



SCHENKER

Sustainability

in DB Schenker Czech Republic

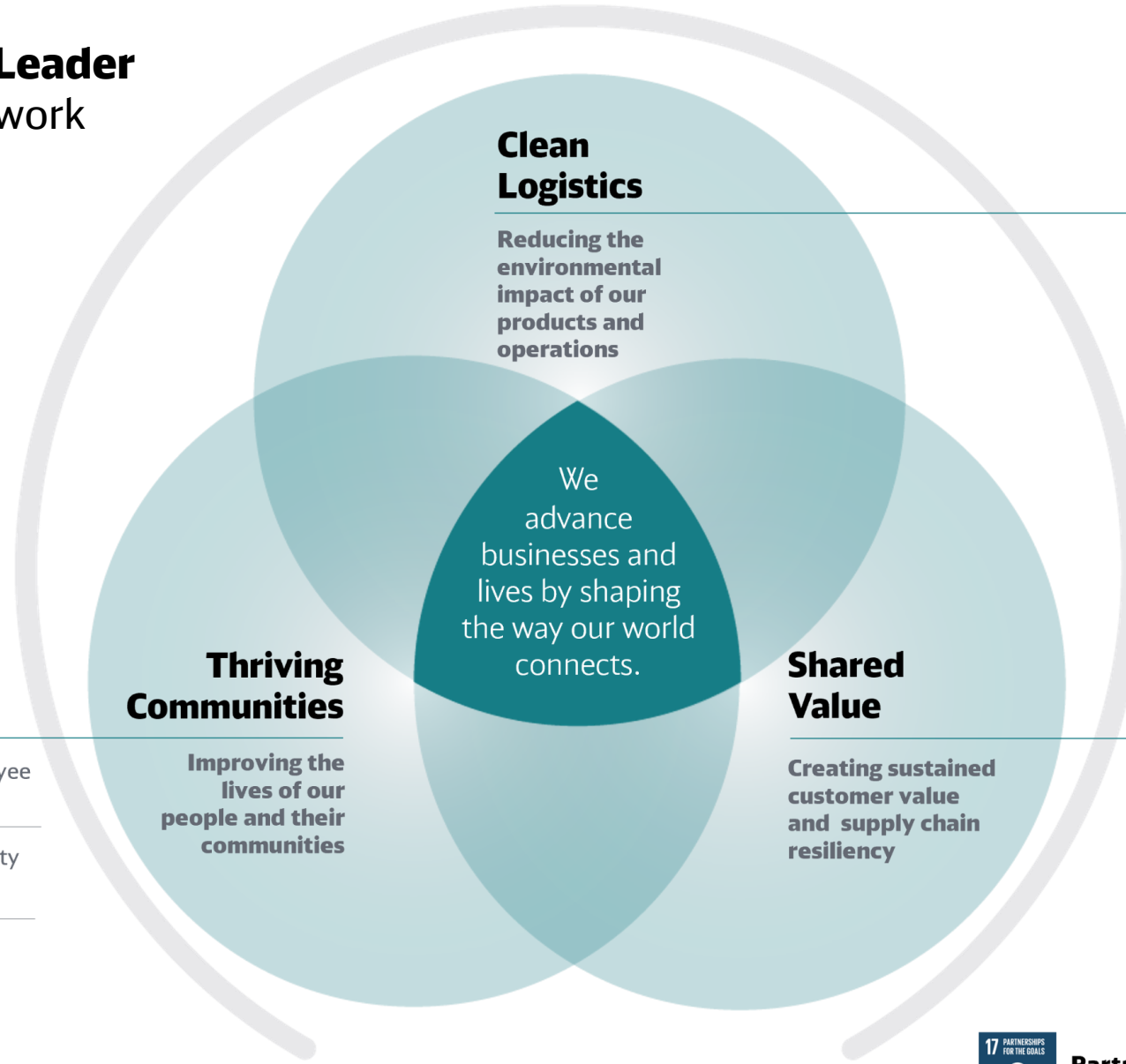
DB Schenker Czech Republic
Marketing & Quality Department
2025

our
Global goals





Sustainability Leader Strategic Framework



Clean Logistics

Reducing the environmental impact of our products and operations

Thriving Communities

Improving the lives of our people and their communities

Shared Value

Creating sustained customer value and supply chain resiliency

Global Partnerships

We advance businesses and lives by shaping the way our world connects.



Driving climate action



Transitioning towards renewable energy



Managing resources effectively



Providing fair work opportunities



Protecting our employee wellbeing



Driving gender equality at work



Creating inclusive workplaces



Developing sustainable solutions



Pioneering urban logistics



Developing our people for the future



Partnering for the goals

Decarbonization targets to limit global warming to 1.5°C

DB SCHENKER's climate protection targets 2030 and 2040

Reference
Year

2021

Reductions
Scope 1 – 3

2030

- 50% Road Transport Europe
- 100% Building electricity

Carbon
Neutrality

2040

~~2050~~



Compliant to:

Science Based
Target initiative

to stay within
the 1.5°C global
warming budget



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

„Fit for
55“/European
Green Deal



Picture: [Ambitious corporate climate action – Science Based Targets](#)
Picture: European Commission

This means:

- Carbon reduction 2021–2030 compliant with SBT 1.5°C
- Exit from diesel, kerosene and marine fossil fuel by 2040
- Towards renewable energy: electricity and hydrogen

Agenda



Environment:

- 7 – 17..... Vehicles and products
- 18 – 31..... Infrastructure
- 32 – 36..... Project support



Social:

- 37 – 44..... Events and benefits
- 45 – 52..... Charities
- 53 – 54..... Inclusive workplace



Governance:

- 55 – 57..... Our codexes

Environment

in DB Schenker
Czech Republic

Our company cars use eco-friendly fuels

- **More than 50 %** of our cars use ecological fuels like electricity or CNG
- We regularly replace our vehicles to meet our **country's emission requirements**



Growing our sustainable vehicle fleet

- We are **continuously expanding** our fleet of **sustainable vehicles**
- We experiment with new types of propulsion and diversify our portfolio
- For example, we use **HVO100, electricity, or bioLNG**



We deliver parcels by bicycle in Prague

- In our capital city Prague we are using **electric bikes** to deliver our smaller parcels
- Since 2021, we have delivered over **4,000** shipments with a total weight of over **40,000** kg and covered more than **10,000 km**



Switching to electric power



- We are implementing **first purely electric** trucks on our lines in Prague and Brno from 2023
- We currently use **10 electric vehicles** from Volvo, Renault and Mercedes
- **6 trucks, 3 solos** and **1 van** and planning much more in close future!



Pioneering new sustainable biofuels

- We were the **first** logistics provider in the Czech and Slovak Republics to use the **new renewable diesel HVO100**
- HVO100 is made from **100% renewable materials** such as plant oils and fats
- After the first HVO100 fuel station opened, we started redirecting **part of our fleet** to refuel there



We save truck journeys thanks to road trains

- Since 2013, we have been using so-called **road trains** on routes across the Czech Republic
- These 25.25-meter-long trucks save the equivalent of **one in five regular truck** journeys, reducing the CO₂ emissions of our transport operations



- ***Econeutral*** is available as an option with all our LTR products for customers to buy and **offset their carbon footprint**
- Their money is spent on **emissions reduction projects** under the **UN Clean Development Mechanism**



Reducing emissions by using combined transport

- Thanks to the **smart** combination of **truck** and **rail** transport that we offer to our clients, we effectively **reduce** the **carbon footprint** of the transport.



Greener Air Freight



- Our customers can choose **SAF** as the fuel for their shipment **anywhere** in the world
- Thanks to this, we avoid the production of more than **33,000 tons of CO2 per year**

BioFuel in Ocean Freight

- We offer to our customers the use of **second-generation biofuels**
- As a result, we are able to transport their goods with an **emission reduction of up to 84%** compared to conventional fossil fuels



In Pardubice we use rail transport 7 days a week

- At our Pardubice branch we use rail transport carrying **2,300 tones** of welding materials per week
- We have **saved more than 50,000 truck trips** during the time we have been using this type of transport



In compliance with the highest ISO standards

- We are certified to **ISO 14001, 45000 and 50001**, which focus on **environmental & energy management** and **work safety**



LEAN management

- We use **LEAN** management principles in all of our facilities such as **VSM**, **TIMWOODS**, **5S**, or **Spaghetti diagram**
- These processes help reduce waste and make our work environment a better place



IoT technology to facilitate shipment tracking

- Global tracking of shipments with a new **ultra-thin tracking** label from high-tech developer Sensos
- The disposable label features a **lithium-free** battery that **emits less CO2** than conventional batteries



80 % of branches in the Czech Republic have LED lighting

- We have installed **LED lighting** in **80 %** of our branches to **increase efficiency** and **reduce energy consumption**
- In most of our warehouses, we also have **smart lighting installed** that activates only when motion is detected. Combined with LED technology, this significantly **helps to reduce electricity consumption**

We build charging stations for company vehicles at our branches

- We built **charging stations** for our company EV and hybrid cars at **Ústí nad Labem, Rudná, Liberec** and **Blučina** branches
- And we are planning to **build more** charging stations in the **near future**



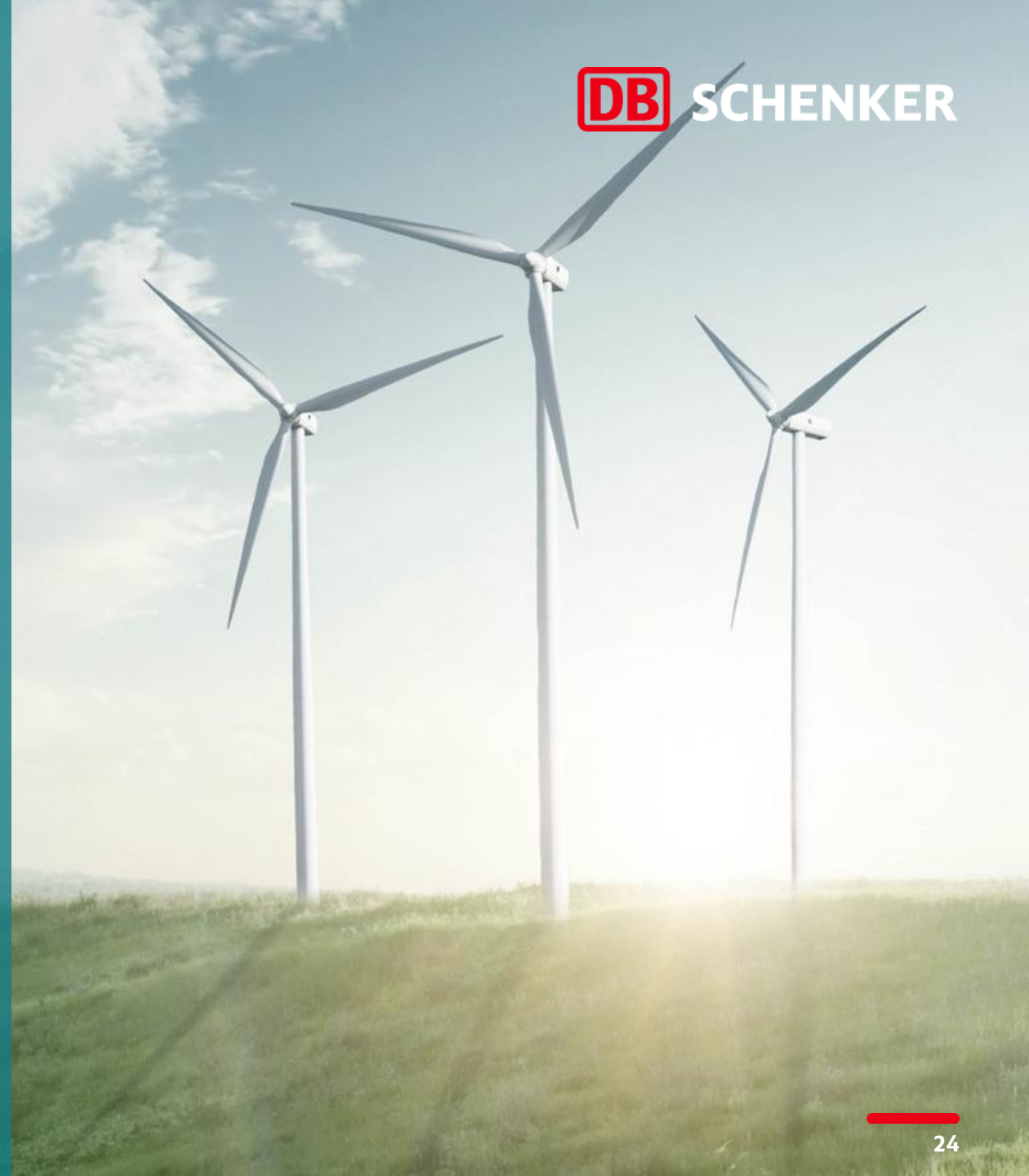
Using digitalization to be more efficient and sustainable

- We **develop** new **apps, systems** and use more **efficient** equipment to reduce paper consumption
- We also test and use **new technologies**, such as **augmented reality glasses** and robots, to make repetitive work **more enjoyable** and efficient for our colleagues



We buy electricity from 100% renewable sources

- 9 of our branches purchase electricity from **100% renewable sources**
- We are also investing in our **own renewable energy sources** like solar panels to be less dependent on our national power grid



4 of our branches have obtained BREEAM certification

- 4 of our branches which we rent have global certification of **sustainable** buildings
BREEAM



We install photovoltaic power plants on the roofs of our branches!

- We have **implemented** projects to **install PV** at **two** of our main branches and **two more** branches will be **added** soon
- Our **two other branches** we rent also have PV on their roofs **which we use** to make our energy as sustainable as possible



We sort waste at all branches

- Our employees **sort their waste** into 6 categories (paper, plastic, glass, bio, communal and metal)
- Specially colored bins are installed on every floor of all our branches, giving employees plenty of opportunities to sort their waste

Honey Bee keeping at our branches

- We keep bees in the outdoor areas of our **Liberec, Rudná and Pavlov branches**
- They are an effective **indicator** of the **quality of the environment** and through pollination they help to maintain the **biodiversity** of plants in the long term
- Bee products **contribute to a good cause.** We sell them and the proceeds go to charity



Revolutionary rooftop farming in Liberec

- In cooperation with the **Technical University of Liberec**, we are testing a **revolutionary** project of hydroponic **rooftop farming**
- On the roof of our Liberec branch, we grow several types of **organic lettuce**
- This method helps **save space**, makes use of otherwise unused rooftops, **cools the surrounding area**, and provides the community with fresh, **crispy vegetables**



We care for birds and insects

- We **have bird feeders** in the outdoor areas of our branches, which we regularly fill every winter
- Also, we strategically place **insect houses** at our branches to support insect biodiversity



Small oases of life

- The surroundings of our branches are clean and **include space for nature**
- In some industrial zones, the areas around our branches serve as **local oases of nature**, **home to many species** of fungi, plants, animals and even legally protected species



DB Schenker Czech Republic is part of the Green Company project

- In the **Green Company** project, we support the **collection** of company and household **electrical waste** from our employees, which we collect at our branches
- This waste is then collected and **properly recycled**



Clean up the world, clean up the Czech Republic!

- The **nationwide volunteer event Uklidíme Česko** takes place twice a year. It is aimed at **collecting litter** throughout our countryside
- Many of **our employees** from all our branches regularly take part and help **clean up our surroundings**
- At the same time, we also **support** this organization **logistically**



DB Schenker Green Day in Křivoklátsko



- Every year, some of **our employees** participate in a volunteer event in the Křivoklát **Protected Landscape Area**, which aims to **protect** this beautiful natural area
- In recent years, our support has focused on **the protection** of selected **rare species** of fauna and flora, such as the **Yellow-bellied Toad** and the **Silver Fir**



We support the restoration of our forest

- We cooperate with **Lesy ČR** (Forests of the Czech Republic) and provide **volunteer assistance**
- Our two Prague branches take part **every year**, together with their families, in **planting new trees** and restoring our beautiful forests



A day off for charitable purposes

- At DB Schenker Czech Republic, we provide our employees with a **paid day off** for **charitable activities**
- These activities are voluntary and entirely **up to our employees**. In the past, our colleagues have used this day for activities such as **charity runs**, **building ponds** to help retain water in the landscape, or participating in **nature conservation projects**



Social

in DB Schenker
Czech Republic



Team buildings and Christmas parties

- Our company prides itself on a **pleasant working culture**, which is supported by the organisation of **various social events**
- Every year, we organize **many events** aimed at supporting a pleasant work culture, such as **Christmas parties, shared cultural events, sports activities, or sustainability days**



Supporting exercise and sports among our employees

- At some of our branches, we have **modern gyms** that we provide free of charge to all our employees
- We also participate in some **sporting events**, such as "Bike to work!,, or we organize **step-count challenges** to encourage a healthy and active lifestyle

Encouraging employees' sports activities and achievements

- We are proud to have a **large number of athletes** in our company, including cross-country skiers, runners, cyclists, and team sport players
- To support them, we prepare a **special line of sports accessories**, clothing, jerseys, and footwear with the **DB Schenker brand** every year, which they can get **for free**, win, or purchase at discounted prices



„Joy at the work“ project

- Every year, our managers receive a **budget to spend** on their team members – on small things they believe will **make them happy**
- There are **no limits to creativity**. In previous years, this budget has been used for trips to the **theatre, sporting events**, restaurants, or for buying sweets and **tasting menus**



We provide our employees with many useful benefits

- Our employees enjoy **many benefits** that support their **health** and quality of life
- They can use the online **consultation** service with **real doctors** at any time, or they can sign up for a **Multisport card** for various sports and physical activities



DB Schenker Czech Republic supports employee education

- Our employees can develop **their knowledge** in their professional and personal lives
- They can use some of our **many educational benefits**, such as E-learning, various online trainings or language courses



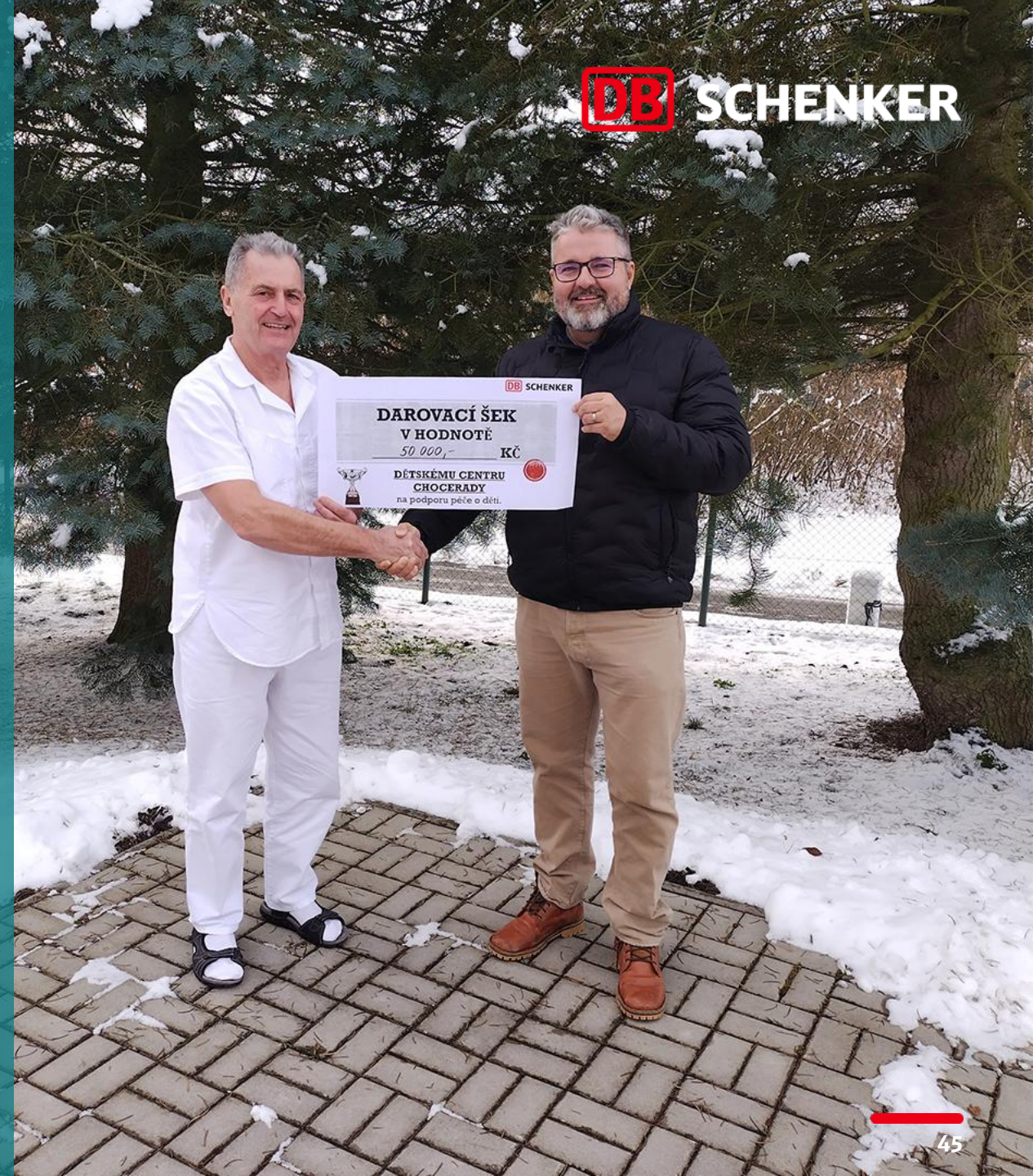
Rewarding long-term employees

- At DB Schenker, we **value** long-term cooperation with our colleagues
- Every year, we organize an **event** at our headquarters in Rudná called Class Reunion, where we **recognize** colleagues who have been with us for 10, 15, 20, 25, and **even 30 years!**



Supporting the Chocerady Children's Center

- The Children's Center in Chocerady provides advanced **medical** and **social care** for **children** and their families
- We are proud to have been able to **financially support** this admirable organization several times



„DobroTy” charity baking event

- Twice a year, we organize a **charity event** called “DobroTy” at some of our branches
- Selected colleagues prepare **homemade** sweet and savory **baked goods**, which are **sold** at our offices. All proceeds from these sales are **donated to a good cause**

 **DB** SCHENKER



Charity golf tournament



- Every year, together with our business partners, we organize a **charity golf tournament** in Machnín city
- At the tournament, **we sell** starting holes and special golf balls to the participants. **100 %** of the proceeds go to a **good cause**



Olympic mattresses for children's homes

- In cooperation with the **Czech Olympic Team**, we provided **logistical support** for the delivery of mattresses to the **Children's Home in Tachov**
- The mattresses come from the Olympic villages where athletes sleep. Instead of being discarded, **we helped** give them a **new and meaningful purpose**

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Humanitarian aid to Ukraine



- Since the beginning of the Russian invasion, **we have stood with Ukraine**
- Our colleague **Petr David**, together with his team, organizes several **missions to Ukraine** every year, delivering **humanitarian and medical aid** where it is most needed
- We try to **support him** in his brave and honorable work by organizing several **material collections**, which he then personally delivers



Let's Bee Good

- We keep honeybees at three of our branches
- The excellent organic honey produced by our hardworking bees is later **auctioned** at an event called **Let's Bee Good**, with all proceeds **donated to a good cause**
- In the past, we have also **donated** our honey to **retirement homes**



Supporting Nursing Homes through Food Drives

- Whenever we announce a collection for a good cause, **our colleagues always join** in quickly and contribute with **incredible generosity**, bringing whatever is needed
- This time, we decided to support a **nursing home** in Liberec by **collecting treats** and drinks to help the elderly **enjoy a more pleasant** Christmas holiday



Bikes for Africa

- For **11 years**, we have been cooperating with the organization **Bikes for Africa**, to which we provide **logistical support**
- Over the years, we have **delivered thousands** of **donated bicycles** to those in need across Africa. For example, to schoolchildren in **The Gambia**
- Our colleagues also **take part** in the collection itself, **donating their bicycles** that they no longer use

A group of schoolchildren in white uniforms and headscarves are holding a large white banner with the word 'SCHENKER' printed in large, bold, black letters. They are standing in front of a building with a corrugated metal roof. Several bicycles are parked in the background.

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We create work opportunities for mothers and students

- Our company **supports** home office, part-time and temporary jobs, which is often a welcome help for **students, mothers** or **disadvantaged people**
- In 2023, our company was awarded **Employer of the Year**

Gender diversity and inclusion in DB Schenker Czech Republic

- We employ a total of **46.5 % of women**. We have **38.5 % women in managerial and team-leader positions**.
- Currently, **2.5 % of all our jobs belong to disadvantaged persons**

Governance

in DB Schenker
Czech Republic



Ethical codex in DB Schenker Czech Republic

- Each of our employees is thoroughly familiar with our **Ethical codex**
- At the same time, our employees are **regularly retrained** on this issue through proper training



Compliance in DB Schenker Czech Republic

- Every employee is required to comply with our **Company's Compliance Policy** and is properly trained in this matter every other year
- We have various tools in place to ensure that **everyone feels safe** and is heard whenever needed



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**Thank you for
your attention!**

DB Schenker Czech Republic
Marketing & Quality Department
2025