



RST

Rotterdam Short Sea Terminals B.V.

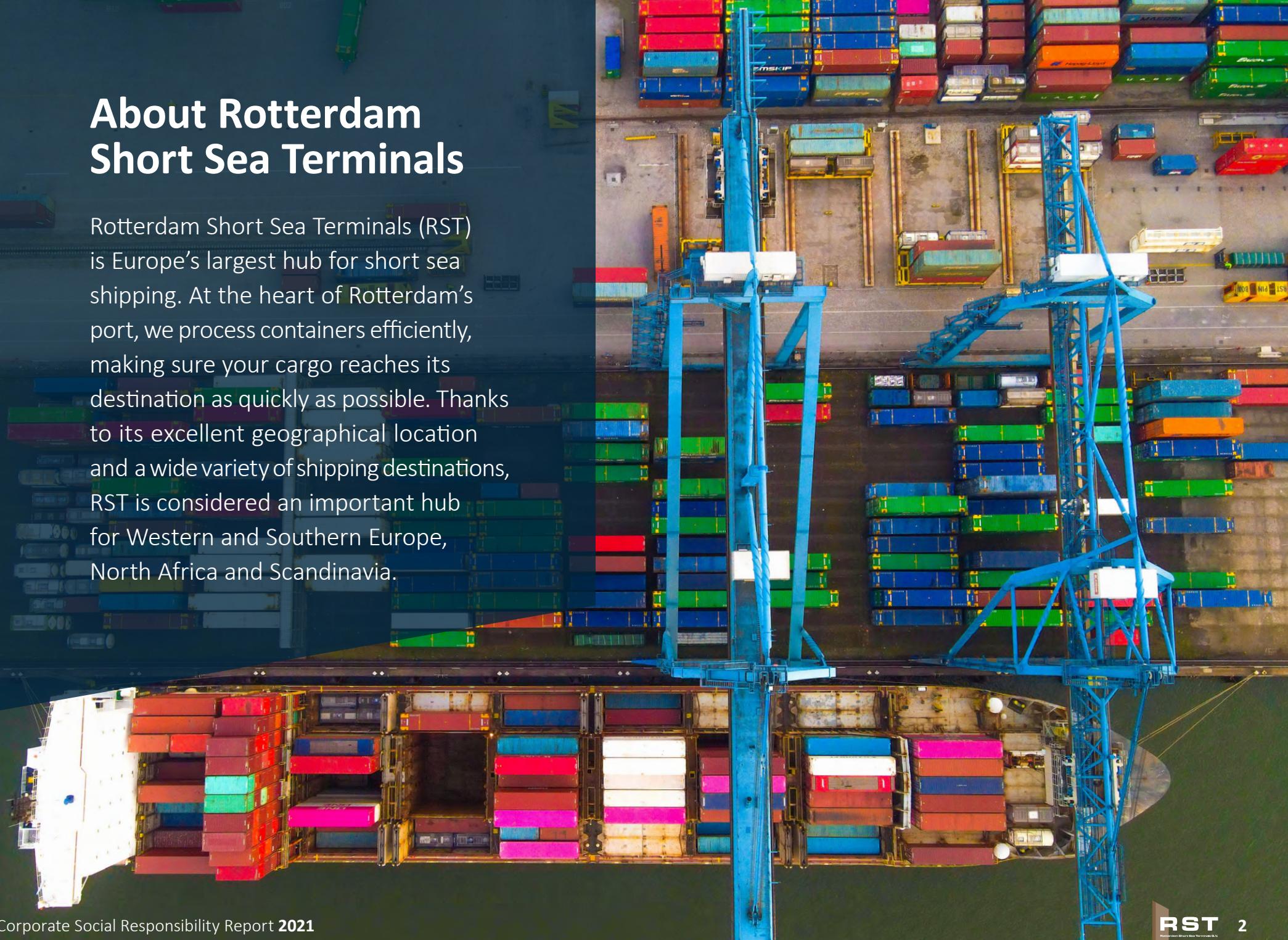
Driving change towards a sustainable future

Corporate Social Responsibility Report 2021



About Rotterdam Short Sea Terminals

Rotterdam Short Sea Terminals (RST) is Europe's largest hub for short sea shipping. At the heart of Rotterdam's port, we process containers efficiently, making sure your cargo reaches its destination as quickly as possible. Thanks to its excellent geographical location and a wide variety of shipping destinations, RST is considered an important hub for Western and Southern Europe, North Africa and Scandinavia.





Our mission:

*'We are a top-class container terminal
that offers an optimal short sea
and feeder product from our unique
central location in Europe.'*



Introduction

We are pleased to present you the first annual Corporate Social Responsibility (CSR) Report of RST. This report highlights our commitment and approach to sustainability, detailing how we manage social, environmental and economic issues from our unique position as the largest short sea terminal in Europe.

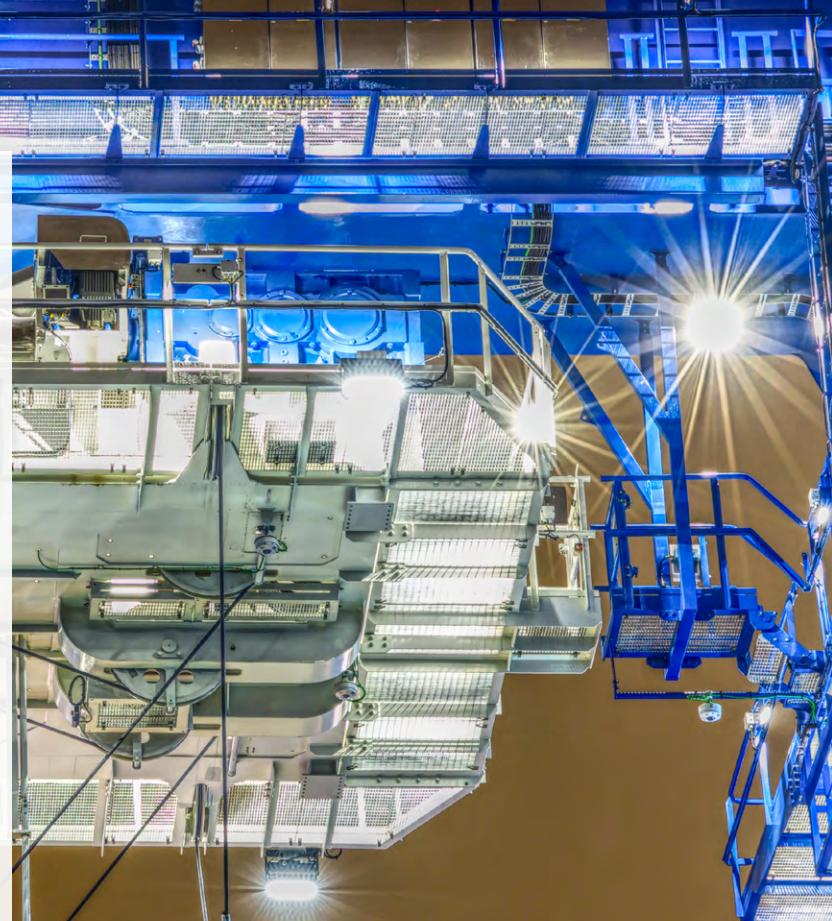
We embarked on this reporting journey to establish engagement with our stakeholders, to share the impacts and benefits of our business and to progress our sustainability aspirations and practices. We recognize that the transparent and accountable disclosure of our corporate social responsibility performance is essential to drive change in order to become more sustainable.

RST's main goal is to integrate sustainability into all aspects of its business operations. For this purpose, we aim to actively engage stakeholders and we will take all comments and ideas regarding the sustainable management of our company into account. Your feedback for this is highly appreciated!

Becoming a true sustainable container terminal

Society increasingly expects companies to adopt an active strategy to incorporate corporate social responsibility in their business operations. Sustainable entrepreneurship has become a high priority.

Our ambition is to develop into a true sustainable container terminal. For this reason, sustainability is an essential part of the new RST business strategy for the years 2022-2025.



In accordance with ISO-26000 and Global Reporting Initiative

At RST, we have decided to report on our corporate social responsibility according to the well-known, highly respected international guidelines of ISO-26000 and the Global Reporting Initiative.

ISO-26000

The aim of the ISO-26000 standard is to globally contribute to sustainable development. Both companies and other organizations can use this standard to clearly communicate their commitment for the benefit of their employees, the living environment and the environment in general. The standard is a guideline and cannot be certified.

The seven core subjects of ISO-26000 are:

- 1. Accountability**
- 2. Transparency**
- 3. Ethical conduct**
- 4. Consideration of the interests of stakeholders**
- 5. Respect for the law**
- 6. Respect for international standards of conduct**
- 7. Respect for human rights**

Global Reporting Initiative

The Global Reporting Initiative is an organization that draws up international guidelines and tools for sustainability reporting. The guidelines are constantly being updated, with the most recent

version published in 2020. The Global Reporting Initiative is committed to making sustainability reporting as routine and comparable as financial reporting - for all organizations, regardless of their size, sector or location.

The Global Reporting Initiative consists of the following spearheads:

- Social and societal
- Environment
- Economics

Our approach

In July 2021, an internal CSR project team started to evaluate and assess the current sustainability performance at RST.

Our reference for this was the year 2020, which also served as the starting point for developing a concrete policy with corresponding objectives. Using the international ISO-26000 standard and the Global Reporting Initiative (see page 5), we came to a good overview of where we currently stand as a company regarding corporate social responsibility. We have divided our analysis of 2020 into three focus areas: People, Planet and Prosperity.



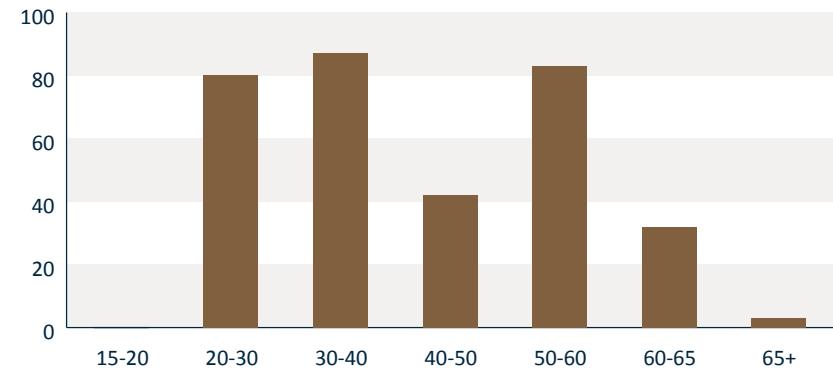


CSR performance RST 2020

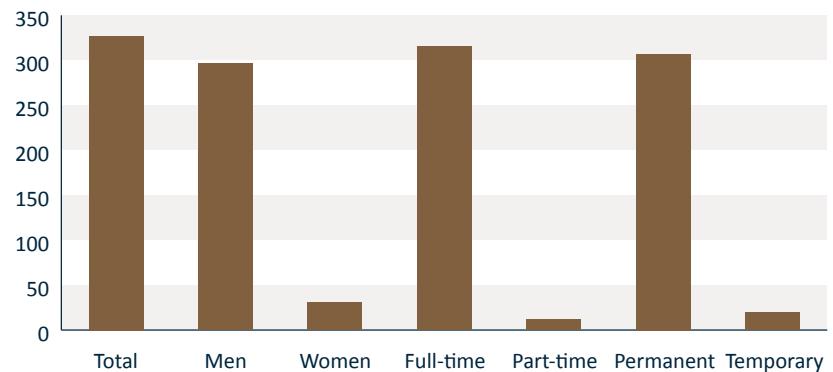
People

- Labor agreement in place
- RI&E (Risk Inventory & Evaluation) in place
- Safety incident registration and reporting in place
- Overview through accident registration
- Staff regulations in place
- First employee satisfaction survey conducted
- 124 of the 343 employees are over 50 years old
- The number of temporary workers is unknown
- Absenteeism rate for 2020 is 6.3%
- An absenteeism policy is in place which focuses on prevention and optimal working conditions
- The confidential advisor is a person with multiple roles within RST

Workforce by age group 2020



Workforce 2020



CSR performance RST 2020

Planet

- Gray energy is currently being consumed instead of green energy
- We have not yet used any circular furniture or furniture of recycled materials in buildings
- Selection of more energy-friendly options at times of replacement
- Sustainable awareness campaigns for employees (e.g. the new driving, saving energy at home) are organised
- Lease car scheme (2016): 21 petrol, 2 diesel and 7 electric cars
- Limited insight into CO₂ reduction until baseline measurement
- High diesel consumption



CSR performance RST 2020

Prosperity

- Purchase conditions and general conditions are in place
- Customer satisfaction survey conducted in Q3 2021
- Supplier ratings have not been documented yet
- Our sponsorships and charities have been phased out



RST CO₂ footprint

2020

One of the most important drivers towards a sustainable future is the significant reduction of CO₂ emissions. This of course also applies to RST. In 2020, our CO₂ footprint was as follows:

Scope 1	Size	Unit	Emission factor*	Ton CO ₂
Gas consumption	122,684.00	m ³	1,884	231.14
Fuel consumption equipment - diesel	1,907,970.00	liter	3,262	6,223.80
Fuel consumption vehicle fleet - diesel	4,082.00	liter	3,262	13.32
Fuel consumption vehicle fleet - petrol	41,341.90	liter	2,784	115.10
			Total Scope 1	6,583
Scope 2	Size	Unit	Emission factor*	Ton CO ₂
Electricity consumption - grey power	19,143,040.00	kWh	556	10,643.53
Electricity consumption - vehicles	11,345.26	kWh	556	6.31
			Total Scope 2	10,650
Total CO₂ footprint (Scope 1&2)				17,233

Our CO₂ footprint is equivalent to 66,500 return flights from Amsterdam to Paris. To compensate this, we need 850,000 trees. Each container handled at our terminal involves 21 kg of CO₂.

*Source emission factors: www.co2emissiefactoren.nl dating from 7 May 2020.



RST's CSR Strategy 2022-2025

Sustainability is integral to our long-term growth. We seek to embed sustainability into our operations systematically with a strong commitment to sustainability initiatives in the shipping, logistics and transport sectors, to in this way generate long-term sustainable value for all stakeholders.

For this, we aim to work closely with our clients. When it comes to the short-term, however, we recognize that the focus must also be on establishing good concrete practices. As such, we are committed to integrating sustainability into all our decisions and operational processes.

Sustainable Development Goals of the United Nations

In 2015, the United Nations set a new global agenda for sustainable development for 2030.

The so-called Sustainable Development Goals (SDGs) in question are widely promoted as the global goals towards a sustainable future. The SDGs are in effect from 2016 to 2030. There are 17 objectives and 169 underlying objectives to operationalize these objectives.



2020 basis for roll-out CSR strategy

Our completed baseline measurement for the year 2020 forms the basis for the development of the CSR strategy that embodies RST's sustainability commitment.

The board & management team of RST has reviewed and confirmed the topics and targets. The implementation is based on various SDGs as formulated by the United Nations which are relevant to RST.



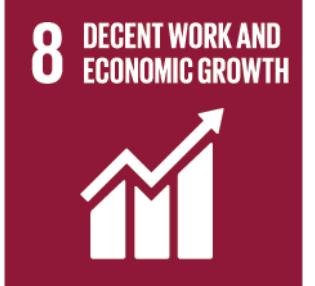
2020 basis for roll-out CSR strategy

People

Factor	Proposed targets 2022-2025	SDG
• Health & safety	<p>Start with a preventive medical examination as the basis for a vitality policy. Stimulate exercise, healthy nutrition, attention to mental health, work balance and private life. Reduce sick leave rate (6.3% base year 2020 excl COVID-19.)</p> <p>ISO-45001 certified in 2025.</p> <p>Start Safety Awareness program in 2022 for all employees and introduction of 'the safety ambassador'.</p> <p>New 'healthy working' scheme in 2022.</p>	 <p>3 GOOD HEALTH AND WELL-BEING</p> 
• Talent attraction & retention	<p>Sponsor internships annually for students to build capacity in short sea services. Collaborate with at least one MBO/HBO (secondary/higher vocational education) school and/or university in 2022.</p> <p>Increase employee satisfaction to 7.5 in 2025. (Base year 2021 MTO 6.5)</p>	 <p>4 QUALITY EDUCATION</p> 
• Training & development	<p>Policy for development of staff with a training coordinator, including a development budget.</p> <p>Training, rewarding and retaining people who fit in with our company - those who show personal leadership and take responsibility. We aim to have trained 80% of our employees in Lean in 2025.</p>	 <p>17 PARTNERSHIPS FOR THE GOALS</p> 
• Participating & sponsoring	<p>Participate in pilots in the Rotterdam region regarding CSR from a social perspective.</p> <p>Select charities to sponsor and to contribute to our local environment.</p>	

2020 basis for roll-out CSR strategy

Planet

Factor	Proposed targets 2022-2025	SDG
• Energy	<p>>75% green energy in 2025.</p> <p>Replace 5 operational transport cars by electric vehicles in 2022. >75% of transport and lease cars are electric in 2025. Expand charging stations at RST buildings with >5 in 2022.</p> <p>Participate in hydrogen initiatives for new equipment.</p>	 8 DECENT WORK AND ECONOMIC GROWTH
• Climate change	<p>Reduce scope 1 and 2 carbon intensity by 70% in 2025 with a CO₂ footprint per container < 10 kilo. (Base year 2020: CO₂ footprint 21 kilo per container.)</p> <p>Improve insight into emission flows, energy label C in 2023.</p> <p>ISO-14001 certified in 2025.</p>	 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
• Waste	<p>Reduction of the use of plastic and collection of plastic waste separately. Zero measurements executed in 2022.</p> <p>Reduction of the use of paper in the company. Zero measurements executed in 2022. >25% less paper printed in 2023.</p>	

2020 basis for roll-out sustainability strategy

Prosperity

Factor	Proposed targets 2022-2025	SDG
• Innovation	Actively support one initiative to develop technology and infrastructure for zero emissions in the logistic chain, e.g. shore power.	 The logo for SDG 7 features a yellow square background with a white sun icon in the center. To the left of the sun is the number '7' and to the right is the text 'AFFORDABLE AND CLEAN ENERGY'. <p>7 AFFORDABLE AND CLEAN ENERGY</p> 
• Economic performance	Introduction of a diversity policy before 2025 to offer opportunities to people with limited prospects for employment.	 The logo for SDG 13 features a dark green square background with a white eye icon in the center. To the left of the eye is the number '13' and to the right is the text 'CLIMATE ACTION'. <p>13 CLIMATE ACTION</p> 



Join us in achieving our sustainability goals

As RST, we highly encourage any feedback on our sustainability goals and cordially invite stakeholders to help us further improve our sustainability performance and reporting.

Please contact j.hooft@rstbv.nl with any questions or comments you may have regarding this report and our sustainability efforts.

rstshortsea.nl

