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Organising the global logistics flows of temperature-controlled food products is our business, and Seafrigo Group wishes to continue its actions and initiate new ones to contribute to the respect of tomorrow's societal and environmental challenges.

As Chairman and CEO of the Seafrigo Group, I am proud to present you with this CSR report on our actions in 2021. We will continue our efforts in the coming years to contribute, at our level and within the framework of a global CSR strategy, to the well-being of future generations.

We will achieve our objectives for the years to come thanks to the commitment of our 1,300 employees, customers and partners.

Eric BARBÉ

CEO Seafrigo Group

Flexibility

Seafrigo Group guarantees the global control of the logistic chain on the 5 continents. Our business experts will find the ideal solution for the transport of your goods. Our commitment is to the total satisfaction of our customers.



Performance

Seafrigo Group cultivates excellence in performance. Our teams, experienced in international trade techniques, are committed to working alongside our customers to find the right solution for the constraints of the international transport of temperature-controlled foodstuffs.



Proximity

Our own offices on 5 continents, a worldwide network and more than 40 years of recognised know-how enable us to provide our customers with the Seafrigo Group experience every day.



Respect

We are convinced that respect is the foundation of a virtuous and harmonious organisation that will allow each employee to carry out their mission in a climate of total trust.



Business ethics

Seafrigo Group organises the worldwide transport of goods on 5 continents. In the countries where we operate, we contribute to the respect of employees' rights as laid down by the International Labour Organisation and promote social progress.





KEY FIGURES

€500 million turnover

1 300 employees worldwide

20 countries on 5 continents, various projects to open logistics platforms and offices in the United States, Scandinavia, Benelux and the French overseas departments and territories.

235,000 Sqm of storage capacity under controlled and ambient temperatures

1 10,000 TEU / year

1 000 reefer containers handled / week

Multimodal platforms with the **latest environmental standards** connected to inland waterway and rail transport.

Certifications

Our logistics platforms are **BREEAM Good** certified and guarantee better energy and water management (LED lighting with automatic detection, rainwater recovery, etc.).

Our commitment is to encourage the multimodal transfer of goods transport to rail and inland waterways.



Seafrigo Group has been awarded the **6PL Label** by the Normandy region and is committed to implementing various actions promoting social progress, environmental protection and energy management over 2022.



We have been working with **Ecovadis** at Group level to assess our environmental, social and ethical performance since 2020 and were awarded a silver medal in 2021.

Regulatory monitoring

Seafrigo Group has a dedicated team in charge of monitoring issues, which informs the teams on a daily basis of regulatory developments relating to import/export (sanitary and phytosanitary certificates, French and third country agreements, customs), environment and safety.

We ensure that laws are applied, international regulations are respected and compliance with international transport regulations.

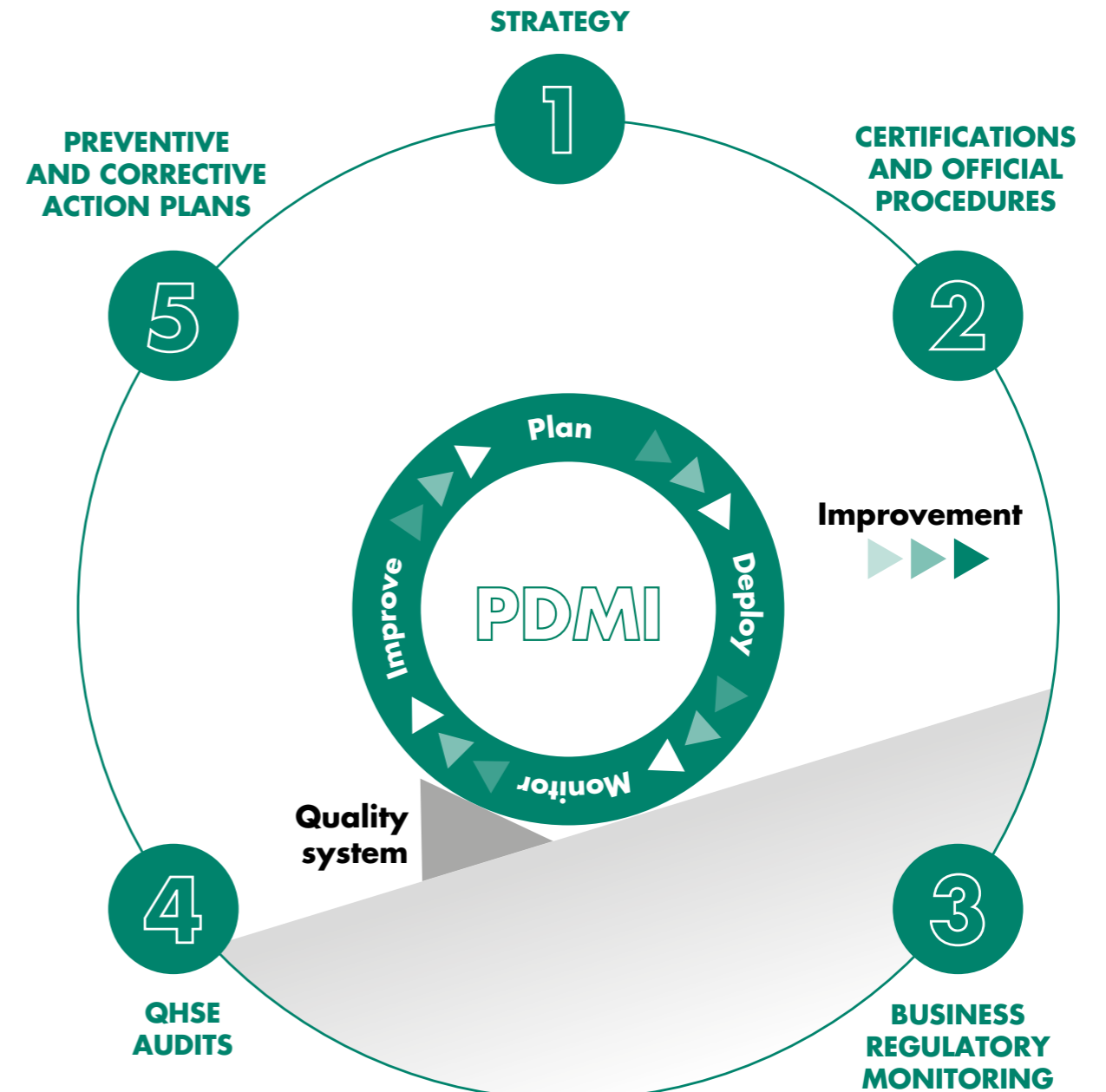


Certification process

The group has set up a robust documentation system that allows the monitoring and training of employees, the preservation of our know-how and the definition of the roles and responsibilities of each individual. Practices and processes are standardised, we carry out audits and ensure the continuous improvement of our teams.

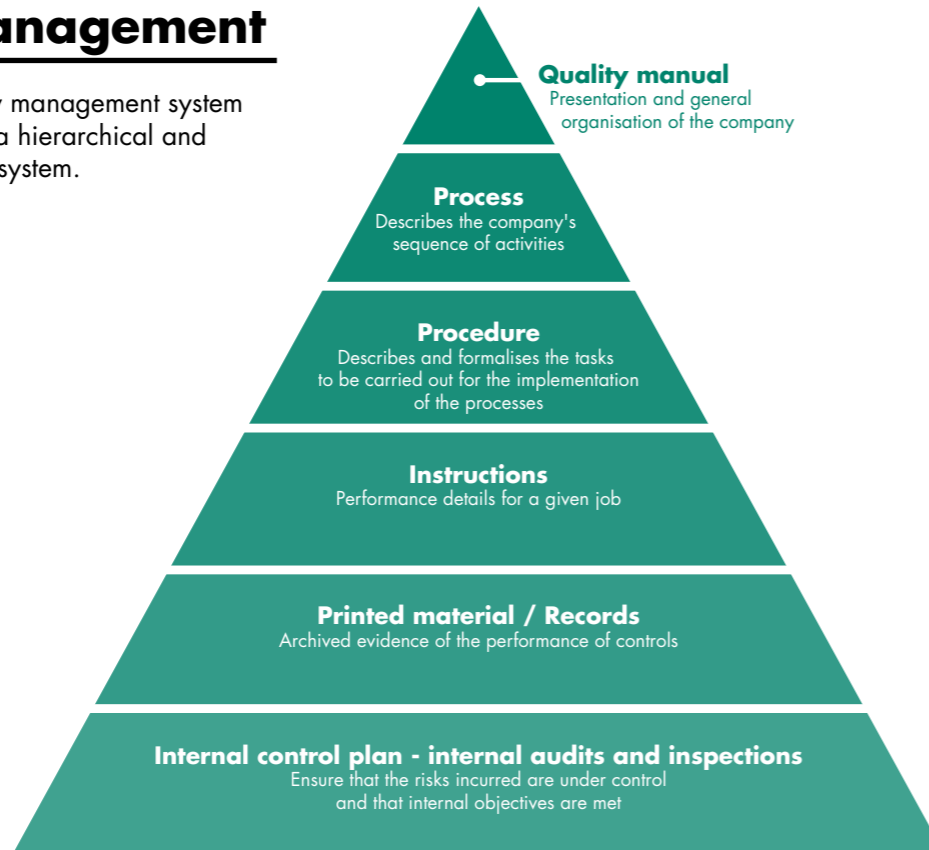
QHSE (Quality, Health, Security, Environment) process and continuous improvement

Our common objective in the company is to implement various measures that will allow us to be in a process of continuous improvement on CSR issues.



Quality management

The basis of our quality management system is the establishment of a hierarchical and mature documentation system.

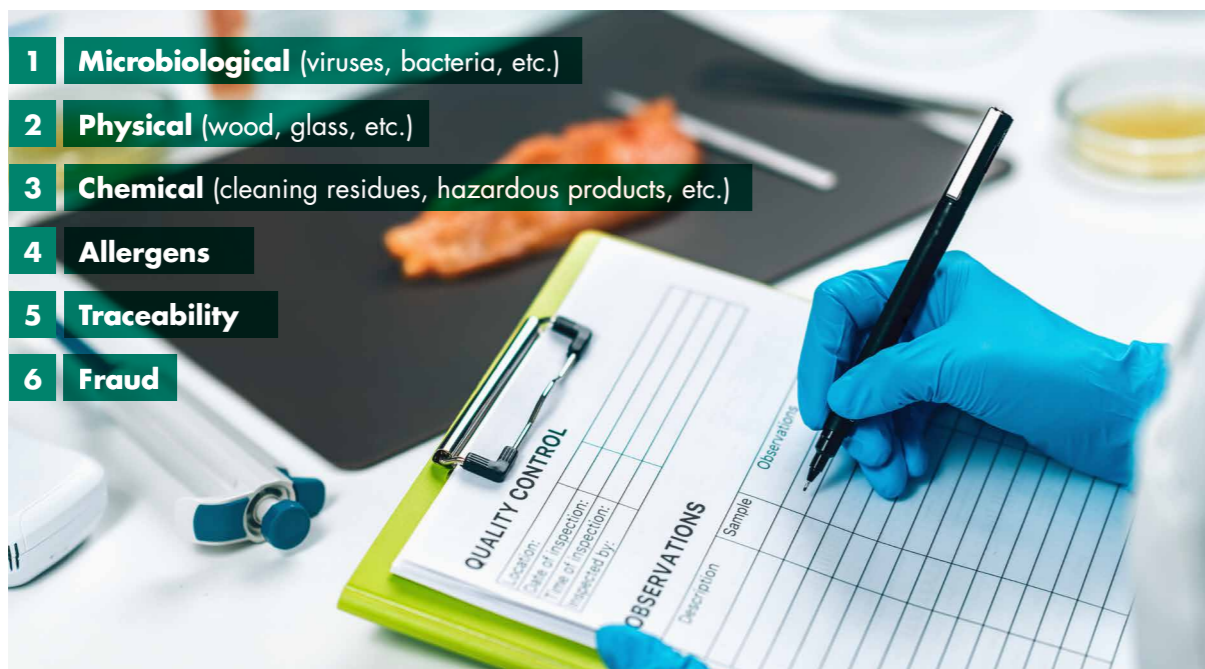


HACCP approach

HACCP (Hazard Analysis Critical Control Point) is a method imposed by European regulations for the hygiene of foodstuffs (in particular by Regulation EC 178/2002).

This approach assesses the control of significant product safety risks throughout the supply chain.

Our analysis is based on 6 risks classes



Business Continuity Plan (BCP)

The BCP in force in the company ensures business continuity.

The safety of employees will be preserved and the operational impact minimised in order to guarantee our customers a quality service in the event of a major crisis situation.



Data security / Embedded computing

All steps of an operational process are radio frequency locked by scanning.

Seafrigo Group thus guarantees traceability to the point of delivery: withdrawal, recall, stock status, inventory. Our procedures are validated by the sanitary (DDPP / PIF) and phytosanitary services.



CONTROLS AND SAFETY



Protection of endangered species

SEAFRIGO is located in the Seine estuary, an area of high ecological value. The estuary is home to many animal and plant species, some of which are rare and endangered.

As part of the work carried out by the company to develop its activity, ecological improvements were made to help certain protected species present on the site, in particular the Bluethroat and the Natterjack Toad. The work consisted of the creation of several ponds and a reed bed.

Hedges and groves were also planted, thus recreating areas of shelter and food. The areas around the ponds (banks, lawns) are managed in a «reasoned» way (limited mowing frequency, no use of phytosanitary products, etc.). This management is adapted to the objective of creating favourable habitats for these threatened species in Normandy.



The Bluethroat

(*Luscinia svecica*) prefers to live in wetlands. A discreet species, it takes its name from the bright colours of its throat: the male has a blue bib while the female has a light-coloured throat.



The Natterjack Toad

(*Epidalea calamita*) frequents warm and dry environments with sparse vegetation and appreciates loose soil (sand, gravel, pebbles). This toad is about 5 to 7 centimetres long and breeds in shallow, sunny areas of water. It is greenish in colour and can be easily identified by the pale line on its back.



A **hibernaculum** was also constructed using hollow bricks, riprap and dead wood: an artificial shelter in which snakes and amphibians find refuge for the winter and a source of food.

ENVIRONMENTAL
COMMITMENTS

Seafrigo Group, a responsible company

Luncheon vouchers and pay slips have been dematerialised, saving over 20,000 printouts and mailings per year.

The waste generated on our sites is recovered by UNIFER Environnement, a signatory of the «Objectif CO₂» charter and is **in the process of obtaining ISO 45001 certification**.

- We are committed to reducing the environmental footprint of our employees by switching the company's fleet to hybrid or electric vehicles, and charging stations have been installed at our platforms.
- We make our employees aware of the importance of carpooling, encourage bus travel (a bus stop has been set up in front of our various sites) and promote bicycle travel (bike shelter).
- We are respectful of the preservation of species and ensure that protected areas are recreated as part of our business development.

Seafrigo Group, a company that places Quality of Life at Work at the heart of its concerns

Work-life balance is encouraged through the introduction in 2021 of a «telework and right to disconnect charter». Well-being at work is encouraged: employees benefit from company concierge services and the delivery of healthy and balanced meals made from fresh products offered by our partners **La Minut'Rit** and **See U Spoon**.



Seafrigo Group, a company committed to employment and skills development

In 2021, the Group recruited over **80 new talents** on permanent contracts and welcomed **24 work-study students** and **57 trainees** of all levels.

Priority is thus given to future generations who will contribute to the company's future development.

At the same time, Seafrigo Group renewed its partnership with Exego to train people who are excluded from the labour market: **10 future employees** will join the «Seafrigo Exego» school in 2022 to obtain a permanent contract as a transit agent in our teams.

INDICATORS	VALUES
Workforce by type of contract (fixed-term/permanent)	97/870
Annual promotion ratio (excluding Obligatory annual negotiation)	Over 250 individual upgrades
Percentage of men/women in the company	69% / 31%
Number of employees on work-study contracts	24
Number of trainees	57
Training contribution in Euros	€125,804
Number of employees trained in safety (OHS, first response team members and COVID referent)	101 employees

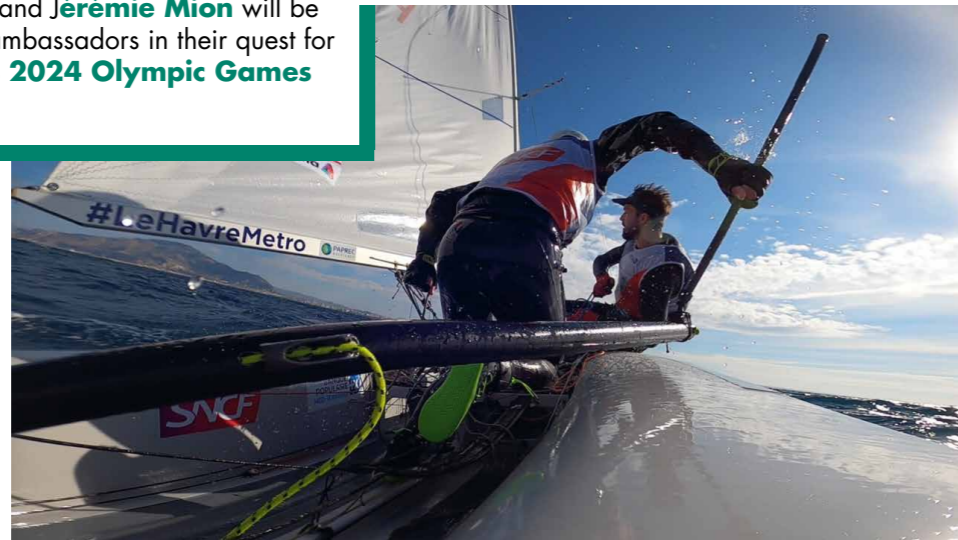


Seafrigo Group, a player involved in many fields such as sport, the fight against childhood cancer, gender equality in companies and the promotion of art

The Group will support, until 2025, the Le Havre skipper duo **Cédric Chateau** and **Jérémie Mion**, 3rd in the **Transat Jacques Vabre in 2021 in Class 40** and wishes to contribute to the training of Norman sailors in ocean racing.

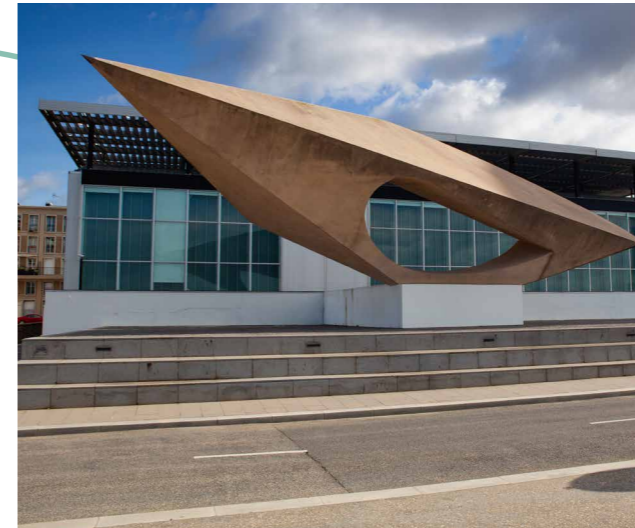


Camille Lecointre and **Jérémie Mion** will be the Seafrigo Group ambassadors in their quest for a medal at the **Paris 2024 Olympic Games on support 470**.



Since 2011, **Imagine for Margo** has been raising awareness and funds to accelerate research to better understand and treat childhood cancers.

Ludivine Rouzès and Charles Delattre are supported by Seafrigo Group in their commitment.



The **MuMa** (André Malraux Museum of Modern Art) houses one of the finest collections of impressionist paintings in the province. Seafrigo Group was a sponsor of the Philippe de Gobert exhibition in 2021 and will reaffirm its support in 2022.

Femmes et Challenge is a network of business leaders, women entrepreneurs, managers and project leaders. The Seafrigo Group supports this cause to promote gender diversity and equality in the company.



SPONSORING & PATRONAGE

SEAFRIGO

SEAFRIGO GROUP



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