new challenges also especially affect our customers. We always offer our customers the possibility of finding solutions together with them.	4, 7-8, 12-13, 18-19, 25-27, 33, 38-39, 53-55, 64, 69-70, see comment
103-2	The management approach and its components		4-5, 7-9, 13, 17, 33-35, 39, 57, 53-55
103-3	Evaluation of the management approach		4-5, 7-9, 13, 17, 33-35, 39, 57, 53-55
201-2	Financial implications and other risks and opportunities due to climate change		7-9, 12-13, 23, 34, 42
201-4	Financial assistance received from government	-Guideline for the promotion of terminals for combined transport: Terminals in Emmelsum, Neuss, Hof - Promotion programme for innovative port technologies (IHATEC): Automodal - Guideline for the promotion of "Energy-efficient and/or low-CO ₂ heavy commercial vehicles" (EEN) in goods transport enterprises: e-trucks - Programme "Erneuerbar Mobil" of the Federal Ministry for the Environment, Nature Conservation and Nuclear Safety (BMUV): Field trials in selected vehicle segments and applications, concretely ELISA.	See comment

GRI Standard	Disclosure title Individual aspects ("a", "b", "c" etc.) are not listed here	Comment	Page number
202-2	Proportion of senior management hired from the local community	91% of executives come directly from the enterprise, the others are recruited locally.	See comment
203-1	Infrastructure investments and services supported		14-15, 20, 42-43, 45-46, 49
203-2	Significant indirect economic impacts		7-9, 12, 34
205-2	Communication and training about anti corruption policies and procedures	As from 2019, all colleagues in positions critical to the system have to participate in online training.	See comment
205-3	Confirmed incidents of corruption and actions taken	No instances of corruption were ascertained in the period covered by the Report.	See comment
302-1	Energy consumption within the organization	2020/2021: Electricity: 11.0/ 12.3 GWh, diesel: 1.9/ 2.1 million L, biodiesel: 59.5/ 28.6 thousand L, petrol: 699/ 712 L, Ad Blue: 124/ 127 thousand L, heating oil: 75.3/ 60.9 thousand L, natural gas: 244/ 126 thousand m³, liquid gas: 87/ 29 thousand kWh	41, see comment
302-4	Reduction of energy consumption		20, 37-44, 47, 49-51
302-5	Reductions in energy requirements of products and services		42-43
303-1	Water withdrawal by source	Water consumption 2020: 18,739m³, 2021: 11,572m³	See comment
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Some of our locations are situated at the minimum distance from protected areas, for instance Neuss from the Ölganginsel.	See comment
304-2	Significant impacts of activities, products, and services on biodiversity.	Emissions like noise and air pollutants have a negative influence on biodiversity, even if our activities do not have any demonstrable effects on the surrounding areas. We make preventive investments in new technologies, and use e.g. bio-oils. By measures such as e.g. an analysis of our air pollution emissions by a study group from Heilbronn University, we want to analyse our influence in more detail.	See comment
304-3	Habitats protected or restored	There are renatured habitats, for instance in Duisburg: the river meadow conservation area on the Rhine and the Töppersee water conservation area.	See comment
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	We get visitors from the protected habitats from time to time - for instance kingfishers.	See comment
305-1	Direct (Scope 1) GHG emissions		38, 40
305-2	Energy indirect (Scope 2) GHG emissions		38, 40
305-4	GHG emissions intensity		38, 40
305-5	Reduction of GHG emissions		38, 40
306-2	Waste by type and disposal method	Waste (not including liquid waste) 2020: 1,573 t, 2021: 1,712 t	See comment
306-5	Water bodies affected by water discharges and/or runoff	Some of our terminals have permits to discharge purified (e.g. Sedipipes) surface water into the Rhine, This is inspected regularly.	67-68
307-1	Non compliance with environmental laws and regulations	There were no instances of non-compliance with environmental regulations in the period covered by the Report.	See comment
401-1	New employee hires and employee turnover	In 2020/2021 the fluctuation rate was 10%.	See comment
401-2	Benefits provided to full time employees that are not provided to temporary or part time employees	Full-time and part-time employees are equally entitled to numerous offers. Permanent employees have individual agreements.	See comment

GRI Standard	Disclosure title Individual aspects ("a", "b", "c" etc.) are not listed here	Comment	Page number
401-3	Parental leave	At twelve of our locations 32 (2020) and 35 (2021) colleagues (men and women) made use of parental leave.	See comment
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities		30-31
403-3	Workers with high incidence or high risk of diseases related to their occupation	At every location a risk assessment is carried out and consequences are drawn.	30-31, see comment
404-1	Average hours of training per year per employee	Despite the cancellation of many courses caused by the Pandemic, 13% of employees were able to have further training. The sessions/seminars vary from 1-3 days or take the form of ongoing training courses.	57-60, see comment
404-2	Programs for upgrading employee skills and transition assistance programs	Additional executive trainings, further training internal to Contargo, work-related, and on own initiative.	57-60, 63, 65, see comment
404-3	Percentage of employees receiving regular performance and career development reviews		58
405-1	Diversity of governance bodies and employees	The average percentage of women in executive positions is 19%.	4, 26, 28-29
405-2	Ratio of basic salary and remuneration of women to men.	Basic salaries are the same for men and women.	See comment
406-1	Incidents of discrimination and corrective actions taken	No cases of discrimination were reported in the period covered by the Report.	See comment
413-1	Operations with local community engagement, impact assessments, and development programs		67-70, 73
414-2	Negative social impacts in the supply chain and actions taken	We always pay at least the minimum wage and demand a corresponding statement from every service provider. Implementation is verified by internal and external audits. Additionally, truck drivers' language barriers are overcome by Apps in 16 languages.	See comment
417-3	Incidents of non compliance concerning marketing communications	No instances of non-compliance with marketing guidelines were ascertained in the period covered by the report.	See comment
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no instances of threats to customers' privacy in the period covered by the Report.	See comment
419-1	Non compliance with laws and regulations in the social and economic area	There were no instances of non-compliance with social or economic laws in the period covered by the Report.	See comment

Impressum



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Photos, please note:

Some of the photos used in this Sustainability Report are purely marketing motifs. At all our Contargo terminals the wearing of safety jackets, safety helmets and protective footwear is compulsory!

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