



## SUMMARY

A message from the Chairman . . . . .	02	Controls & Safety . . . . .	08
Values . . . . .	03	Environmental Commitments . . . . .	10
Key Figures . . . . .	05	Human Resources . . . . .	12
CSR approach for Logistics Platforms . . . . .	06	Sponsoring & Patronage . . . . .	14

### CSR governance

Seafrigo Group considers CSR to be an essential pillar of its corporate strategy, guiding its actions and decisions in accordance with ethical, social and environmental principles. Our approach to CSR governance is based on transparency, commitment and accountability at all levels of the organisation. We have set up a Steering Committee to support the implementation of the CSR strategy and ensure that it is integrated effectively and consistently throughout the organisation. The review of annual objectives and policies is part of the remit of the CSR Steering Committee.

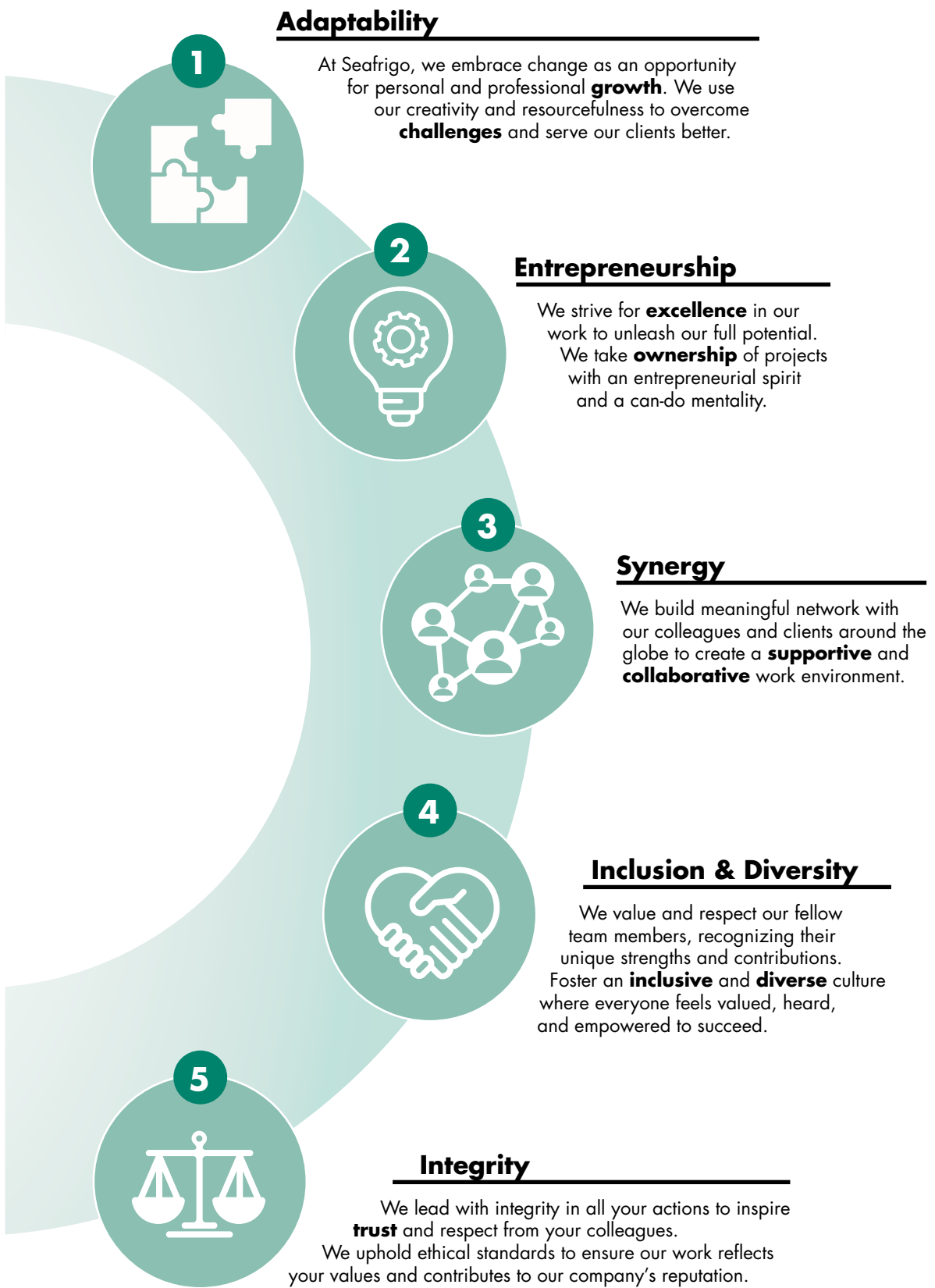


*Organising the global logistics flows of temperature-controlled food products is our business, and Seafrigo Group wishes to continue its actions and initiate new ones to contribute to the respect of tomorrow's societal and environmental challenges.*

*As Chairman and CEO of the Seafrigo Group, I am proud to present you with this CSR report on our actions in 2023. 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 2,500 employees, customers and partners.*

**Eric BARBÉ**

CEO Seafrigo Group







# KEY FIGURES

**€850 million**  
turnover

**2,500**  
employees worldwide

**300,000 sqm**  
of warehouses all over  
the world

**28 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.

**120,000** TEUS / year

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

**1,000** reefer containers  
handled / week

This CSR report covers all the activities, sites, subsidiaries and parent company of Seafrigo Group.

## 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 a range of measures over 2024 to promote digital sobriety, environmental protection and energy management, as well as promoting CSR.



	OBJECTIVES	EVALUATION
Year 1	PAP v1 : 45%	<b>51% Evaluation #1</b>
Year 2	PAP v2 : 76%	<b>88% Evaluation #2</b>
Year 3	PAP v3 : 100%	

«...the company is significantly accelerating the implementation of a comprehensive CSR strategy. ESG indicators, targeted response to calls for tender, responsible purchasing, low-carbon strategy... all major efforts undertaken in record time.

As a result of this dynamic, the company is significantly 'ahead' of schedule and of the minimum targets imposed by the 6PL Label, with 88% of targets achieved in the second year.»

**Bruno MORIN**, ECOVOLUTION CEO, Extract from the 2023 report.



We have been working with **Ecovadis** at Group level to assess our environmental, social and ethical performance since 2020 and we won in 2024 a silver medal for our 2023 commitments.

## 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. The platforms are registered with the DDPP (Departmental Population Protection Directorate) and have a sanitary approval for those under controlled-temperature.

**Specific approvals** can also be requested according to customers needs and requests. We ensure that laws are applied, international transport regulations and compliance respected.

## Certification process

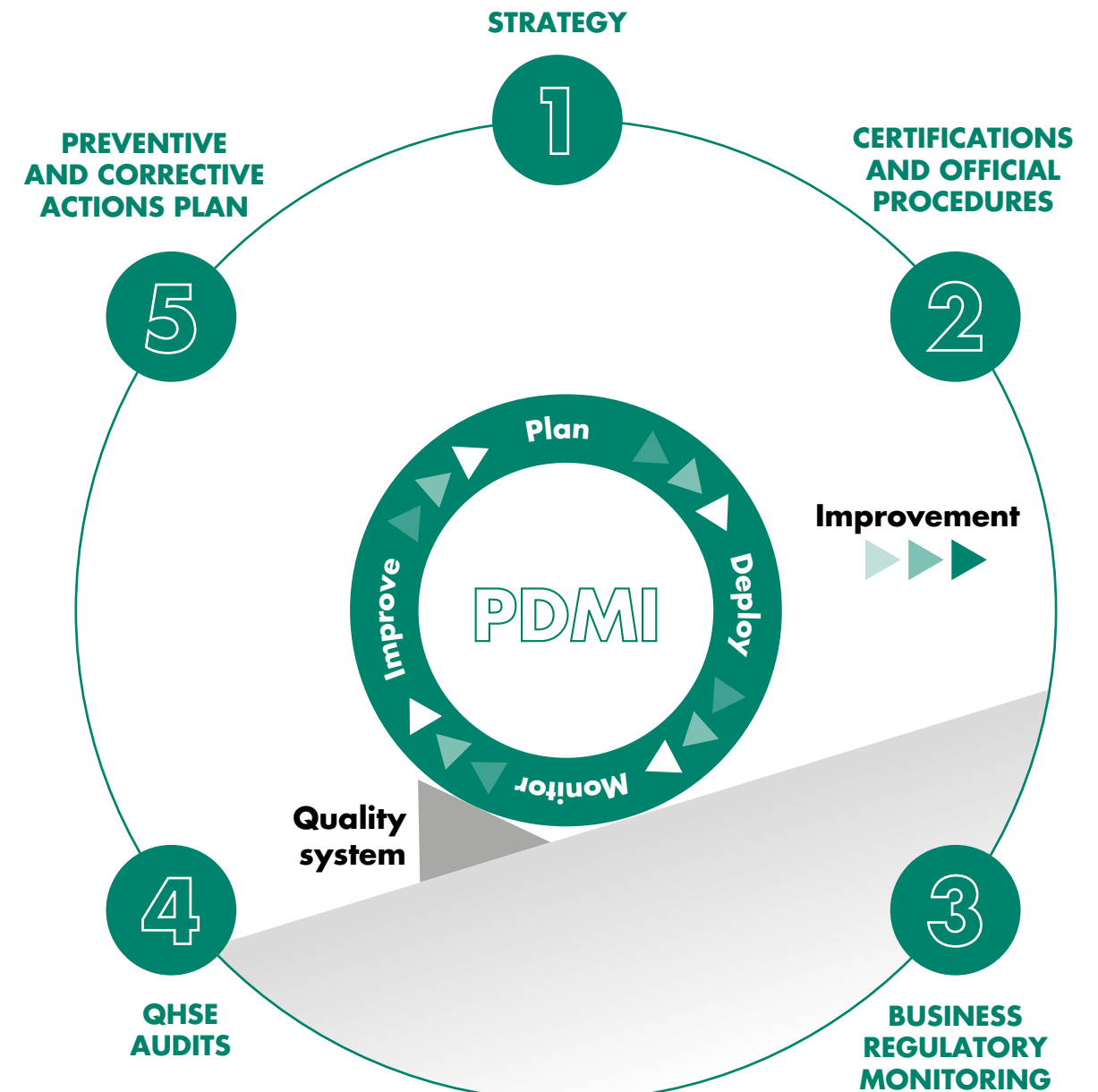
The Group has set up a robust documentation system that allows the monitoring and training of employees, the preservation of our know-how and the definition of the roles and responsibilities of each individual. Practices and processes are standardised, we carry out audits and ensure the continuous improvement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

- Warehousing: Organic, Sustainable Fishing and Responsible Aquaculture
- Airfreight: Authorized Agent and Ground Handling (Guadeloupe)
- Airfreight: ISO 9001 & AEO
- Ocean Freight: ISO 9001 & AEO
- Heavy Lifting: ISO 9001



## 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.



We are integrating our suppliers into this approach and aim to carry out an on-site audit of 3 of our suppliers in June 2024.



# Quality management

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



# QHSE approach

Seafrigo Group guarantees compliance products to requirements regulations through its quality approach based on **HACCP**, **Food Defense** and establishment of a global and positive approach **"Food Safety Culture"**.

Food Defense is a method set up in the field food protection against malicious acts such as contamination.

Our analysis is based on 6 risks classes



# Business Continuity Plan (BCP)

The BCP in place in the company ensures business continuity.

The safety of employees will be preserved and the operational impact minimised to maintain for our customers a high quality of services in the event of a major crisis situation.



# Security

Seafrigo Group puts safety as a top priority in its daily operations activities. The objective is «Zero accident and zero impact» on health for all of the Group's partners and employees.

In order to preserve the physical and mental health of its teams and with the aim of contributing to their well-being at work, Seafrigo relies on the 9 general principles of the NRSI prevention approach:

- Avoiding risks
- Analysing situations by listing and rating all identified hazards and risks
- Fighting risks at source
- Adapting work to Human
- Taking account of technical developments
- Replacing what is dangerous with what is less dangerous
- Planning the prevention
- Minimising the use of personal protective equipments by giving priority to collective protective measures
- Giving appropriate instructions to employees through training/awareness raising

**Objective for 2028:**  
Reduce the number of days lost due to accidents at work by 2% a year.

# 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.
- Phishing awareness tool for employees.
- We take care to protect the data of our stakeholders.
- 100% of our employees have been trained in information security.
- We have also set up a data security system (MFA, access rights management) to protect your personal data effectively.



**Objective for 2025:** Maintain 0 data security incidents.

CONTROLS  
& SAFETY

# Environment

Seafrigo Group affirms its willingness to engage its leadership in the energy transition by making its approach part of a continuous improvement process.

The Group has implemented an environmental policy which is part of its corporate social responsibility strategy. This policy is developed in line with the Group's leitmotifs: ethics charter, QHSE policy, integrated management system, responsible purchasing, etc.

To meet these requirements, Seafrigo Group promotes the improvement of its environmental and energy performance, waste management, implementation of the environmental policy, the support of sustainable environmental partnerships...

Our warehouses are based close to the terminals, while those in Le Havre are located in the port area. This not only ensures the safety of our goods, thanks to the short distances between the terminals and our warehouses, but also reduces carbon emissions.

At the same time, Seafrigo Group is working on the creation of «Seafrigo Trace», a platform dedicated to tracking our customers' goods at all times and in real time. The aim of this platform is to measure and monitor their environmental impact for all modes of transport (air, sea and road). It is due to go live in February 2024.



## Seafrigo Group, a responsible company

### Reducing and recovering our waste

- Luncheon vouchers and pay slips have been dematerialised, saving over 20,000 printouts and mailings per year.
- We opted to buy 'slip sheets', sheets of laminated Kraftliner that replace wooden pallets during transport.
- We reuse our blocking balloons to reduce the use of packaging products.
- Finally, the waste generated on our sites is recovered by PAPREC, a signatory of the «Objectif CO2» charter. We donate goods not collected by customers to associations, thereby helping to reduce food waste.

### Sustainable employee mobility

- We are committed to reducing the environmental footprint of our employees by switching the company's fleet to hybrid or electric vehicles. 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 have also introduced a green mobility bonus.

### Our LCL offer, a groupage solution to reduce the environmental impact of maritime transport

- At Seafrigo, we are developing a less-than-container-load (LCL) offer for our maritime shipments. This solution consists of grouping the goods of several customers into a single container in order to maximise its fill rate. The LCL offer has the dual advantage of reducing shipping costs for customers and cutting the associated greenhouse gas emissions.

We include our suppliers in our ethical approach. We have introduced a supplier charter and we want to go further by setting ourselves the target of carrying out an on-site audit of 3 of our suppliers in the first half of 2024.

# Protection of endangered species

We respect the preservation of species and take care to recreate protected areas as part of the development of our activities. Seafrigo Group 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 threatened.

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 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.



**The Bluethroat** (*Lusciniasvecica*) 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.



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.

## Our environmental objectives

- Reduce our greenhouse gas emissions by 2% a year by 2028, and building-related emissions by 5% a year.
- Recover 40% of our waste by 2030.
- By the end of 2024, we would like to have an LCL offer on 41 shipping lines.

**By the end of 2025**, we are committed to purchasing 30% of our warehouse consumables in an eco-responsible manner (film, pallets, etc.).

ENVIRONMENTAL  
COMMITMENTS



## Seafrigo Group, a company committed to employment and skills development

The Group achieved strong growth in 2023 thanks in particular to:

- The acquisition of PML in the UK (air freight activities) - around 120 employees / The CNMP - introducing this new activity for Seafrigo with around 450 employees.
- The opening of numerous countries: Japan, UK, Ireland, Panama, Ivory Coast...
- We have grown from 1,950 to 2,500 employees.

As part of this process of internationalisation and to support this growth, we are launching a call for tenders to select an HR information system which, with a go-live scheduled for the 1st quarter of 2024, will enable us to consolidate all HR data at global level, implement indicators, access our organisation charts in real time and launch a career site, among other things. By mid-2024, we plan to introduce an absence management tool, and by early 2025 an e-learning platform and a performance management tool.

This project is part of a responsible corporate approach designed to bring process and visibility to all Group employees. It is also part of a drive to reduce our carbon footprint by digitising our on-boarding processes and employment contracts for 5 countries.

We will begin drafting a code of conduct for all Group employees. employees. It will cover all the major ethical risks (corruption (corruption, money laundering, conflicts of interest, etc.) and will set out the whistleblowing and alert and resolution mechanisms. Quantitative objective aim to raise awareness of anti-corruption issues among 100% of our employees corruption by the end of 2025.

Seafrigo Group is committed to promoting diversity and inclusion among its employees. We have drawn up an action plan to promote gender equality. Disability officers have been trained among our employees to ensure that our commitments are respected. This training will be repeated in 2024.

An internal recruitment charter has also been introduced to combat discrimination in recruitment.

### Objectives for 2025:

- Raise awareness of diversity and inclusion among 85% of our employees.
- Offer an average of 10 hours of training per employee across the Group.
- Interview 65% of Seafrigo Group employees as part of a satisfaction survey.

## Seafrigo France

France accounts for more than half of our workforce.

In 2023, Seafrigo France recruited over **55 new talents** on permanent contracts and welcomed **22 work-study students** and **9 trainees** of all levels. Priority is thus given to future generations who will contribute to the company's future development.

### Objective for 2025:

Signing of 2 new social agreements for the French entities.

At the same time, Seafrigo France renewed its partnership with Exego to train people who are excluded from the labour market: **9 future employees** will join the « Logistique en Seine » academy in april 2023 and will complete their training in January 2024.

Seafrigo France has also renewed its partnership with ScholarFab to train **9 apprentices** in warehouse logistics. They will start their training in January 2024.

## 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 is committed to training and **recruiting future talents** by creating its Logistics Academy.

We recruited through the «Logistique en Seine» school:

- Permanent contracts:
  - 1 warehouse profile,
  - 7 administrative profiles
- Fixed-term contracts:
  - 4 administrative profiles

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

This year, the Group will support the skipper from Le Havre **Cédric Chateau** on the **Transat Jacques Vabre** and his co-skipper **Guillaume Pirouelle**.

Seafrigo has strengthened its partnership in 2022 by financing the **construction of a Class 40** which will allow young Norman sailors to train for 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**.

At the end of 2022, the team brought home a bronze medal from the world championships held in Israel.



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.



Seafrigo Group has been supporting the **MuMa** since 2021 and was a sponsor of exhibitions «The wind, that which cannot be painted» in 2022 and «Marquet in Normandy» in 2023.

The Community Foodbank of New Jersey is the leading organization fighting hunger and poverty in New Jersey. Since 2024, Seafrigo has been a sponsor of this organisation and has taken part in food drives and volunteered at events with the Community FoodBank of New Jersey.



SPONSORING & PATRONAGE





SEAFRIGO GROUP



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