

# MANVESTA SUSTAINABILITY REPORT 2023

[www.manvesta.eu](http://www.manvesta.eu)



---

3	<b>CEO LETTER</b>
4	<b>ABOUT THE SUSTAINABILITY REPORT</b>
5	<b>ABOUT OUR COMPANY</b>
9	<b>SUSTAINABILITY AT THE COMPANY</b>
10	—— Key sustainability principles
11	—— Sustainability commitments
13	—— Sustainability management
15	—— Stakeholder engagement
16	—— Materiality analysis of sustainability topics
17	—— Materiality matrix
18	<b>ENVIRONMENTAL AREA</b>
19	—— GHG emissions
22	—— Waste management
24	—— Responsible consumption
25	<b>SOCIAL AREA</b>
26	—— Employee welfare
31	—— Health and safety
33	—— Human rights
34	—— Human capital development
35	—— Road safety
36	—— Social partnerships
38	<b>GOVERNANCE AREA</b>
39	—— Client satisfaction and service standards
40	—— Supply chain management
41	—— Good governance
42	—— Innovation
44	—— Risk management
46	—— Operational excellence
47	—— Private data security
48	<b>INDICES</b>
48	—— GRI Index
50	—— UN Global Compact principles



***I am delighted to present Manvesta's annual and already third Sustainability Report, highlighting our commitment and progress towards a more sustainable freight transportation industry. As an established, professional and recognized market participant, continuously growing and expanding in the international market, we acknowledge the significant impact of our operations on the environment, society, and economy. Therefore, we strive to operate in a manner that not only creates long-term value for our stakeholders but also acts in accordance with the best industry practice. We align our sustainability objectives with the UN Global Compact, the Sustainable Development Goals and other internationally recognised frameworks.***

Addressing the urgent environmental challenges, we are committed to minimizing greenhouse gas emissions (GHG), improving waste management and promoting responsible consumption. To reduce emissions throughout our operations, last year we further invested in eco-driving practices by organizing practical training sessions, aimed to maintain a modern fleet for an average of 2 years, and sought for innovations. We are happy to see that despite fleet expansion and the introduction of new drivers last year, we have managed to keep a high score in eco-driving. With the newly introduced tyre management system in 2022, during the last year we strived to achieve the highest possible percentage of retreaded tyres. However, the reduced percentage in 2023 was primarily influenced by the higher number of new tyres as we acquired a greater number of vehicles.

Last year our employee number significantly increased as well, putting even more focus on fostering our employees' well-being, health and safety, growth and development, as well as diversity, equality and inclusion.

We've strengthened our attention on health and safety through the establishment of the Employee Health and Safety Committee. Furthermore, all staff had the opportunity to attend wellness presentations, first aid training and undergo body mass index examinations which together with other annual initiatives underscores our commitment to employee wellbeing. In the upcoming year, we will focus on further improvement of well-being, and continue prioritising health and safety.

Our accomplishments in the economic governance sector last year, among others, included the enhancement of operational efficiency through the development of the company's operational processes documentation and visual map. Additionally, we placed great focus on standardization, efficiency, and improvement of activities to achieve internal and external customer satisfaction. In addition, in 2023, our company proudly became a member of the Lithuanian Quality Management and Innovation Association. Next year, we will continue to aim to improve our clients' journey maintaining our high client satisfaction and service standards.

In this report, you will find more information about our achievements and goals. We will continue to set ambitious targets, monitor our progress, and adapt our strategy to emerging global trends to develop our business in a sustainable way.



Chief Executive Officer  
**Mantas Stankevičius**

# ABOUT THE SUSTAINABILITY REPORT

This sustainability report of the company Manvesta, UAB (hereinafter referred to as Manvesta), based in Lithuania at Ukmergės str. 219, Vilnius, Lithuania, is submitted for the period from 1 January 2023 to 31 December 2023.

The sustainability report is an annual review of the company's performance and achievements in environmental, social and governance (ESG) areas. This is the third report prepared in accordance with the standards of the **Global Reporting Initiative (GRI)**, its latest version, 2023. GRI is a globally recognised and applicable, comparable framework that facilitates transparency and accuracy.

This report has been prepared in consultation with external experts and presents the best available data at the time of publication. It is reviewed and approved by the company's CEO. The report was not audited.

Compared to 2022, the main changes in our activities included shifts in organisational structure, the increase in number of employees, also the number of trucks. In addition, in 2023 we acquired a consignment warehouse to further optimise our logistics.

In regard to restatements of information from the previous sustainability reporting period, there was one case. Due to a calculation error, we corrected the reported average hours of training per employee for 2022 under GRI 404-1, which indicated a lower amount of hours.

The information presented in the report meets the requirements of the Corporate Social Responsibility Report of the Republic of Lithuania and the European Commission's Guidelines for Non-Financial Reporting. The sustainability report presents our contribution to the United Nations' Sustainable Development Goals (SDGs) and our commitment to the Global Compact principles.

**Contact point for questions about the reported information and Manvesta's sustainability activities:**

[gri@manvesta.lt](mailto:gri@manvesta.lt)

[GRI 2-1](#) | [GRI 2-2](#) | [GRI 2-3](#) | [GRI 2-4](#) | [GRI 2-5](#) | [GRI 2-14](#)





We are a company founded in 1997, specialising in providing transport services with general cargo trucks with curtain semi-trailers, and car carriers in Europe for more than 27 years.

Since the beginning, we have been driven by a strong vision and passion for transport. Our motivated and professional team, led by the company's founder, has been and continues to be ready for any challenge.

Our clients: international corporations from all industries as well as small and medium sized companies.



## LOCATIONS

### Headquarters:

Ukmergės str. 219, Vilnius, Lithuania

### Offices:

Jonavos str. 30, Kaunas, Lithuania

P. Paulaičio str. 13B, Jurbarkas, Lithuania



## OUR SERVICES

### GENERAL CARGO LOGISTICS (GCL)

No task is too challenging for us. We can handle any type of freight. Our experienced drivers can collect cargo at any location and deliver it to any address provided by our client.

### FINISHED VEHICLE LOGISTICS (FVL)

The fascinating world of delivering vehicles from truly global manufacturing to customers all around Europe. We are a trusted partner of major OEMs.





## SCALE OF OUR OPERATIONS



Albania	Czech Republic	Hungary	Montenegro	Slovakia
Austria	Denmark	Ireland	North Macedonia	Slovenia
Belgium	Estonia	Italy	Norway	Spain
Bosnia and Herzegovina	Finland	Latvia	Poland	Sweden
Bulgaria	France	Lithuania	Portugal	Switzerland
Croatia	Germany	Luxembourg	Romania	The Netherlands
	Greece	Moldova	Serbia	United Kingdom

## OUR VALUES

MUTUAL RESPECT

INTEGRITY

TEAMWORK

PROFICIENCY

HIGH CULTURE OF COMMUNICATION

SOCIALLY RESPONSIBLE BUSINESS

## PHILOSOPHY

At Manvesta, we believe that our reliability, experience and high standards are the three pillars that support our **NOTHING ELSE BUT PERFORMANCE** philosophy.

## EXPERIENCE

We have been a recognised participant in the European logistics market for more than 27 years, and we are trusted by the most demanding clients.

Orders completed		
2022	2023	Growth
thousand		%
153	202	32.59

## TEAM

Our team is a driving force behind our success. We are focused on listening, broad vision and improvement every day. We advocate for respect and dialogue that is based on listening.

## MEMBERSHIPS



International Transport and Logistics Alliance



Association of European Vehicle Logistics



Lithuanian National Road Carriers' Association



Lithuanian Association of Quality Management and Innovations

## SOCIAL PARTNERSHIPS



Mothers' Union Children



Rimantas Kaukėnas Children Cancer Foundation



MO Modern Art Museum



Jurbarkas District Municipality



# OUR KEY METRICS IN 2023

## 2654

**PROFESSIONALS**  
*(1632 of them - drivers)*

## 35.9%

**OF ACQUIRED TYRES  
WERE RETREADED**  
*by units*

## 2.75

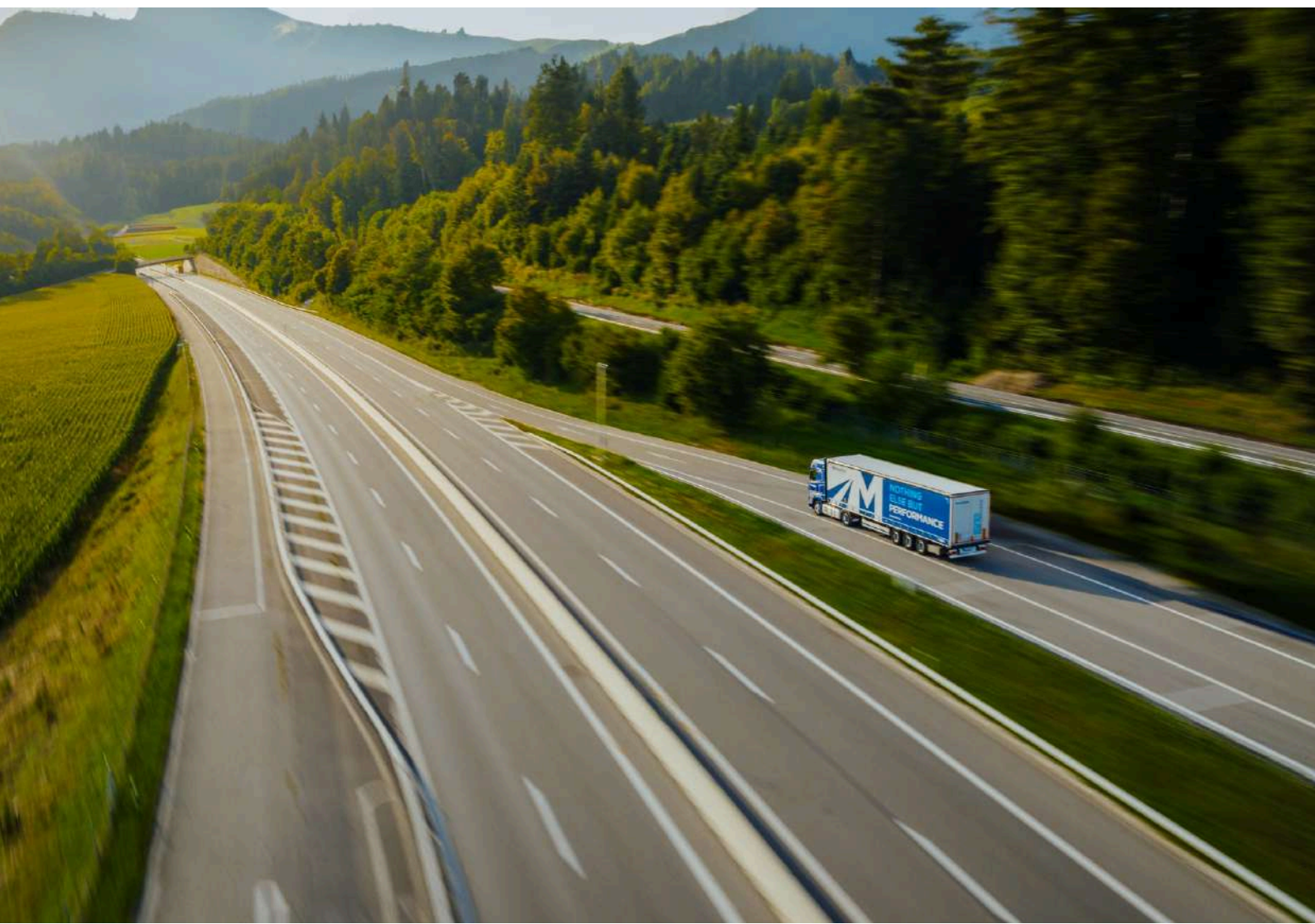
**TOTAL CARGO  
TRANSPORTED BY  
CURTAIN  
SEMI-TRAILERS**  
*million tones*

## 42.4

**DIESEL  
CONSUMPTION**  
*million litres*

## 113.6

**GHG EMISSIONS  
SCOPE 1**  
*thousand tonnes CO2-eq*





# SUSTAINABILITY AT THE COMPANY

[www.manvesta.eu](http://www.manvesta.eu)



**MANVESTA**  
LOGISTICS



# KEY SUSTAINABILITY PRINCIPLES



At Manvesta, we understand sustainability as an integral part of our overall operational strategy and key performance indicators. The principles of sustainable, responsible and fair business practices applied at our company are established by the Code of Conduct and other policies applicable to all the employees of the company. These rules and principles are based on conventions and documents of the United Nations (UN) and the International Labour Organization (ILO). We have a functioning whistleblower mechanism and encourage all employees to report any integrity concerns.

## Our main sustainability principles:

To implement sustainability in three areas - **environmental, social and governance** - to create a balanced long-term value.

To keep our activities in line with **The European Green Deal** and **The Paris Agreement's** common objectives on climate change.

To contribute to the **UN Sustainable Development Goals** in the areas where we can have the greatest impact.

When making decisions on the sustainable development of the company, to take into account the **stakeholders'** expectations, respect our obligations towards them, and cooperate with them in a transparent and honest way.

To support and implement the **UN Global Compact** principles on human rights, employee rights, environmental protection and corruption prevention in our activities and the supply chain.

To conduct **due diligence** on environmental, social and economic impact management.

To apply the **precautionary principle** when setting sustainability targets: use the best currently available scientific advice for environmental protection and social issues management.

To follow ISO 14001, ISO 45001, in order to ensure effective environmental and occupational health and safety management.





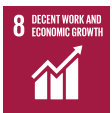







# SUSTAINABILITY COMMITMENTS

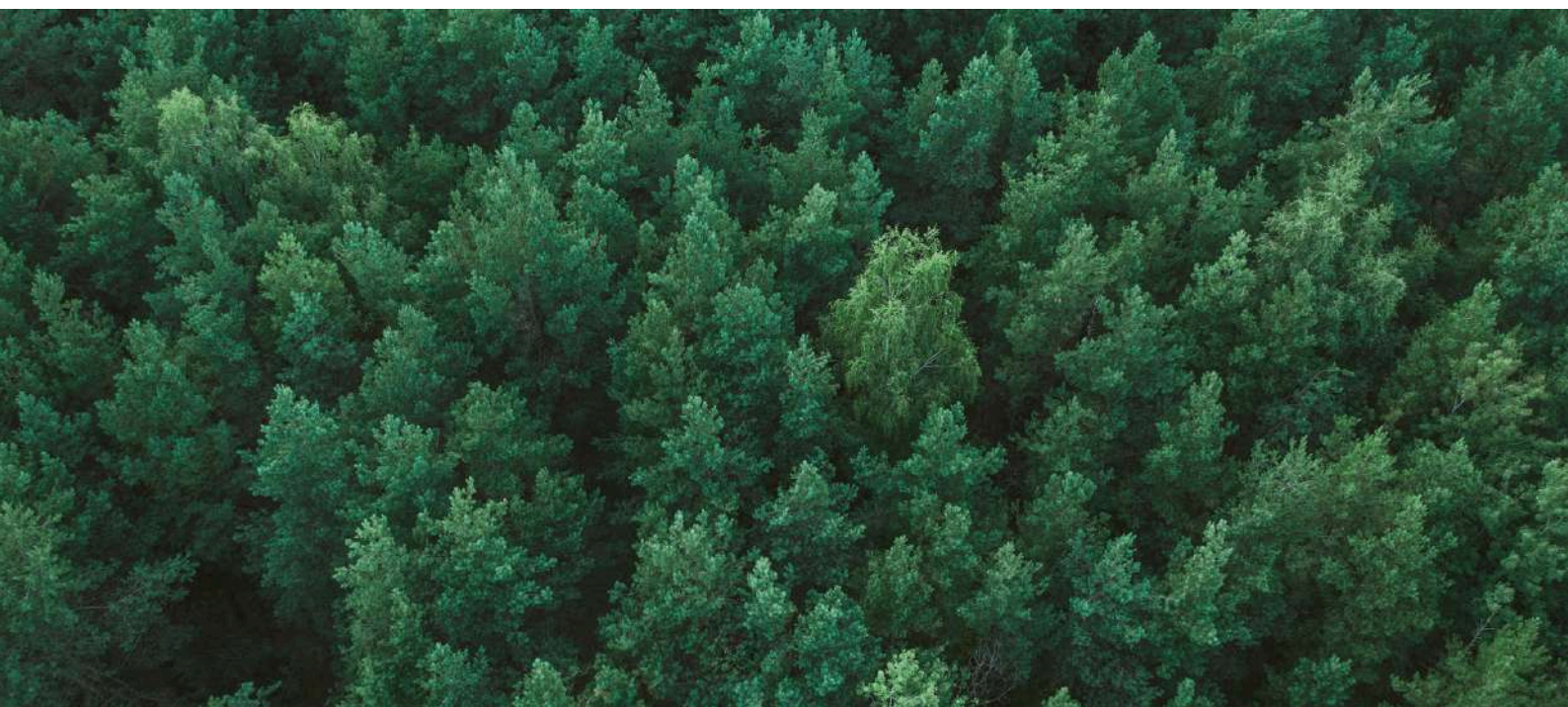
In the following table we summarise our sustainability commitments, long-term direction, material topics and key actions in the three areas: environmental, social and governance (ESG). Each ESG pillar consists of closely interlinked priority sustainability (material) topics. Key topics are considered to be those that are most relevant to stakeholders and reflect the greatest impact on our performance.

Next to each sustainability pillar, we have identified and listed the **UN Sustainable Development Goals (SDGs)** to which we can contribute most significantly. The SDGs are a universal set of aspirations for achieving global economic, social and environmental development up to 2030.

Pillar	Our commitment	Long-term direction	Material topics	Our key actions	Sustainable development goals (SDG's)
ENVIRONMENTAL	Preserving Nature	Reducing GHG intensity	<ul style="list-style-type: none"> <li>GHG emissions</li> </ul>	<ul style="list-style-type: none"> <li>Optimising driving speed to reduce fuel consumption</li> <li>Reducing empty kilometres by improving freight planning</li> <li>Focusing on eco-driving</li> <li>Staying at the forefront of technology development. Watching for innovations and transport improvement.</li> <li>Maintaining a modern state-of-the-art fleet</li> <li>Designing and implementing a long-term CO2 reduction plan</li> <li>Improving loading factor</li> <li>Shifting to renewable energy (offices and maintenance centre)</li> </ul>	 
		Increasing circularity	<ul style="list-style-type: none"> <li>Waste management</li> <li>Responsible consumption</li> </ul>	<ul style="list-style-type: none"> <li>Increasing percentage of retreated tyres</li> </ul>	
SOCIAL	Improving welfare for employees and neighbours	Meaningful activities based on trust and cooperation	<ul style="list-style-type: none"> <li>Employee welfare</li> <li>Health and Safety</li> <li>Human rights</li> <li>Human capital development</li> <li>Road safety</li> <li>Social partnerships</li> </ul>	<ul style="list-style-type: none"> <li>Accident-free workplace</li> <li>Road safety</li> <li>Employee welfare standards</li> <li>Training and development</li> <li>Consistent feedback</li> <li>Contribution to society by forming strong social partnerships</li> <li>Promoting a healthier lifestyle</li> </ul>	   

# SUSTAINABILITY COMMITMENTS

Pillar	Our commitment	Long-term direction	Material topics	Our key actions	Sustainable development goals (SDG's)
GOVERNANCE	Building a transparent and reliable organisation	Ambition and transparency in the market, ensuring competitive returns	<ul style="list-style-type: none"> <li>• Client satisfaction</li> <li>• Good governance practices</li> <li>• Service standards</li> <li>• Shareholder value creation</li> <li>• Risk management</li> <li>• Operational excellence</li> <li>• Private data security</li> </ul>	<ul style="list-style-type: none"> <li>• Zero tolerance to compliance breaches</li> <li>• Increased transparency: sustainability reporting</li> <li>• Strong and widely accepted policies</li> <li>• Ensuring good governance practices</li> </ul>	 
			<ul style="list-style-type: none"> <li>• Supply chain management</li> </ul>	<ul style="list-style-type: none"> <li>• Introducing social screening of our suppliers</li> <li>• Introducing environmental screening of our suppliers</li> </ul>	
			<ul style="list-style-type: none"> <li>• Innovation</li> </ul>	<ul style="list-style-type: none"> <li>• Monitoring technology developments</li> <li>• Timely investments for adoption of Low Carbon technologies</li> </ul>	





Manvesta's management is based on a functional organisational structure with the highest governing body the company's chief executive officer (CEO). The needs and interests of Manvesta's employees are currently represented by the Work Council.

We oversee the daily management of environmental, social and governance matters. The results of the sustainability management are reviewed during the monthly meetings, annual management reviews, and internal and external audits (ISO standards). Performance indicators are discussed with top management at scheduled intervals, while processes, routine activities and assigned responsibilities are regularly discussed with process owners. In case of any unconformities, corrective and preventive actions are identified and taken. The CEO is informed immediately in case of any critical concerns related to sustainability.

**Overall sustainability management at Manvesta is ensured by following internationally recognised standards and procedures, including:**

**ecovadis**

Ecovadis sustainability assessment



ISO standards:

ISO 9001 on quality management,  
ISO 14001 on environmental management,  
ISO 45001 on occupational health & safety



Authorised Economic Operator



Operation Clean Sweep



IWAY Standard – the IKEA supplier code of conduct

Two main internal documents guiding our sustainability decisions and actions are our Integrated management system policy and Code of conduct. For more specific topics, we have additional policies approved.

In 2023, we continued to advance our collective knowledge and skills on sustainability by attending conferences and participating in various initiatives.

## CONFLICTS OF INTEREST

Conflicts of interest are prevented and mitigated at Manvesta in accordance with procedures set by the law, as well as through employment contracts with employees (non-compete and confidentiality agreements).





## PROCESSES TO REMEDIATE NEGATIVE IMPACTS

In case we identify we have caused or contributed to negative impacts through our activities, the incident is recorded, analysed, and corrective and preventive actions are taken according to internally approved procedures. The incident is communicated to customers, employees and other stakeholders as needed.

## WHISTLE-BLOWING CHANNELS

We have a functioning whistle-blower mechanism and encourage all stakeholders to anonymously report any integrity concerns by email: [wecare@manvesta.lt](mailto:wecare@manvesta.lt). When a complaint is received, it is forwarded to the top management for consideration, investigation and correction.






Employees are encouraged to contact their managers directly, refer the matter to the Work Council, or make an anonymous enquiry by email or using a physical mailbox. Any health related concerns can be communicated to the members of the Occupational Health and Safety Committee (OHS). Employees can contribute to the improvement of the grievance process through the Employee's Council.



Effective ongoing engagement with stakeholders is key to our success in ensuring sustainable operations. We define our stakeholders as groups that find our activities highly relevant and/or are significantly affected by our actions, as well as those that significantly influence our business. Our management and decision-makers have identified 5 main stakeholder groups: **our clients, capital providers, our people (employees), our neighbours (local communities) and regulators.**

The following table summarises our engagement channels for each group, their main needs and expectations, as well as our response.

This report's content is based on key stakeholders' views, needs and expectations.

Stakeholder group	Engagement channels	Key expectations	Our pursuit
 OUR CLIENTS	<ul style="list-style-type: none"> <li>Sales relationships</li> <li>Regular business meetings</li> <li>Quality control</li> <li>Public meetings</li> <li>Media</li> <li>Surveys</li> </ul>	<ul style="list-style-type: none"> <li>Operational efficiency</li> <li>GHG emissions reduction</li> <li>Quality</li> <li>Good reputation</li> <li>Social compliance</li> <li>Environmental compliance</li> </ul>	<ul style="list-style-type: none"> <li>Service availability</li> <li>Operational excellence</li> <li>Responding to sustainability data requests from customers</li> <li>Proactively disclosing our social and environmental impacts including GHG emissions</li> <li>Setting ambitious yet realistic sustainability agenda</li> <li>Reporting consistently on our sustainability efforts</li> </ul>
 CAPITAL PROVIDERS	<ul style="list-style-type: none"> <li>Business strategy documents</li> <li>Financial reports</li> <li>Audited annual reports</li> <li>Risk assessment reports</li> </ul>	<ul style="list-style-type: none"> <li>Reducing reputational risk</li> <li>Reducing CO2 emissions and minimising waste</li> <li>Shareholder value creation</li> <li>Credit risk reduction</li> </ul>	<ul style="list-style-type: none"> <li>Assuring that we are doing our share to solve environmental and social challenges that are relevant to our company</li> <li>Generating financial return in a most transparent manner possible</li> <li>Routinely reporting on our nonfinancial results</li> <li>Improving our ESG assessment</li> </ul>
 OUR PEOPLE	<ul style="list-style-type: none"> <li>Daily face-to-face meetings</li> <li>Surveys</li> <li>Training</li> <li>Sustainability reporting among employees</li> <li>Involvement in setting sustainability goals</li> </ul>	<ul style="list-style-type: none"> <li>Fair treatment</li> <li>Feeling proud of the company they work for</li> <li>Safety</li> <li>Personal development</li> <li>Fair and transparent compensation</li> <li>Consistent career development</li> <li>Participation in the decision-making process</li> </ul>	<ul style="list-style-type: none"> <li>Ensuring personal employee values are reflected in their workplace</li> <li>Fostering high employee engagement so that our people would be confident they can make meaningful changes</li> </ul>
 OUR NEIGHBOURS	<ul style="list-style-type: none"> <li>Economic and charitable relationships</li> <li>Media</li> <li>Product donations</li> <li>Meetings and presentations</li> </ul>	<ul style="list-style-type: none"> <li>Road safety</li> <li>Air emissions</li> <li>Air quality</li> <li>Economic impact</li> <li>Community engagement</li> <li>Sustainable and responsible business practices</li> </ul>	<ul style="list-style-type: none"> <li>Assuring that we are doing our share to solve environmental and social challenges that are relevant to our company</li> <li>Generating financial return in a most transparent manner possible</li> <li>Routinely reporting on our nonfinancial results</li> <li>Improving our ESG assessment</li> </ul>
 REGULATORS	<ul style="list-style-type: none"> <li>Legislative meetings</li> <li>Trade association meetings</li> <li>Formal hearings</li> <li>Compliance</li> <li>Reports</li> <li>Liaising with municipalities</li> </ul>	<ul style="list-style-type: none"> <li>Health and safety</li> <li>Taxes and environmental policy</li> <li>Compliance</li> <li>Legal processes</li> <li>Road safety</li> </ul>	<ul style="list-style-type: none"> <li>Resolving imminent challenges in the most sustainable way possible</li> <li>Making a commitment to meet or surpass legal criteria</li> <li>Fostering long term cooperation</li> <li>Maintaining a reputation of a trustworthy and respected social partner</li> </ul>

In 2021, we performed our first non-financial materiality assessment in accordance with GRI standards. We have repeated the assessment in the beginning of 2024. To make the most of this process, we instructed and engaged our key decision-makers. The materiality assessment results are input for our sustainability reporting, setting targets and creating action plans. We plan to review our materiality topics and repeat the assessment again in two years.

The materiality assessment was performed in the following steps:

**1 Sustainability context and sector analysis.** In 2021, to lay a solid foundation for our initial materiality evaluation, we looked to the following sources to discover a variety of potentially significant topics:

1. Concerns, questions, expectations, and grievances raised by stakeholders both directly and indirectly throughout the year
2. External sustainability reporting standard guidelines (GRI)
3. External sustainability rating systems (e.g., CDP, DJSI, MSCI)
4. Existing and emerging legislation and policies (both national and EU)
5. Relevant quality certificates and business practices
6. General sustainability context

Further, for 2023 we reviewed and updated the list, incl. considerations based on market analysis. Also, in order for the list to reflect our situation even better we thoroughly revised results of existing stakeholder engagements to make sure we understood the key expectations of our stakeholders. In 2023, we performed a customer survey and a survey of our subcontractors/transporters,

both of which included questions about sustainability.

**2 Stakeholder survey.** The next step in our materiality assessment was to carry out a targeted survey to understand the main sustainability topics that our stakeholders are impacted by. Surveys were performed for Clients, Employees, Suppliers, Governments (incl. ministries, municipalities), Non-governmental organisations (paramos gavèjai), Local communities. The stakeholders rated the list of sustainability topics defined by us in the previous step, as well as, were able to add or comment on other sustainability topics, if any.

**3 Internal impact and risk assessment.** Through internal management discussions and consultations with experts, we assessed each sustainability topic in terms of its potential impact on the environment and society, as well as its impact on our performance. At this stage, we discussed the main risks and opportunities and the potential financial impact on our company.

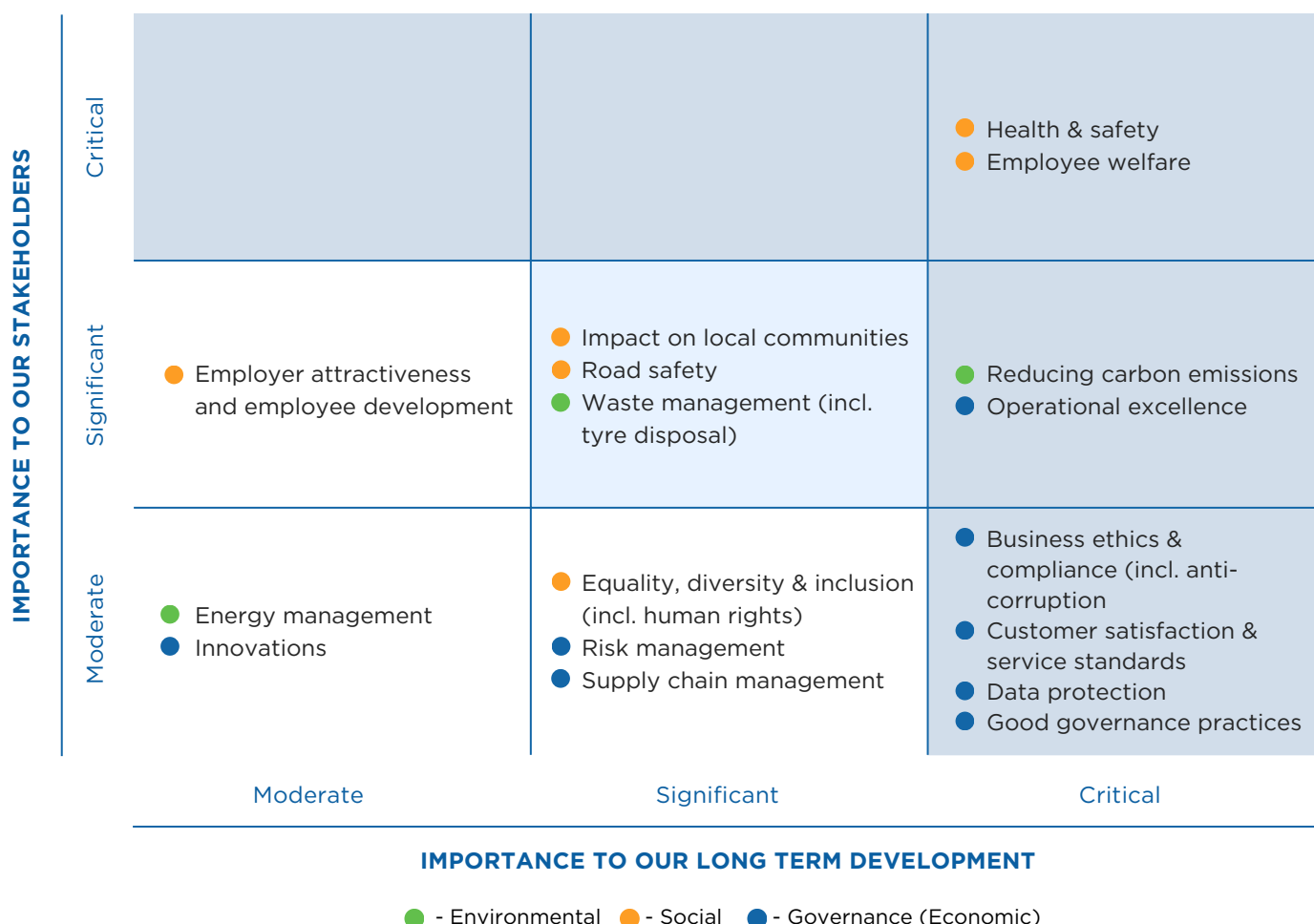
The final result together with the result from the stakeholder surveys is a materiality matrix presented further. Key sustainability risks are described in the Risk management chapter of this report.



The materiality matrix outlines the social, environmental and governance topics most relevant to our sustainability. All of these topics are important, but to set current priorities, they are ranked according to their significance to stakeholders and their impact on our long-term development. The management principles for all material topics are described in accordance with GRI requirements in this report, in chapters arranged by topic. We identify and report on the indicators within each relevant GRI

Standard to ensure the completeness of the report. We do not limit ourselves to the topics of relevant GRI standards and disclose information on all topics of critical importance.

We are committed to reviewing impacts, risks, and opportunities annually. Compared to last year's report, we have updated some of the topics in the matrix, to make sure they reflect the associated impacts even better.





# ENVIRONMENTAL AREA

[www.manvesta.eu](http://www.manvesta.eu)



**MANVESTA**  
LOGISTICS



As a transport and logistics sector company, we understand we are responsible for a significant amount of greenhouse gas emissions (GHG) emitted into the atmosphere, contributing to climate change. It is one of the strategic topics related to our sustainability, where we focus most of our efforts. It includes not only our direct actions but also collaborations with partners.

In 2023, we expanded our fleet, which led to an increase in our Scope 1 (direct emissions) through the use of fossil fuels in our transport.

Despite the growing absolute emissions, we continue to invest in GHG emissions reducing initiatives. Our key initiatives include focusing on eco-driving, maintaining a modern fleet (aiming for an average age of trucks - no more than 2 years), limiting speed as well as continuously watching for innovations and transport improvement.

In 2023, we conducted theoretical and practical training sessions for drivers on eco-driving. We also began phone consultations to ensure comprehensive support. All these efforts contributed to our eco-driving score, which grew compared to last year and resulted in a score of 9.05.

## GHG EMISSIONS

	Measurement units	2022	2023	YoY
Direct (Scope 1) <sup>1</sup>	t CO <sub>2</sub> -eq	77,770.6	113,619.4	+ 46%
Indirect (Scope 2) <sup>2</sup>		115.6	118.4	+ 2%
<b>TOTAL</b>		<b>77,886.2</b>	<b>113,737.8</b>	<b>+ 46%</b>

Notes:

<sup>1</sup> Gases included in the calculation: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, all gases from sources were evaluated. Source of the emission factors and the global warming potential (GWP) rates used: EEA/EMEP Guidebook 2019, Lithuania's National inventory report 2021, IPCC.

<sup>2</sup> Calculated using the market-based method, based on actual electricity purchases. If calculated using the location-based method, based on the country-specific nature of energy production, the Company's indirect (electricity) GHG emissions in 2022 would be 61.94 t CO<sub>2</sub>-eq.

<sup>2</sup> Gases included in the calculation: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, all gases from sources were evaluated. Source of the emission factors and the global warming potential (GWP) rates used: AIB, supplier-specific data for central heating, Lithuania's National inventory report 2021.

## METHODOLOGY

In this report, we publish our estimated GHG emissions from our activities in CO<sub>2</sub> equivalent. The sources of emissions and the methodologies used to calculate them are identified, including the Scope to which the emission source belongs. The knowledge and methodologies of market-based financial institutions and energy suppliers were used to calculate GHG emissions. The emissions calculation is based on the Greenhouse Gas Protocol (GHG) and Global Reporting Initiative (GRI) standards and recommendations.

The calculation and evaluation of emissions include not only CO<sub>2</sub> but also all other greenhouse gases (CO<sub>2</sub>, NH<sub>4</sub>, CH<sub>4</sub>, HFCs, PFCs, etc.) emitted in the activity, converting them to CO<sub>2</sub> equivalents using standard factors and naming the final total number as CO<sub>2</sub>-eq. Emission consolidation method: operational control. The base year for calculating GHG emissions is 2022, as in 2023, we have updated our calculation methodology. A summary of the 2021 calculations was provided in each year's Sustainability Report, but the results of 2021 and 2022 should be compared with caution. In 2023, there were no direct biogenic emissions, and the biogenic (Scope 2) indirect CO<sub>2</sub> emissions amounted to 5.55 t CO<sub>2</sub>-eq.



## GHG EMISSIONS INTENSITY

	2022	2023
t CO2-eq / distance travelled (thousand km)	0.77	0.80
t CO2-eq / no. of employees	48.02	41.62
t CO2-eq / revenue (M Eur)	416.5	440.34

Notes:

<sup>1</sup> Gases included in the calculation: CO2, CH4, N2O, all gases from sources were evaluated. Source of the emission factors and the global warming potential (GWP) rates used:

The GHG emissions intensity is calculated by dividing annual emissions by the number of units of economic or other business activity. The calculation intensity ratios include both Scope 1 and Scope 2 GHG emissions, converting them into CO2-eq.

Our Organisational energy consumption is primarily driven by Fuel use. Total energy consumption increased by 46% and is in most part due to increased diesel consumption in the transport fleet. Electricity and natural gas demand in our office and other supporting facilities has remained mostly in line with prior year.

## ENERGY CONSUMPTION

Source	Measurement units	2022	2022 (MWh)	2022 (GJ)	2023	2023 (MWh)	2023 (GJ)
Natural gas	MWh	92.04	92.04	331.33	115.36	115.36	415.30
Electricity	MWh	214.04	214.04	770.54	181.40	181.40	653.05
Heating	MWh	42.53	42.53	153.12	33.83	33.83	121.80
Petrol	l	19,760.00	180.76	650.75	23,235.00	212.83	766.17
Diesel	l	29,010,150.00	290,120.84	1,044,435.03	42,389,165.00	423,919.92	1,526,111.67
Total fuel consumption from non-renewable sources			290,393.64	1,045,417.11		424,463.34	1,528,067.99
Total energy consumption			290,393.64	1,045,417.11		424,463.34	1,528,067.99

Notes: Fuel NCV from Lithuania's National inventory report has been used to recalculate Fuel usage to Energy units. Source of the standard units conversion factors used: <https://www.convertunits.com/>

## ENERGY INTENSITY

	2022	2023
TJ / distance travelled (thousand km)	0.0103	0.0107
TJ / no. of employees	0.65	0.56
TJ / revenue (M Eur)	5.56	5.92

Notes: All energy (energy products and fuels) consumed within the organisation is included in the calculation.





## GOALS ACHIEVED IN 2023 AND ACTION PLAN FOR 2024

Below is a table summarising our targets, results and action plan while reducing GHG emissions. Due to an extensive fleet expansion and the introduction of new drivers, not all of our targets for 2022 were met. However, we still prioritise those goals

and will continue working in the same direction to reach them in the upcoming years. For example, to improve our performance in eco-driving and reach the goal of a 9.1 score, we have recruited ECO driving consultants who are analysing individual drivers' performance and providing them with additional guidance.

Target	Measurement unit	Result in 2021	Result in 2022	Goal for 2023	Result in 2023	Goal for 2024	Our actions
Reducing the average GHG emissions	Gr/km	-1	767	684	797	675	<ul style="list-style-type: none"> <li>Focusing on eco-driving</li> <li>Reducing empty kilometres by improved freight planning to reduce fuel consumption</li> <li>Designing and implementing a long-term CO2 reduction plan</li> <li>Staying at the forefront of technology development</li> <li>Watching for innovations and transport improvement</li> <li>Timely implementation of energy efficiency solutions</li> </ul>
Reducing and maintaining the average age of trucks	Years	2	2.8	2.51	2.72	2	<ul style="list-style-type: none"> <li>Transport procurement and maintenance policy to ensure a modern fleet</li> <li>Watching for innovations and transport improvement</li> <li>Timely upgrade of all relevant applications</li> <li>Long-term transport efficiency program by 2025</li> </ul>
Excelling in eco-driving score	Score	9.06	8.97	9.1	9.05	9.4	<ul style="list-style-type: none"> <li>Improving the eco-driving training programme</li> <li>Implementing more accurate real-time applications to monitor eco-driving</li> <li>Constant support and interaction with drivers</li> </ul>
Shifting to renewable energy	%	0	-2	20	47	20	<ul style="list-style-type: none"> <li>49.95 kW own solar power station installed at the end of 2022, which already ensured up to 47% of our electricity needs in 2023.</li> <li>Procurement of green electricity</li> </ul>

Notes: <sup>1</sup> In 2023, we updated the methodology for calculating average GHG emissions, so the result for 2021 is not provided, as it would not be possible to compare.

<sup>2</sup> Our own solar power station was installed at the end of 2022 and was used for only a few months.

While our main task in environmental impact management is GHG emissions reduction, we acknowledge that some of our footprint lies in the use of resources and waste generation. Therefore, waste management is an important topic included in our strategy. All waste generated by our maintenance centre and the offices is meticulously sorted.

To manage this topic and focus our efforts on the areas with the biggest impact, we are following the methodology and questionnaire of the EU Eco-Management and Audit Scheme (EMAS), and the environmental management system ISO 14001.

In 2022, we set up an Improvement Idea Register to identify and implement performance improvement ideas, including ideas for resource efficiency and waste reduction. Building on this initiative, in 2023, we equipped all our offices with special collection boxes for battery

recycling. Additionally, we developed a waste sorting guide for employees, furthering our commitment to environmental sustainability and educating our workforce on effective waste management practices.

The weight of waste generated in 2023 grew compared to 2022 due to rapid expansion of our business operations and fleet.

## WASTE GENERATED

Waste composition	Weight, t	Weight, t
	2022	2023
Hazardous waste	10,72	19,42
Non hazardous waste	35,08	65,67
Total	45,80	83,89

Note: The main types of hazardous waste: lead batteries for cars, gearboxes, lubricating oil; non-hazardous waste: used tires, ferrous metals.



## CIRCULARITY OF TYRES

In particular, one of our focus areas in waste management is tyres: as our fleet continues to grow, used tyres are becoming a significant environmental factor.

Following a comprehensive examination, we have established a company-wide aim to expand the usage of retreaded tyres. Retreading is one of the oldest contributors to a circular economy. Transport businesses

that use retreaded tyres can lower their environmental imprint and help reduce dependence on raw materials for tyre manufacturing.

In 2023, 35,88% of all acquired tyres were retreaded. The decreased percentage of retreaded tires, as compared to the figures of 2022, was influenced by the fact that we acquired a higher volume of vehicles in 2023, which led to a greater number of new tires overall.

Target	Measurement unit	Result in 2022	Goal for 2023	Result in 2023	Goal for 2024	Our actions
Transition towards a circular economy	Use of retreaded tyres, %	49% (goal 50%)	60%	35,88%	45%	<ul style="list-style-type: none"><li>• Update procurement policy to ensure timely supply of safe retreated tyres</li><li>• Update environmental policy to direct all used tyres for re-use</li><li>• Implement a tyre management system to reduce the number of new tyres on our transport</li><li>• Constantly evaluate possibilities to expand possibilities for circular economy in our operations (retreading and recycling of used tyres)</li></ul>





Responsible consumption is another strategic topic at Manvesta to both minimise our environmental footprint, improve internal culture and reduce costs. Responsibility is in our DNA, and we want our employees to be both aware and actively engaged in improving our impact.

In 2022, as a step to use resources more efficiently, we set up an Inventory management process and carried out planned inventories in warehouses and mobile services. In 2023, we acquired a consignment warehouse with the aim to enhance our supply chain operations, storage capabilities, as well as manage our resource consumption more efficiently. We plan to develop a Purchase Management Process describing specific measures and criteria for responsible purchasing.



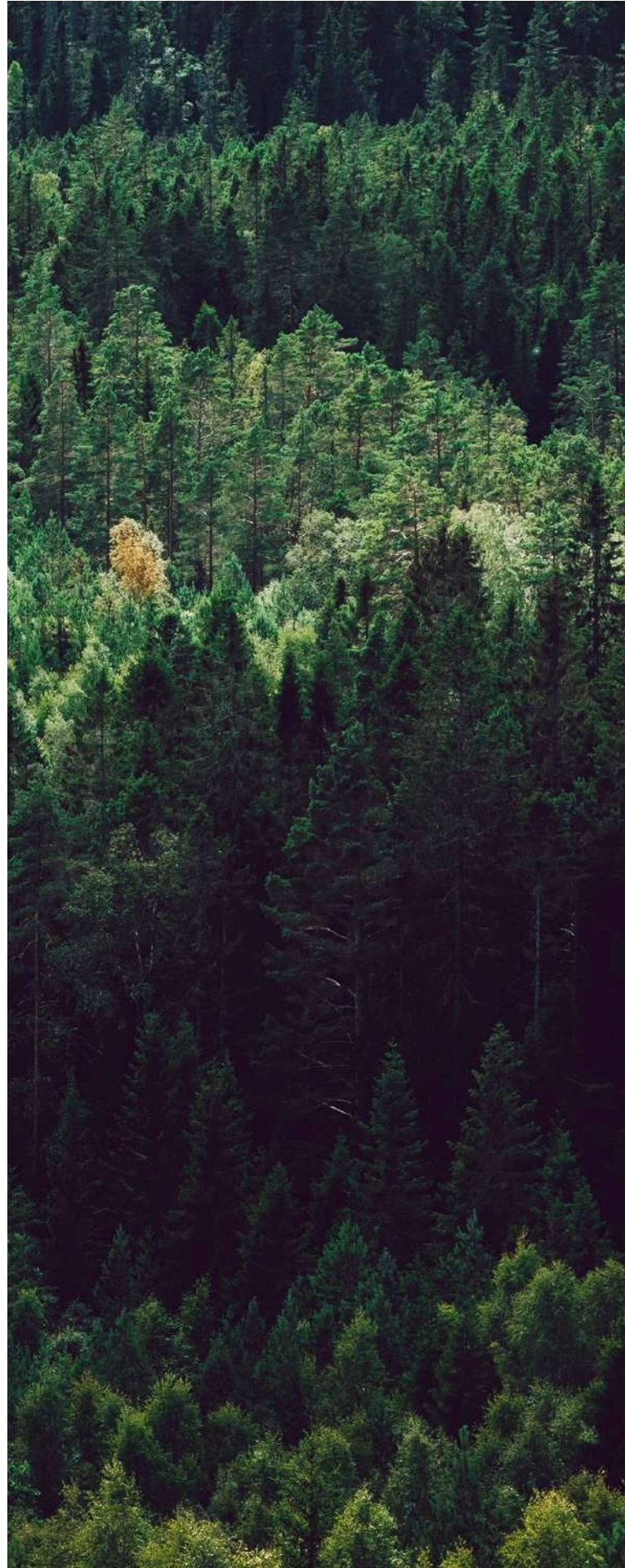
## ACHIEVEMENTS OF 2023

### Implemented Information Systems:

Introduced advanced information systems to minimize or eliminate paper use, supporting our commitment to responsible consumption.

### Developed Waste Sorting Guide:

Developed a comprehensive waste sorting guide and effectively communicated it to employees to enhance waste management practices and promote recycling efforts within the organization.





# SOCIAL AREA

[www.manvesta.eu](http://www.manvesta.eu)







Manvesta's daily operations depend on over 2600 employees. Therefore, focusing on their welfare is one of our strategic topics. We are committed to providing excellent work conditions, starting with the locations of the company's offices, new office equipment, comfortable and ergonomic furniture, and areas for rest and lunch.

The wellbeing of our employees' depend not only on the working conditions we provide, but partly on our suppliers too. However, we address the topic proactively from our side to monitor and react to any changes. Once a year, we review strategic objectives for employee welfare at Manvesta top management meetings. To keep our finger on the pulse of the inner company climate, we also discuss the topic at monthly management meetings, quarterly Occupational Health and Safety Committee meetings, periodically conduct Work Council meetings, organise meetings between managers and different department team members.

Our actions in this topic are guided by an integrated management system and internal process, in particular the determined work and rest time, rules of work conduct, process for organising employee training, rules of procedure for the Work Council. Furthermore, we have described employee welfare in our Equal Opportunities Policy and Code of Conduct.

In 2023, at Manvesta, we enhanced our focus on employee safety and health, including initiatives such as establishing and training the Employee Health and Safety Committee (OHS), organising first aid training, as well as fire safety training, during which employees participated in evacuation drills and received instruction on how to use a fire extinguisher and put out a fire.

We proactively monitor employee health through regular health checks, organisation of sports events, and the Spring and Autumn Health Weeks. We also offer vaccinations for ticks and influenza to ensure the well-being of our team.

Our commitment extends to improving the workplace environment by updating facilities to better support work and rest periods. Also, we perform professional risk assessments and regular evacuation drills. This year also saw the introduction of wellness seminars and opportunities for employees to participate in body mass index testing. In addition, in 2023 a microclimate study was carried out.

Manvesta fosters a community spirit by organising festive events for staff and providing an additional day off each year to contribute to a balanced work-life environment.

## WORK-LIFE BALANCE

We believe that work-life balance is essential for everybody in order to achieve outstanding performance, motivation, and mental balance. Therefore, we endeavour to distribute the workload equitably and ensure fair payment. Depending on the need, the company can provide the opportunity to work remotely or part-time.

## INCLUSIVENESS

At Manvesta, we attempt to foster employee inclusiveness. We provide a flexible work schedule as needed to assist working parents in balancing their family and work responsibilities.

## PARENTAL LEAVE

	2023	
	Women	Men
Total number of employees that were entitled to parental leave	17	1
Total number of employees that took parental leave	17	1
Total number of employees that returned to work in the reporting period after parental leave ended	5	1
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	6	0
Return to work rate for workers on parental leave	33.3%	- %
Ratio of workers returning from parental leave to those still working 12 months after return	66.7%	0 %

Note: Data is taken on the 31st of December, 2023. For Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work we indicated the number of employees who returned after child care leave in 2022 and worked for 12 months and more after returning. For Return to work rate for workers on parental leave, the rate was calculated dividing Total number of employees that did return to work after parental leave by Total number of employees due to return to work after taking parental leave at the end of 2022. For Ratio of workers returning from parental leave to those still working 12 months after return, the rate was calculated dividing Total number of employees retained 12 months after returning to work following a period of parental leave by Total number of employees returning from parental leave in 2022. Data is taken on the 31st of December, 2023.

## EMPLOYEE ENGAGEMENT

In 2023, Manvesta continued to prioritise the well-being and engagement of its workforce. We closely monitor the office microclimate and employee engagement through various HR initiatives. These include adaptation conversations with HR within the first two months of employment and a follow-up discussion with the direct manager by the third month. Every newcomer is assigned a mentor for a period of three months in the administration department and one month for less experienced drivers. Additionally, we offer the opportunity for staff to send anonymous inquiries via email to [wecare@manvesta.lt](mailto:wecare@manvesta.lt), and we conduct surveys that extend beyond just the microclimate.

One of our key metrics to measure employer success is employee engagement, which has shown notable improvement in recent years. In 2022, our engagement survey indicated a 68.7% engagement rate, while the most recent results at the

beginning of 2023 reached 77.65%, surpassing our expectations. This progress reflects our ongoing commitment to creating a supportive and dynamic work environment, aligned with our integrated management system and outlined in our Equal Opportunities Policy.

## WORKERS' CONSULTATIONS

We consult our employees in order to identify the issues they care about during annual interviews, anonymous surveys, and Work Council meetings. All employees have an opportunity to report the negative atmosphere anonymously by sending an e-mail or to talk to the manager. The work environment is adapted to work with people with disabilities.

Management meetings are held with employee representatives and employees are involved in making decisions about the organisation's working conditions and functions. Suggestions from employees are considered when setting annual goals and developing our business strategy.



## WORKING CONDITIONS:

- 24-hour accident insurance
- Fair pay
- The most modern fleet
- Transparent and fair rating system
- All contracts and related documentation are in native language
- We operate primarily in the EU
- Gifts for birthdays, expectant mothers, newcomers, Christmas, summer holidays
- Best driver awards
- Bonuses for onboarding training of new drivers

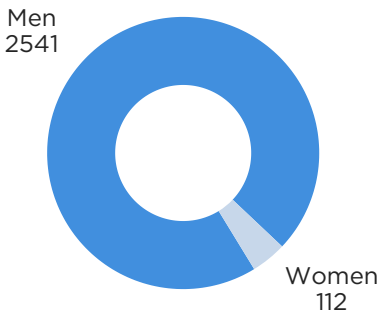
## DEMOGRAPHICS

At the end of last year Manvesta had a total of 2,653 employees, the majority of whom were drivers (2,388). All of our staff were full-time employees working on a permanent employment contract. Most of our drivers, except four, were men, while our administrative staff was quite gender balanced with 108 women and 138 men. There were 19 employees in our maintenance centre (all men).

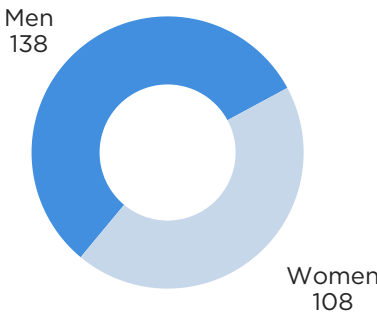
## TOTAL NUMBER OF EMPLOYEES SPLIT BY GENDER AND CONTRACT TYPES:

	2022					2023				
	All employees	Permanent employees	Temporary employees	Full-time employees	Part-time employees	All employees	Permanent employees	Temporary employees	Full-time employees	Part-time employees
All employees, of which:	1,880	1,878	2	1,877	3	2,653	2,653	0	2,650	3
Men	1,762	1,762	0	1,761	1	2,541	2,541	0	2,540	1
Women	118	116	2	116	2	112	112	0	110	2

Note: The data has been collected from the internal database and reported as of 30th of December, 2023. We currently do not gather data about workers, who are not employees, but whose work and/or workplace is controlled by Manvesta, however, the estimated number of such workers should be considered insignificant. Examples of such workers at Manvesta include cleaners working in different cities from 3 different service providers and security staff from 3 different companies. Furthermore, we refrain from reporting employee breakdowns by region due to the dynamic nature of their workplace across various office locations. Attributing them to a specific location would make the data inaccurate



Employees by gender



Administrative staff by gender

## NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

Manvesta is continuously growing and expanding its operations, therefore, in 2023 we hired a significant number of new employees (1446) in all categories, including both administration and drivers,

women and men. Employee turnover rates remained quite normal for our business. During last year, Manvesta recruited 37 administrative employees and 2 service employees.

	2022		2023	
	New employee hires		New employee hires	
	head count	rate per category	head count	rate per category
<b>All employees, of which:</b>	<b>934</b>	<b>49.6%</b>	<b>1446</b>	<b>54.5 %</b>
Men	886	50.3 %	1377	61.6 %
Women	46	38.9 %	69	54.2 %
Up to 30 years of age	147	60.5%	228	68.06%
30-50 years of age	687	52.1%	1109	57.37%
Over 50 years of age	98	29.3%	109	28.31%

Note: The data has been collected from the internal database and reported as of 30th of December, 2023.

## EMPLOYEE RETENTION

We strongly value our long-term employees. We highly appreciate everyone who becomes a part of our story and reward everybody for their 20th, 15th, 10th anniversary.

## REMUNERATION SYSTEM

In terms of our remuneration system we have specific processes in place, namely a payroll calculation process, driver payroll calculation process, equal opportunities policy. In our reward management process, we aim to ensure fairness and external competitiveness. It is crucial for us to attract, motivate and retain the right people with the right skills to deliver our strategic business objectives. During 2023 we had 7 interns and employed 24 non-Lithuanian citizens in the administration (data as of 8th April 2024).

Our compensation system is based on the following principles:

- Salary is reviewed and adjusted once a year after the performance review.
- Remuneration must be equitable regardless of sex, age, nationality, race, social status, religion, socio-economic position etc.
- Women and men have equal opportunities to advance to positions of leadership.
- The level of remuneration depends on the employee's talents, expectations, internal fairness.
- Employees in some divisions have a variable compensation rate that is connected to both individual and team work success.
- Bonuses are given for extraordinary performance, completion of high-profile initiatives etc.





## ACTION PLAN FOR 2024

Implement a system to track training plan execution

Continue implementing equitable and transparent payroll system

Participate in volunteering (social and environmental preservation)

Continue enhancing career opportunities within the company

Continue fostering a multicultural environment, attracting employees

Continue implementing training programmes

## ANNUAL TOTAL COMPENSATION RATIO:

	Measuring units	2022	2023
Ratio of the annual total compensation for the highest earner to the median annual total compensation for all employees (excluding the highest-paid individual)		7.5:1	4.89:1
Ratio of the percentage increase in the annual compensation of the highest earner to the percentage increase in the median annual compensation of all employees	Ratio	0.42:1	0.93:1

## BENEFITS

Manvesta ensures permanent employment for all our staff, without reliance on temporary workers. Each employee benefits from a 24/7 accident insurance policy and coverage for business trips, reflecting our commitment to their safety and well-being.

Our employees are entitled to take vacations according to the national laws and undergo periodic health check-ups. Additionally, we provide a variety of discounts through our partner networks, enhancing the overall employment experience at Manvesta. This array of benefits is part of our strategy to ensure a supportive and secure work environment, aligned with our company values and internal policies.



We are committed to providing excellent work conditions which ensure our employees' health and safety. Occupational health and safety is not only directly linked to our employees', but also to other stakeholders' wellbeing. It is therefore of strategic importance for us to manage the related risks in order to ensure a long-lasting business.

We take a proactive approach in order to ensure occupational health and safety across our business activities. We have adopted employee safety and health, fire safety, first-aid, drivers' and other employees' medical examination, violence and harassment prevention policies, amongst other procedures. In 2023, we established the Occupational Health and Safety Committee (OHS), comprising selected employees and appointed managers. Members of the committee participated in training sessions, facilitating ongoing discussions to formulate action plans and ensure effective communication of progress to all employees.



## ACHIEVEMENTS OF 2023

**Established and actively operating Occupational Health and Safety Committee (OHS)**

**Prepared mandatory training plan aligning with the activities of the organisation**

**Organised two Health Weeks**

**Organised periodic health checks**

**Continued to periodically analyse accidents**



## ACTIONS FOR 2024

**Resuming our partnership agreements**

**Continuing to implement our health & safety training plan**

**Continuing a regular analysis of accidents**

**Performing an occupational risk assessment**

## HEALTH & SAFETY MANAGEMENT SYSTEM

We have implemented a health and safety management system in accordance with the requirements of ISO 45001, which covers all our employees (100%), activities, and workplaces equally, including workers who are not employees but whose work and/or workplace is controlled by Manvesta. The system is periodically audited or certified by acknowledged organisations and standard setters both internally and externally.

## IDENTIFYING HAZARDOUS SITUATIONS

We perform rigorous routine and non-routing assessments of potentially hazardous situations and exposure to work-related illnesses in compliance with relevant regulations. We have signed a contract with a specialised third-party supplier Verslo Aljansas, UAB, which ensures our health and safety compliance. Both the OHS Committee and Work Council shall ensure workers' access to occupational health services.



All employees are required to report potentially hazardous situations:

- Directly communicating to the responsible departments of the company
- Depending on the situation, drivers notify our Damage control department
- Administration staff contacts office administrators, who forward the information on those responsible
- Information may also be submitted via an anonymous email
- An employee may decline to execute their tasks autonomously based on a reasonableness standard

As of today, our employees can report work-related hazards and hazardous situations, at the same time being protected against any reprisals, by following the accident investigation administration process, and acting in accordance to violence prevention policy implementation procedure. Special procedures are in place to ensure that our employees remove themselves from work situations that might cause injury or ill health, without any reprisals. Any work-related incident, including the processes to identify hazards and assess risks relating to the incidents, as well as determining improvements needed in the occupational health and safety management system are conducted in accordance with the accident investigation administration process.

## HEALTH & SAFETY TRAINING

Our employees undergo various training on occupational health and safety, including fire safety instructions, occupational health and safety briefings, a loading and unloading training programme for drivers-dispatchers, site-specific evacuation drills, and management training on violence and harassment prevention (mobbing).

## PROMOTION OF EMPLOYEES' HEALTH

In order to promote our workers' non-occupational health, we partner with a private medical research laboratory "Antéja" to perform relevant blood tests, as

well as eye examinations, for our employees, organise health weeks, and provide vaccination opportunities. If necessary, our people have access to mental health providers. Employees are also reimbursed for participation in various sporting events (marathons, walks, basketball competitions, tennis), voluntary exercises and general physical activities are organised at work.

## WORK-RELATED INJURIES

There were a total of 11 incidents at work. Of these, 10 were classified as minor accidents, and we encountered one serious incident. Overall, Manvest experienced a decrease in accidents compared to 2022, which reflects our ongoing efforts to enhance safety measures and maintain a secure working environment for all our employees. We do not collect information in any form relating to the health and safety of our suppliers' workers, whose work and/or workplace is controlled by Manvesta.

	Measuring units	2022	2023
Recordable work-related injuries <sup>1</sup>	Number	15	11
Number of recordable work-related injuries (minor accidents) per million hours worked <sup>2</sup>	Rate	6.58	3.19

Note: <sup>1</sup> In 2023, the total number of recorded insurance events was 114, including those 10 cases of minor injuries and one serious incident that were investigated thoroughly according to approved procedures.

<sup>2</sup> The total recordable injury rate per million hours worked is calculated using the GRI 403-9 formula. The total number of hours worked by all employees in 2023 was 3,445,015.

## WORK-RELATED INJURIES

The main work-related hazards identified at Manvesta:

- Body vibration
- Working at high pressure
- Spinal disorders, back pain due to irregular posture
- Psychological tension
- Working at heights
- Diseases caused by heavy lifting

At Manvesta we understand that human rights are one of the cornerstone topics of a socially responsible business. Our employees come from different nationalities, races, religions, ages, genders, etc. and their rights are guaranteed equally. We put effort to go beyond the mandatory requirements in order to ensure a fair, welcoming and safe place to work for all. Cultural diversity in the workplace is regarded as an asset and discrimination against individuals or groups of people is not tolerated.

Up until today, we have adopted a wide variety of relevant policies and standards, including a Code of Conduct, in order to ensure our employees' human rights at the workplace. The policies we have in place proved to be effective as there were no incidents of discrimination identified during the reporting period, given employees' literacy for such instances. However, our company is constantly evolving in accordance to the changing environment, and is ready to adapt to changes, should they come.

In 2023, we did not identify any human rights risks or human rights violations within our activities or amongst our suppliers. So far we have not identified any operations or suppliers in which workers' rights to exercise freedom of association may be at significant risk.

## OUR CODE OF CONDUCT REGARDING KEY HUMAN RIGHTS ISSUES:

### Harassment

Physical or verbal abuse, sexual or other harassment as well as other forms or types of intimidation, are prohibited. Measures are established to protect workers from sexually intrusive, threatening, insulting or exploitative behaviour.

### Fair employment

We adhere to all applicable laws and regulations governing fair employment practices such as compensation and benefits, child labour, forced labour and freedom of association.

### Human trafficking and modern slavery

Manvesta is dedicated to providing a work environment free from human trafficking and slavery, which, for the purposes of this policy, includes forced labour and unlawful child labour. Manvesta does not tolerate or condone human trafficking or slavery in any part of our organisation.

### Child labour

The minimum age for workers is 18 years in accordance with the national minimum age for employment, or the age of completion of compulsory schooling. Company is not using child labour, this is defined as any employment undertaken by a child younger than the ages stated above.



Human capital development is an important topic across different aspects of our company. Ensuring the right set of employees' competences is crucial for employee and customer satisfaction, ongoing development of sustainability initiatives, operational efficiency, etc. Therefore, we have a high focus on ensuring our employees' continuous growth and providing fostering conditions for it.

In 2023, we implemented the following programmes to upgrade employee skills:

- Language proficiency and Excel training courses
- Training in process management
- Introduction to Lean management principles
- Eco-driving training sessions
- Management training with the same materials provided to drivers

The significant increase in training hours for drivers and operational staff compared to 2022 reflects our heightened emphasis on Eco-driving training. In the upcoming year, we are going to focus on further training and operational efficiency.

## AVERAGE HOURS OF TRAINING PER EMPLOYEE:

	Measuring units	2022	2023
Administrative staff		13,5	18,43
	hours		
Drivers and operational staff		76,5	127,5

Note: We currently do not collect data on average hours of training by gender and management categories. At the time of preparation of this report (April 2024) the register for factual training recording is already launched and operating. As we started collecting this data, we plan to present it in next year's report.  
For the year 2023, Manvesta did not have complete data. Training statistics have been maintained according to an approved format starting from March 2023, and the recording of academic hours commenced in May 2023.

## MANAGEMENT TRAINING

Our top and middle managers are encouraged to excel in the following fields:

- Industry specific regulations
- Leadership competence
- Foreign language courses

## REGULAR PERFORMANCE REVIEWS

Annual performance and career development interviews are conducted to administrative employees. In 2023, all of our employees of administrative staff participated in these reviews, while newly employed colleagues were subject to onboarding interviews and other introductory activities. Since 2022, we have also started conducting periodical interviews and reviews with our drivers.

## ADMINISTRATIVE STAFF WHO RECEIVED A REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEW:

	2022		2023	
	Number	Rate per category	Number	Rate per category
Number of employees, of which:	162	82%	246	100%
Women	75	71%	108	100%
Men	87	95%	138	100%

Road safety is an integral part of our daily activities at Manvesta. It is one of a core strategic topics, as it directly links to generated CO2 emissions, health and safety of our employees, road users and other stakeholders. We cannot control other traffic participants who contribute to the safety on the road, however, we take a great responsibility from our side. In order to ensure that, we have defined certain processes in terms of goods' issuance at the warehouse, preventive inspection, vehicle inspection and maintenance plan abroad, ECO driving arrangement, accident management, traffic accident management, drivers' test drive and coaching arrangement. We have constructed a penalty process and maintained a penalty register to further enforce compliance and safety standards. Furthermore, plans are in place for the digitization of the penalty process to streamline operations and enhance efficiency in handling infractions.

We also revise our road safety performance regularly at the senior management level.

In addition to the initiatives mentioned above, we also renewed our vehicles with integrated hands-free equipment in order to contribute to a safer road traffic.





As a socially responsible business, we care not only about our employees but also people around us. We do not stay indifferent about current pressing issues and take an active role in supporting the most vulnerable groups of the society. Manvesta has been renowned as a reliable social partner to many NGOs and a responsible neighbour to nearby communities for many years.

In 2023, we put a great focus on four main social causes: financial aid for Jurbarkas town community, donating to Ukraine, supporting “Mamų Unija”, sponsoring “UŽ PERGALĘ GYVENTI” (For the victory to live), working with Rimantas Kaukėnas Charity Foundation, and collaborating with Modern art museum “MO” (see below). We are committed to seeking new social partnerships, continuing long-term cooperation with existing partners, and launching new projects and initiatives in the upcoming years. To manage the social issues better we also established a Work Council last year, and are planning to establish a Health and Safety Committee in 2023. Any formal local community grievance processes are carried out in accordance with the Legal Inquiry and Dispute Management Processes. We review our social partnerships once a year, yet stay aware of the most relevant social needs on an ongoing basis.

## FINANCIAL AID FOR THE JURBARKAS COMMUNITY

Manvesta, originally founded in Jurbarkas, continues to invest in its community by aiding in projects such as the reconstruction of the Antanas Giedraitis - Giedrius Gymnasium and supporting local festivities. The company also honors academic excellence by awarding scholarships to three students annually for outstanding academic achievements.

## WE STAND WITH UKRAINE

Manvesta remains committed to supporting Ukraine, collaborating with the Rimantas Kaukėnas Charity Foundation and the United Bees Fund NGO to deliver essential supplies to Kherson. This initiative is part of Manvesta's ongoing efforts to assist those affected by the conflict in Ukraine.

## STANDING FIRM WITH MAMŲ UNIJA SUPPORT AND CHARITY FOUNDATION

Manvesta supports Mamų Unija, a prominent Lithuanian charity founded by Eglė Mėlinauskienė, which provides financial and emotional support to families of children undergoing oncology treatments. This year, Manvesta contributed over 50,000 euros, continuing its strong partnership with the foundation.

## UŽ PERGALĘ GYVENTI (FOR THE VICTORY TO LIVE)

For the second consecutive year, Manvesta sponsored the Už Pergalę Gyventi family tennis tournament, organized by the Rimantas Kaukėnas Charity Foundation, aimed at fulfilling the wishes of children with severe illnesses. This year, the company fulfilled little Isabel's wish by gifting her a dream dog, supporting her journey towards recovery.

## RIMANTAS KAUKĖNAS CHARITY FOUNDATION

Manvesta proudly supports the Rimantas Kaukėnas Charity Foundation, which focuses on enriching the lives of sick children by making their dreams come true. This Christmas, Manvesta donated 50,000 euros to help bring joy and hope to these children during the holiday season.

## MO MODERN ART MUSEUM

Recognizing the vital role of art in enriching lives, Manvesta supports the MO Modern Art Museum in Vilnius as an ambassador. The company believes in the power of art to inspire beauty, joy, and new perspectives, enhancing the cultural landscape of the community.



## OUR LOCAL COMMUNITY

For 27 years, Jurbarkas has been and will continue to be our hometown. Manvesta is the largest company registered in the district and one of the largest employers. We are grateful to the local community and believe that close and generous collaboration will help us succeed in the long-term.

- Significant financial donations to the Jurbarkas City Church.
- Scholarships for the best students of local schools.
- In Vilnius, we are supporting a local arts community through financial donations to the modern art museum MO Museum.





# ECONOMIC AND GOVERNANCE AREA

[www.manvesta.eu](http://www.manvesta.eu)



**MANVESTA**  
LOGISTICS

# CLIENT SATISFACTION AND SERVICE STANDARDS

Client satisfaction is one of the main topics amongst our company's strategic goals. It is essential for us to maintain a high customer satisfaction rate in order to keep our business going and help society secure existing supply chains.

In order to ensure high client satisfaction, we have adopted globally recognized quality standards, including ECOVADIS certification, the supply chain security programme AEO (Authorised Economic Operator), our internal Integrated management system policy, international standards ISO 9001, ISO 14001, ISO 45001, as well as IKEA IWAY customer standard requirements. We implemented a wide variety of organisational processes such as sales management, order management, customer complaint management with an aim to streamline our processes. We aim to adhere to the quality requirements of road carrier customers, and have implemented a control process for driver/vehicle interlock. We have also improved our client financial management system, including customer debt management process and customer invoicing processes.



## KEY ACTIVITIES IN STRENGTHENING OUR CLIENT RELATIONSHIPS IN 2023

**Maintained ongoing contact with clients through both remote and face-to-face interactions to discuss and ensure the quality of our services**

**Distributed a survey to gauge clients' perceptions of Manvesta's services and management communication, with additional focus on sustainability-related queries**

In 2023 we had great results from various initiatives, including employee training programs, investments in Information Systems (IS), increased focus on eco-driving practices, enhanced driver training, and improved process management. These efforts collectively contributed to our strong performance and operational efficiency throughout the year.



## ACTION PLAN FOR 2024

**Conduct client surveys twice a year to gather insights and feedback for continuous improvement.**

**To ensure compliance and enhance operational standards, we plan to increase the frequency of internal audits and inspections across Europe.**

Ensuring our clients' satisfaction and high quality service standards does not only lay in our hands, but also depends on our established network of carriers, competitors, and clients. We do everything in our power to ensure great client satisfaction across the value chain. The senior management reviews our client satisfaction strategy at regular management meetings. We carry out periodic meetings with customers, which may be initiated by Manvesta or by the customers themselves, to discuss their satisfaction with the service. We carry out customer surveys on demand, and perform planned external and internal audits. These efforts have ensured great customer satisfaction with our services so far.



Supply chain management is one of the strategic topics that makes a significant environmental and social impact across our business activities, and is tightly related to our clients' satisfaction. Therefore, the topic has a great strategic importance, and our performance is closely monitored through the scheduled external and internal audits. The topic is also being discussed on a regular basis during senior management meetings, in order to fulfil the management and clients' expectations towards supply chain management sustainability impact.

## Supplier environmental criteria in 2023:

- No trucks over 10 years old are being exploited in order to minimise environmental pollution
- Manvesta's subcontractor trucks comply with EURO 6 vehicle emission standards



**100% of new suppliers were screened using environmental criteria.**



## ACTION PLAN FOR 2024

**Continuing new supplier screening using environmental criteria**

**Continuing the ongoing carrier surveys and audits**

**Including social criteria in the new supplier screening**



Practices ensuring ethical and responsible business conduct are core to our business activities, and lie within the DNA of our Code of Conduct. The good governance practices are also described and carried out in compliance with ISO standards, as well as IWAY policy.

To continue to ensure the fulfilment of legal requirements, which in turn secures successful business activities and prevents certain sanctions and business termination, we established an in-house legal department in 2022.

We take good governance practices seriously and revise the list of the legal acts applicable to the organisation each year. Additionally, our legal team actively participates in training sessions and conferences to stay updated on best practices and regulations. We strive to continuously ensure impeccable legal compliance.

## ANTI-CORRUPTION

Our on-going initiatives in this topic have ensured that no significant risks related to corruption, nor any corruption incidents have been identified during the reporting period, whether it relates to employee, or business partners' activity. There were also no public legal cases regarding corruption brought against Manvesta or its employees in 2023.

## ANTI-COMPETITIVE BEHAVIOUR

Our company wasn't involved in any legal proceedings for anti-competitive behaviour nor breaches of antitrust and monopoly laws during the reporting period.

## COMPLIANCE WITH LAWS AND REGULATIONS

There were no significant instances of non-compliance with laws and regulations in 2023.

## PREVENTION OF MONEY LAUNDERING AND TERRORIST FINANCING

We have a strict internal procedure in place to ensure compliance with the Law of the Republic of Lithuania on the Prevention of Money Laundering and Terrorist Financing. All our employees are obliged to familiarize themselves with the measures described in the procedure and the liability for breaches thereof. In addition, we maintain a Code of Conduct and a policy against money laundering, with which all newly hired employees are thoroughly acquainted. All relevant documentation is securely stored in our process repository. There were no cases of non-compliance in 2023.





Innovation is another strategic topic critical to our growth. It allows us to enhance customer satisfaction, track and assess relevant performance indicators, as well as advance work conditions and road safety. In addition, it enables us to plan and optimise routes and loads, manage environmental impacts and increase the overall sustainability performance. Therefore, Manvesta has a competitive in-house IT department which oversees innovation and change management.



## KEY IMPROVEMENTS IN 2023

**Established a centralised repository for managing and storing process documentation**

**Upgraded our performance tracing tool to enhance operational efficiency**

**Introduced the telecommunication tool to facilitate more convenient communication with drivers on specific issues**

## USE OF INNOVATIONS AT MANVESTA

For 2024, we plan to implement Mobile Device Management (MDM) for our drivers. This means that drivers will be equipped with smartphones, and the content on these devices will be managed from a centralised console, enhancing communication and operational efficiency. We also plan to implement a document management system, with the aim of streamlining document organisation and increasing overall efficiency in administrative tasks.

### Client satisfaction:

- Integration with OED of suppliers
- Using our telematics system, the customer can monitor their trucks/loads in real time, not only on our system, but also on their own systems
- All of our trucks are outfitted with tablets for connectivity and transfer

### Optimising costs:

- Advanced vehicle tracking system greatly assists us in selecting the most efficient routes
- Track the location and trip progress of all our vehicles
- Innovations and technology advancements in fuel consumption boost our fuel economy and minimise our environmental impact through reduced GHG emissions.

### Performance analysis:

Our advanced tracking software allows us to monitor drivers and effectively respond to day-to-day challenges. Our technology provides automated evaluation and assessment of:

- Driving style (speed, pedal movement, fuel consumption, stops, delays)
- Degree of difficulty (average slope of total distance, average weight of vehicle, grading of stops)
- Consumption values (total consumption, driving consumption, idling fuel consumption, average total fuel consumption, AdBlue consumption, CO2 emissions)
- Performance features (total distance, number of stops, number of kick-down events, braking distance, moving time etc)
- Driving mode & assistance systems (roll distance, ecoRoll activate, driving modes etc)
- Cruise Control & Limiter (usage of cruise control and limiter)



## ACTION PLAN FOR 2024

**Emphasise eco-consultations with a specific target for the number of calls to be made per month**

**Continue providing eco-driving training for drivers before they embark on their routes**

**Implement a Document Management System to streamline our operations**

**Launch a new Business Management System**

**Prepare to launch an intranet for drivers to improve communication and access to company resources**

**Introduce a new Mobile Device Management (MDM) system to enhance management and security of mobile devices located in trucks**

The innovation topic will stay at the top of our business priorities, and will continue to be involved in our strategic objectives and a discussion topic at the monthly senior management meetings.



Risk management is a core strategic topic at Manvesta, as it helps to prevent and mitigate any threats and vulnerabilities, and instead stabilises business activities across different domains. International standards such as ISO 9001, ISO 14001, ISO 45001 are in place in order to prevent and mitigate risk factors across product and service quality, environmental management, and occupational health and safety areas, respectively. Our senior leadership reviews risk management and performance once a month at the executive meetings.

Various stakeholders such as clients, suppliers, employees, traffic participants, governmental institutions in Lithuania and foreign countries, associations, and social partners are directly or indirectly involved in a successful risk management associated with Manvesta's activities. Engaging with them regularly is therefore part of our risk management efforts. Key business risks at Manvesta are associated with information technology (IT) and cybersecurity. We completed an in-depth IT risks assessment audit in 2022 and we continue to control and monitor new and potential threats. The foundation of our IT risk management is based on various world-wide practises such as:

- Critical Security Controls (CIS Controls) and ISO 27002 standard
- Servers are running in Tier3 level data centre (DC)
- No single points of failure
- Diversified backup strategy including repository in Western Europe
- Business Continuity plan in place



## INITIATIVES IMPLEMENTED IN 2023

**Prepared about 90 operational processes to streamline company operations**

**Successfully passed external audits for ISO 9001, ISO 14001, and ISO 45001, ensuring quality management, environmental management, and occupational health and safety standards**

**Conducted process reviews to enhance operational efficiency and continuous improvement**

**Initiated several implementations of Lean methodologies to optimize workflow and reduce waste**

**Established a protocol for data backups to be stored in a data centre located in Western Europe**

**Modelled routine activities and reviewed them periodically to assess any discrepancies**

**Designed performance improvement cycle with preventive actions to improve business performance and manage risks**

**Migrated servers to Tier3 DC**



## ACTION PLAN FOR 2024

**Schedule cyber security training for employees**

**Continue to model routine activities and review them periodically to assess any discrepancies**

**Achieve compliance with the Network and Information Security (NIS2) directive**



## Key sustainability risks at Manvesta

As part of our risk management initiatives, we are continuously assessing, identifying and monitoring potential risks related to sustainability. Once we identify risks, their causes, potential impacts and probabilities, we determine risk (in)acceptability, put in place risk prevention measures, and assign responsibilities.

Currently, the main sustainability risks identified are related to one of our greatest environmental impacts – GHG emissions reduction efforts, including reducing empty kilometres, improving eco-driving and switching to renewable energy. Reducing our emissions in a timely and effective manner is both a reputational and performance challenge. More on our actions and initiatives is provided in the GHG Emissions chapter of this report.

Other key risks are identified and managed through topics of employee health and safety, client satisfaction, supply chain management and good governance practices.



Operational excellence is a key topic for Manvesta, while improving operational efficiency, reducing risks, facilitating new employee onboarding, enhancing employee engagement and continuous development, enhancing customer satisfaction, which in turn contributes to the overall sustainability performance progress. Therefore, our senior management pays high attention to this topic. We conduct periodic reviews of the company's processes, analyse performance indicators at scheduled intervals, assess internal and external audits to meet customer and international standards, as well as continuously communicate about progress that is made and results that are achieved.



## INITIATIVES IMPLEMENTED IN 2023

**Created a centralized location for storing and managing the documentation of company's processes**

**Developed and periodically organized training sessions for employees on operational process management**

**Constructed the company's process map to provide a visual representation of workflows and interdependencies**

**Began conducting process reviews to identify areas for improvement and ensure optimal performance**

**Set metrics to monitor and measure the effectiveness of various processes**

**Implemented Business Intelligence (BI) platform for interactive data visualization to analyse performance indicators on an ongoing basis**

**Launched Customer Relationship Management (CRM) system to enhance customer interactions and data management**

**Established a new Financial analysis department with dedicated focus on BI data interconnection and visualization excellence**



## ACTION PLAN FOR 2024

**Progressing with development projects for the business management system to enhance functionality and integration**

**Developing comprehensive user manuals and instructions for the business management system**

**Targeting the review of approximately 60% of existing documented company processes to ensure efficiency and effectiveness**

**Advancing with projects for solving problems using Lean methodology to streamline operations**

**Setting up the Document Management System (DMS) to improve document management and control**

**Boost CRM value by integrating voice over internet solution (VOIP) and involve the pricing team to enhance sales process**

**Incorporate new business management system data into BI platform, empowering various management levels to analyse performance indicators throughout all business units**

In addition, we will focus on improving new employees' integration into the organisation by setting up a newcomer's area on a publicly accessible domain and by carrying out regular training. These initiatives should further improve operational excellence at Manvesta.

We hold private data security to a significant strategic importance. If not managed properly, it may negatively impact our customers' loyalty, organization's image in the market or we may face potential financial penalties for losing sensitive customer data. In order to prevent this from happening, we have various security measures and policies in place, including:

- Company information access control based on „need to know“ principle
- Internal and external firewalls
- Multi-factor authentication (MFA) in place
- Anti-virus, anti-malware and anti-ransomware protection
- Information access logging
- Data encryption policy



## INITIATIVES IMPLEMENTED IN 2023

**Announced mandatory Multi-factor authentication (MFA)**



## ACTION PLAN FOR 2024

**Take measures to minimize cyber risks alongside achieving compliance with NIS2 directive**

All the above measures have prevented substantiated complaints concerning breaches of customer privacy and losses of customer data from happening during the reporting period. We are highly committed to ensuring private data security across our business operations going forward.





## GRI INDEX

Statement of use	Manvesta UAB has reported in accordance with the GRI Standards for the period from 1 January to 31 December 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	Not applicable
GRI 2: General Disclosures 2021	
GRI Standard	Page
1. The organisation and its reporting practices	
2-1 Organizational details	<u>4 p.</u>
2-2 Entities included in the organisation's sustainability reporting	<u>4 p.</u>
2-3 Reporting period, frequency and contact point	<u>4 p.</u>
2-4 Restatements of information	<u>4 p.</u>
2-5 External assurance	<u>4 p.</u>
2. Activities and workers	
2-6 Activities, value chain and other business relationships	<u>5 p.</u>
2-7 Employees	<u>28 p.</u>
2-8 Workers who are not employees	<u>28 p.</u>
3. Governance	
2-9 Governance structure and composition	<u>13 p.</u>
2-10 Nomination and selection of the highest governance body	<i>Not applicable - more information is provided in the Sustainability Management chapter of this report</i>
2-11 Chair of the highest governance body	<i>Not applicable - more information is provided in the Sustainability Management chapter of this report</i>
2-12 Role of the highest governance body in overseeing the management of impacts	<u>13 p.</u>
2-13 Delegation of responsibility for managing impacts	<u>13 p.</u>
2-14 Role of the highest governance body in sustainability reporting	<u>4 p.</u>
2-15 Conflicts of interest	<u>13 p.</u>
2-16 Communication of critical concerns	<u>13 p.</u>
2-17 Collective knowledge of the highest governance body	<u>13 p.</u>
2-18 Evaluation of the performance of the highest governance body	<u>13 p.</u>
2-19 Remuneration policy	<u>29 p.</u>
2-20 Process to determine remuneration	<u>29 p.</u>
2-21 Annual total compensation ratio	<u>30 p.</u>

## GRI INDEX

GRI Standard	Page
4. Strategy, policies and practices	
2-22 Statement on sustainable development strategy	<u>3 p.</u>
2-23 Policy commitments	<u>10 p.</u>
2-24 Embedding policy commitments	<u>10 p.</u>
2-25 Processes to remediate negative impacts	<u>14 p.</u>
2-26 Mechanisms for seeking advice and raising concerns	<u>14 p.</u>
2-27 Compliance with laws and regulations	<u>41 p.</u>
2-28 Membership associations	<u>7 p.</u>
5. Stakeholder engagement	
2-29 Approach to stakeholder engagement	<u>15 p.</u>
2-30 Collective bargaining agreements	<i>The Company does not have a collective agreement with its employees.</i>
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	<u>16 p.</u>
3-2 List of material topics	<u>17 p.</u>
3-3 Management of material topics	<u>17 p.</u>
Economic topics	
GRI 205: Anti-corruption 2016	
205-1 Operations assessed for risks related to corruption	<u>41 p.</u>
205-3 Confirmed incidents of corruption and actions taken	<u>41 p.</u>
GRI 206: Anti-competitive Behavior 2016	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<u>41 p.</u>
Environmental topics	
GRI 302: Energy 2016	
302-1 Energy consumption within the organization	<u>20 p.</u>
302-3 Energy intensity	<u>20 p.</u>
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	<u>21 p.</u>
305-2 Energy indirect (Scope 2) GHG emissions	<u>21 p.</u>
305-4 GHG emissions intensity	<u>21 p.</u>
GRI 306: Waste 2020	
306-1 Waste generation and significant waste-related impacts	<u>23 p.</u>
306-2 Management of significant waste-related impacts	<u>23 p.</u>
306-3 Waste generated	<u>22 p.</u>



## GRI INDEX

GRI Standard	Page
GRI 308: Supplier Environmental Assessment 2016	
308-1 New suppliers that were screened using environmental criteria	<a href="#">40 p.</a>
Social topics	
GRI 401: Employment 2016	
401-1 New employee hires and employee turnover	<i>Confidentiality constraints - the Company does not disclose this information</i>
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">27 p.</a>
401-3 Parental leave	<a href="#">27 p.</a>
GRI 403: Occupational Health and Safety 2018	
403-1 Occupational health and safety management system	<a href="#">31 p.</a>
403-2 Hazard identification, risk assessment, and incident investigation	<a href="#">31 p.</a>
403-3 Occupational health services	<a href="#">31 p.</a>
403-4 Worker participation, consultation, and communication on occupational health and safety	<a href="#">31 p.</a>
403-5 Worker training on occupational health and safety	<a href="#">32 p.</a>
403-6 Promotion of worker health	<a href="#">32 p.</a>
403-8 Workers covered by an occupational health and safety management system	<a href="#">31 p.</a>
403-9 Work-related injuries	<a href="#">32 p.</a>
403-10 Work-related ill health	<a href="#">32 p.</a>
GRI 404: Training and Education 2016	
404-1 Average hours of training per year per employee	<a href="#">34 p.</a>
404-2 Programs for upgrading employee skills and transition assistance programs	<a href="#">34 p.</a>
404-3 Percentage of employees receiving regular performance and career development reviews	<a href="#">34 p.</a>
GRI 406: Non-discrimination 2016	
406-1 Incidents of discrimination and corrective actions taken	<a href="#">33 p.</a>
GRI 407: Freedom of Association and Collective Bargaining 2016	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">33 p.</a>
GRI 418: Customer Privacy 2016	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">47 p.</a>

## UN GLOBAL COMPACT PRINCIPLES

At the beginning of this century, the United Nations drafted and published the Global Compact, a set of 10 universal principles to which all organisations seeking to operate in a responsible and sustainable manner are invited to voluntarily adhere. We support these principles in our work and promote their implementation in areas where we can have an impact. Below is a list of all the principles and the pages in this report that describe our activities, ambitions and initiatives in relation to these principles.



Global Compact principle		Page
1	We support and respect the protection of internationally proclaimed human rights.	<a href="#">33 p.</a>
2	We make sure that we are not complicit in human rights abuses.	<a href="#">33 p.</a>
3	We uphold the freedom of association and the effective recognition of the right to collective bargaining.	<a href="#">33 p.</a>
4	We do not use forced and compulsory labour and work to eliminate all forms of it.	<a href="#">33 p.</a>
5	We do not exploit child labour and work to eliminate all forms of it.	<a href="#">33 p.</a>
6	We do not discriminate and work to eliminate discrimination in respect of employment and occupation.	<a href="#">33 p.</a>
7	We support a precautionary approach to environmental challenges.	<a href="#">10 p.</a>
8	We undertake initiatives to promote greater environmental responsibility.	<a href="#">18 p.</a>
9	We encourage the development and diffusion of environmentally friendly technologies.	<a href="#">18 p.</a>
10	We do not tolerate corruption and work against corruption in all its forms, including extortion and bribery.	<a href="#">41 p.</a>