



**H.ESSERS**

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**IT'S TRANSSOSSIBLE.**



“**Safety** has our highest priority. We believe H.Essers can be an **incident-free** company, and we will do everything in our means to achieve this goal.”



# GROWING TOWARDS A SUSTAINABLE FUTURE TOGETHER

It's not about a sustainability strategy,  
but rather about a sustainable strategy.

# VISION

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We aim to be the worldwide logistics reference in strategic market segments.

# MISSION

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We are your global partner offering sustainable, best in class solutions in a complex and challenging supply chain environment to create mutual profitable growth.



RELIABILITY



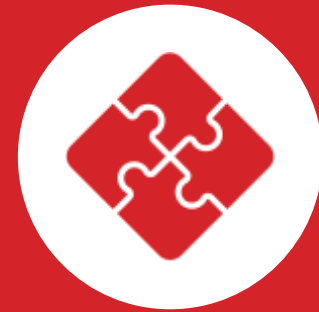
CARING



ENTREPRENEURSHIP



POSITIVISM



SIMPLICITY

# CORPORATE FIGURES




**1,1**  
BILLION  
EUROS



MORE THAN  
**7.500**  
STAFF



**88** OWN &  
**10** ON PREMISE  
LOCATIONS IN  
18 COUNTRIES



PMI, BPI  
31 FTE  
IT  
130 FTE



MORE THAN  
**1.300.000 M<sup>2</sup>**  
WAREHOUSE




**1.420**  
TRUCKS  
**4.060**  
TRAILERS




**660**  
SAFEBOXES  
**2.160**  
ISOTANKS



YEARLY  
**127 MIO KM**  
BY TRAIN

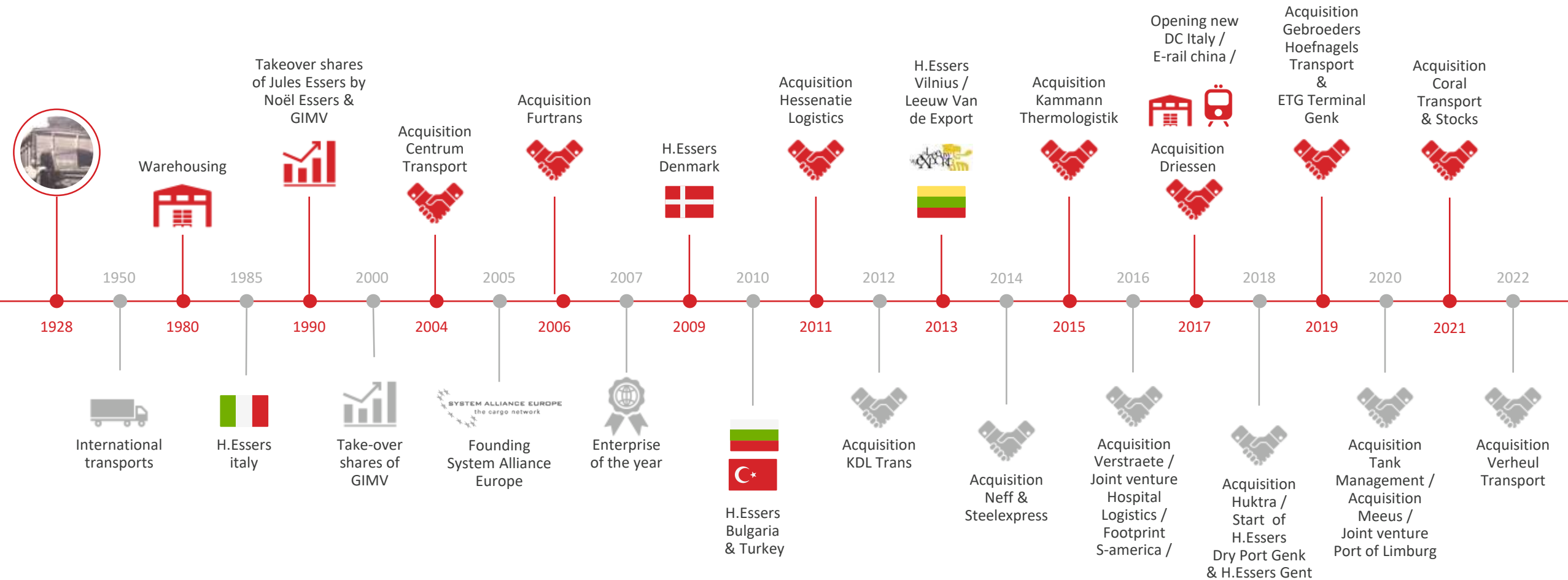


YEARLY **15.3 MWp**  
PRODUCED BY  
SOLAR PANELS



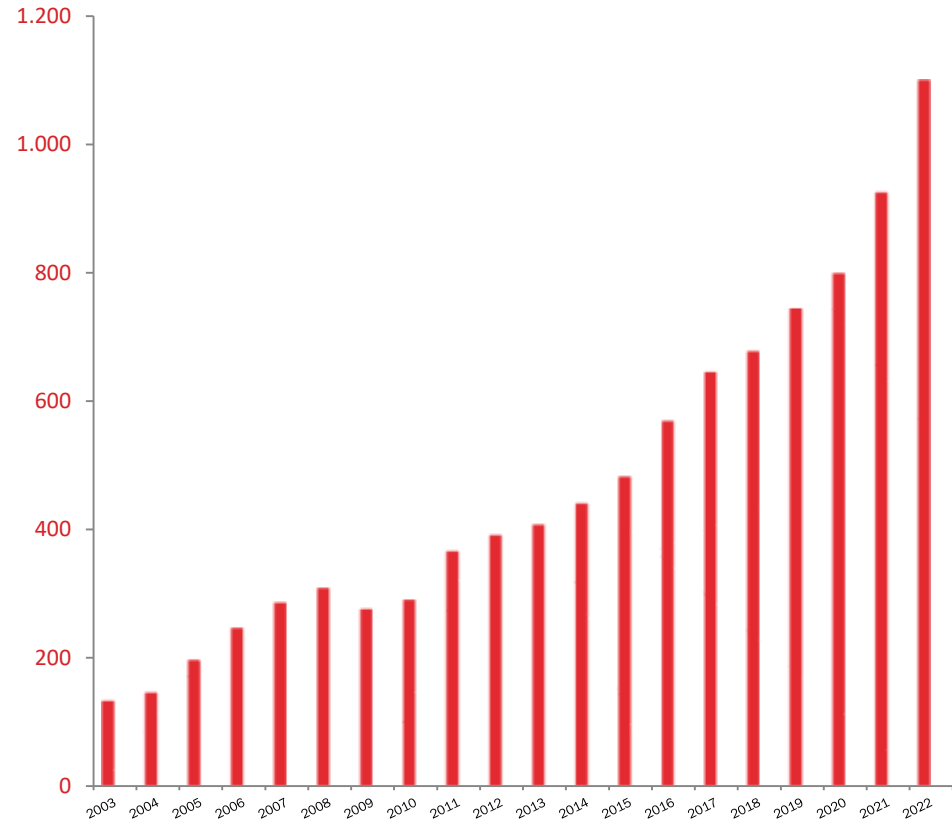
YEARLY  
**12.4 MW**  
PRODUCED BY  
6 WINDTURBINES

# HISTORY

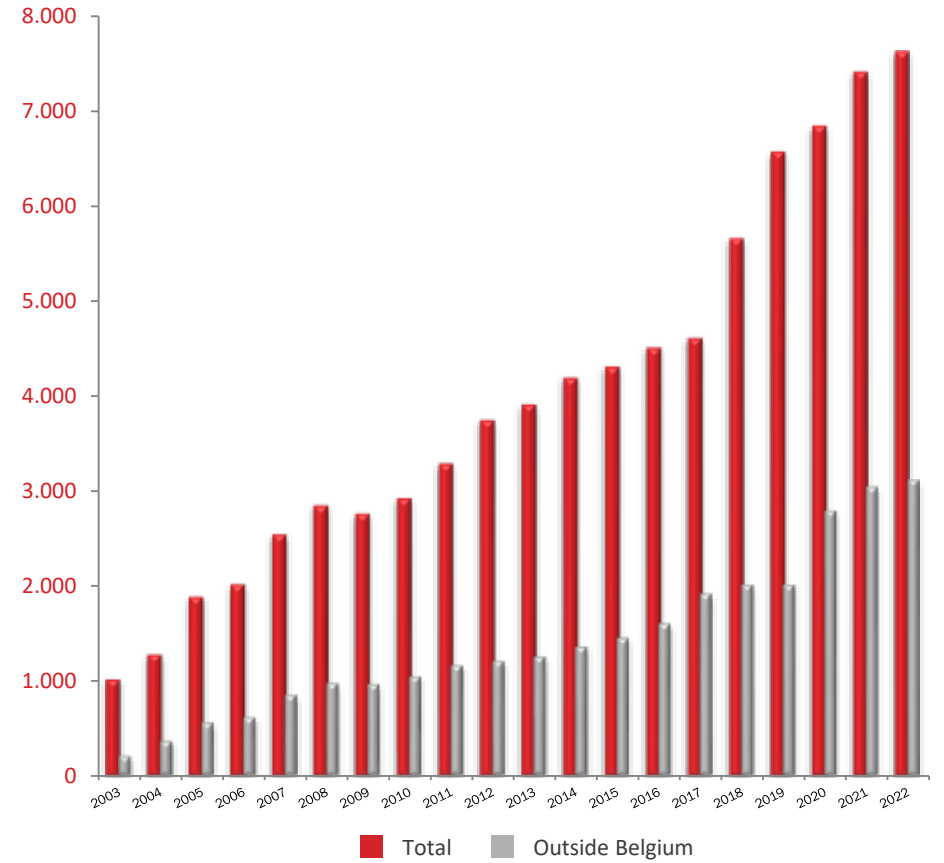




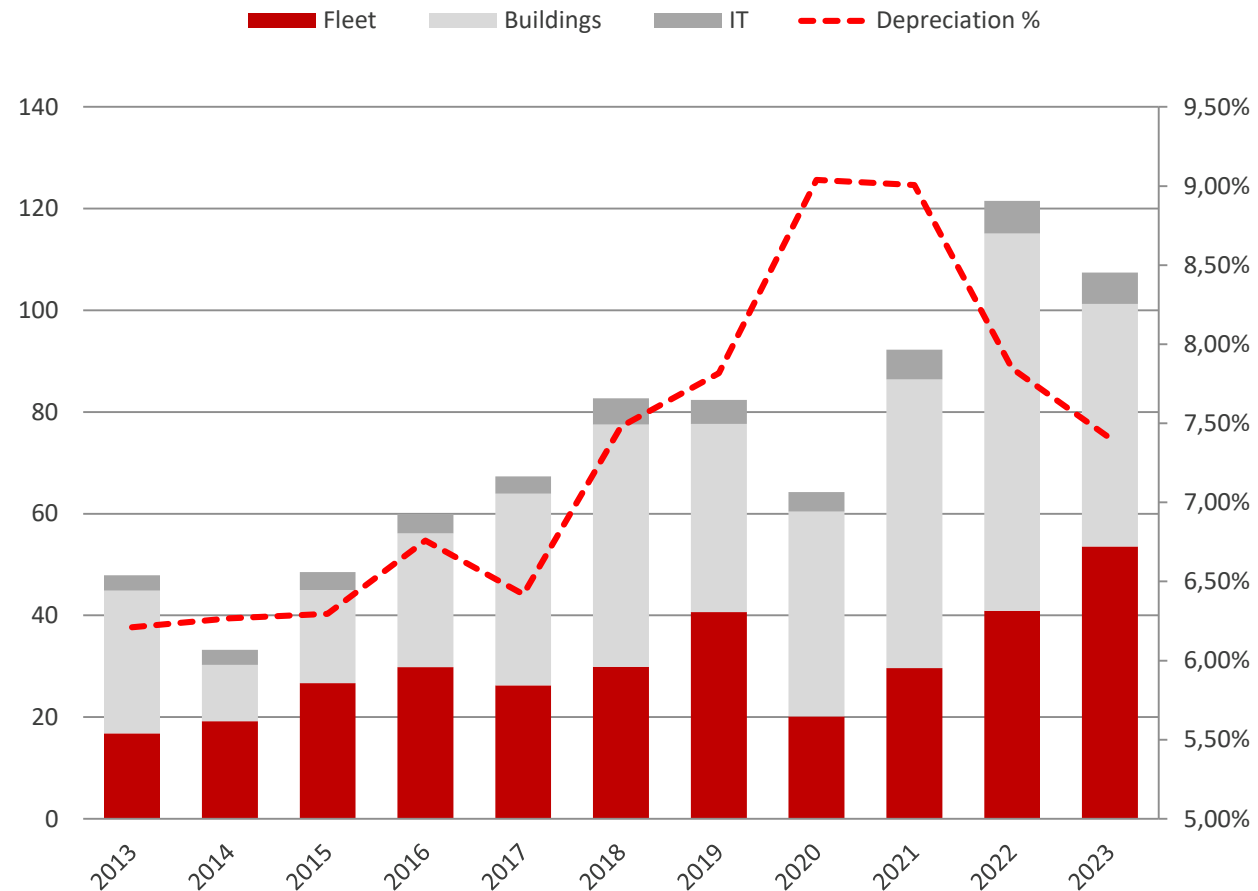
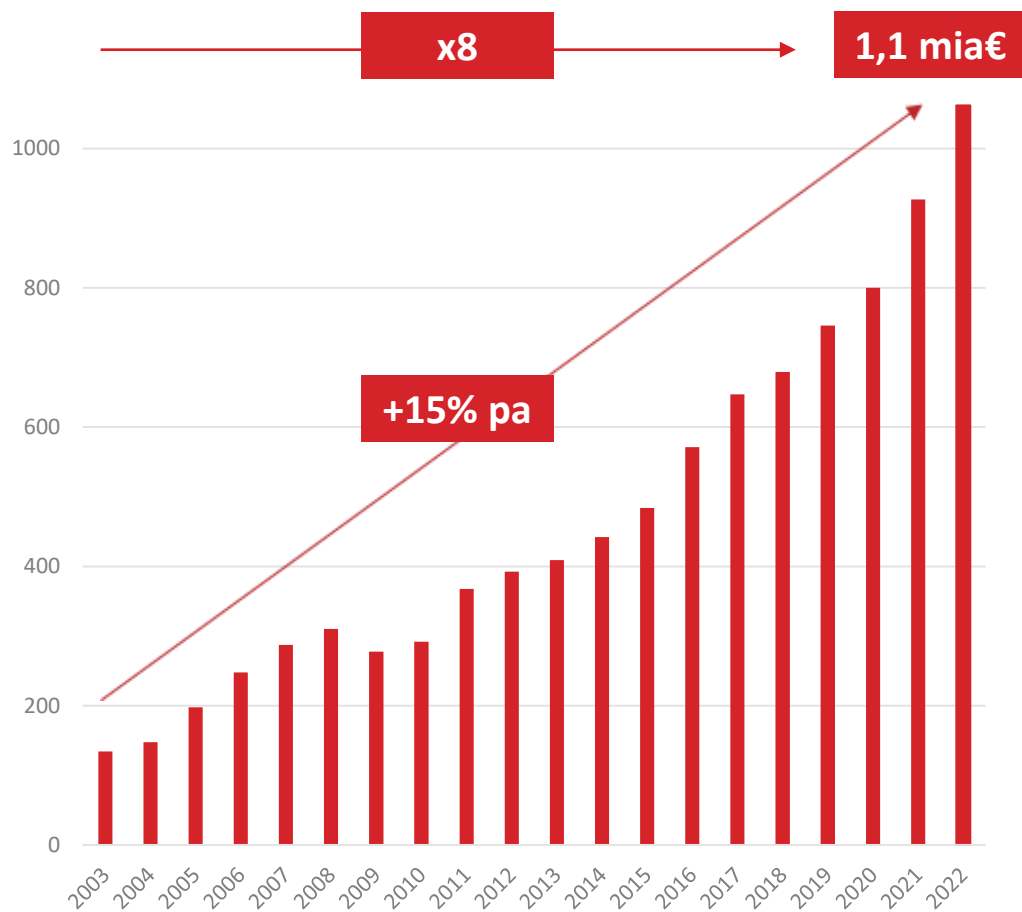
## Revenue



## Employees



# AS A FAMILY COMPANY, WE MAINTAIN A SUSTAINABLE GROWTH AND A HEALTHY INVESTMENT POLICY





# WE OFFER ADDED VALUE BY ONE STOP SUPPLY CHAIN SERVICES

## WAREHOUSING

-  Reception
-  Picking:  
pallet – box – unit
-  Packing
-  Shipping










## VAS & LATE PRODUCT DIFFERENTIATION

-  (Re-)labeling
-  Thermobox packing
-  Kitting / assembling
-  CLP labelling
-  GMP processing








## TRANSPORT

-  Express
-  Groupage / LTL
-  FTL
-  Exceptional
-  Multimodal
-  Secured
-  Temperature controlled



## FORWARDING & CUSTOMS

-  Global partner network presence
-  Door to door service
-  Air & sea
-  Customs clearance with simplified procedures
-  Different entrepot licenses





### TRANSPORT & DISTRIBUTION

End-to-end transportation  
solutions for your industry  
– road, rail, air and sea



### WAREHOUSING & CROSS-DOCK

State of the art  
logistics services



### VAS

Integrating production  
related activities  
into logistics



### SUPPLY CHAIN

Design & IT solutions  
Optimizing supply chains in  
all markets



### DESIGN THINKING

Understanding your  
business globally  
Customer intimacy



### REGULATORY COMPLIANCE

The integrity of the  
product is paramount



### CENTRES OF EXCELLENCE

Providing global standards,  
consistency & industry  
know-how

# VALUE-ADDING ALL-IN SUPPLY CHAIN SOLUTIONS



# INTEGRATED SERVICES

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# SEGMENTS

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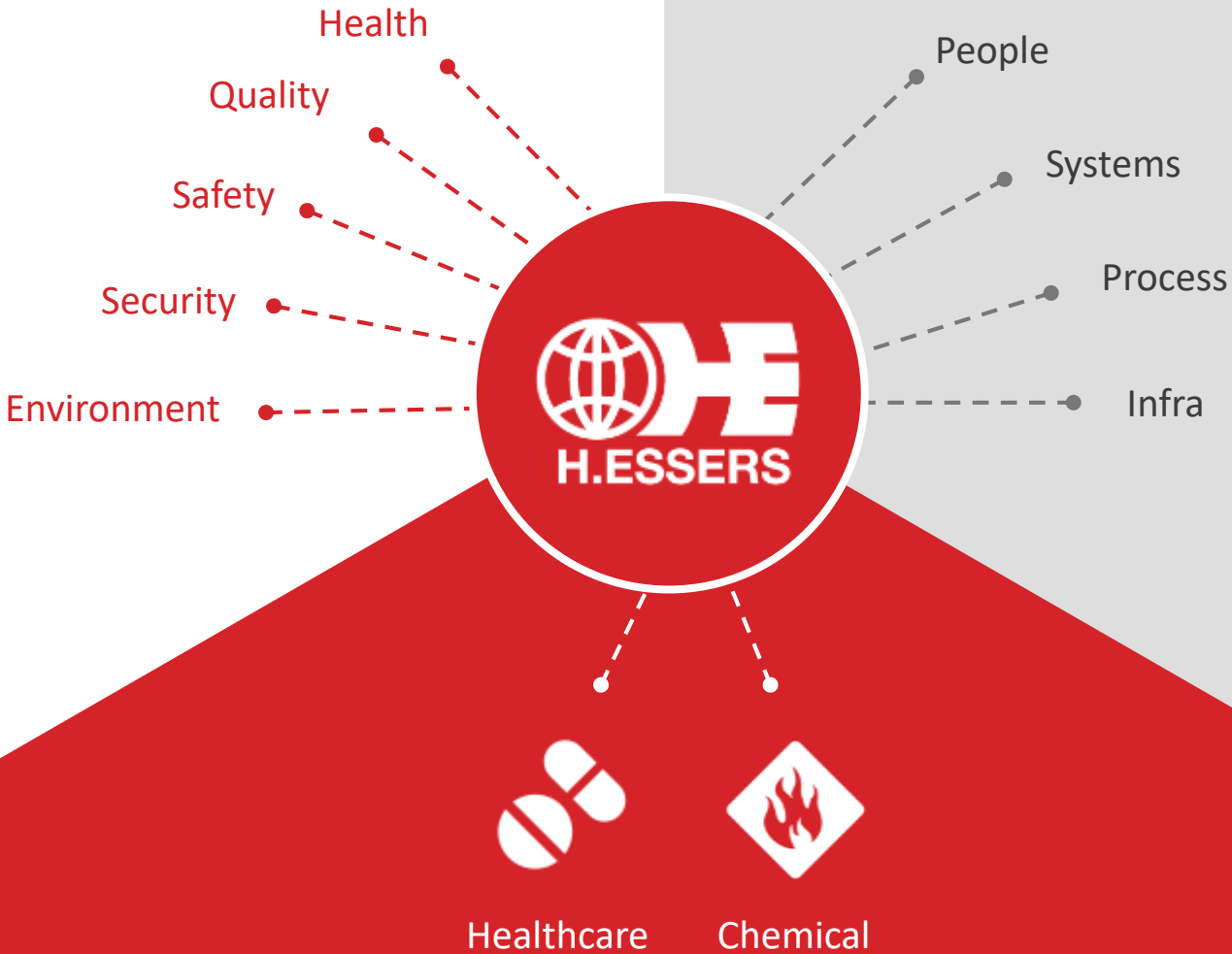


Chemicals



Healthcare

# INDUSTRY FOCUS







# 2020-2025 INDUSTRY STRATEGY

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**INVEST IN  
TARGET  
CUSTOMERS:**  
Chemicals,  
Healthcare, Parts  
& Infra



**OFFER  
INTEGRATED  
ONE-STOP-SHOP  
SOLUTIONS**



**BE AN  
INTEGRATED  
ONE-STOP-SHOP  
PARTNER**



**PUT  
CUSTOMER  
INTIMACY  
FIRST**

# 2020 2025 GEOGRAPHICAL STRATEGY



WAREHOUSING



- BE
- NL
- DK
- DE
- RO
- ES
- IT



ROAD TRANSPORT



- EU + CEE



RAIL TRANSPORT



- EU + CEE + CHINA CORRIDORS




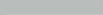






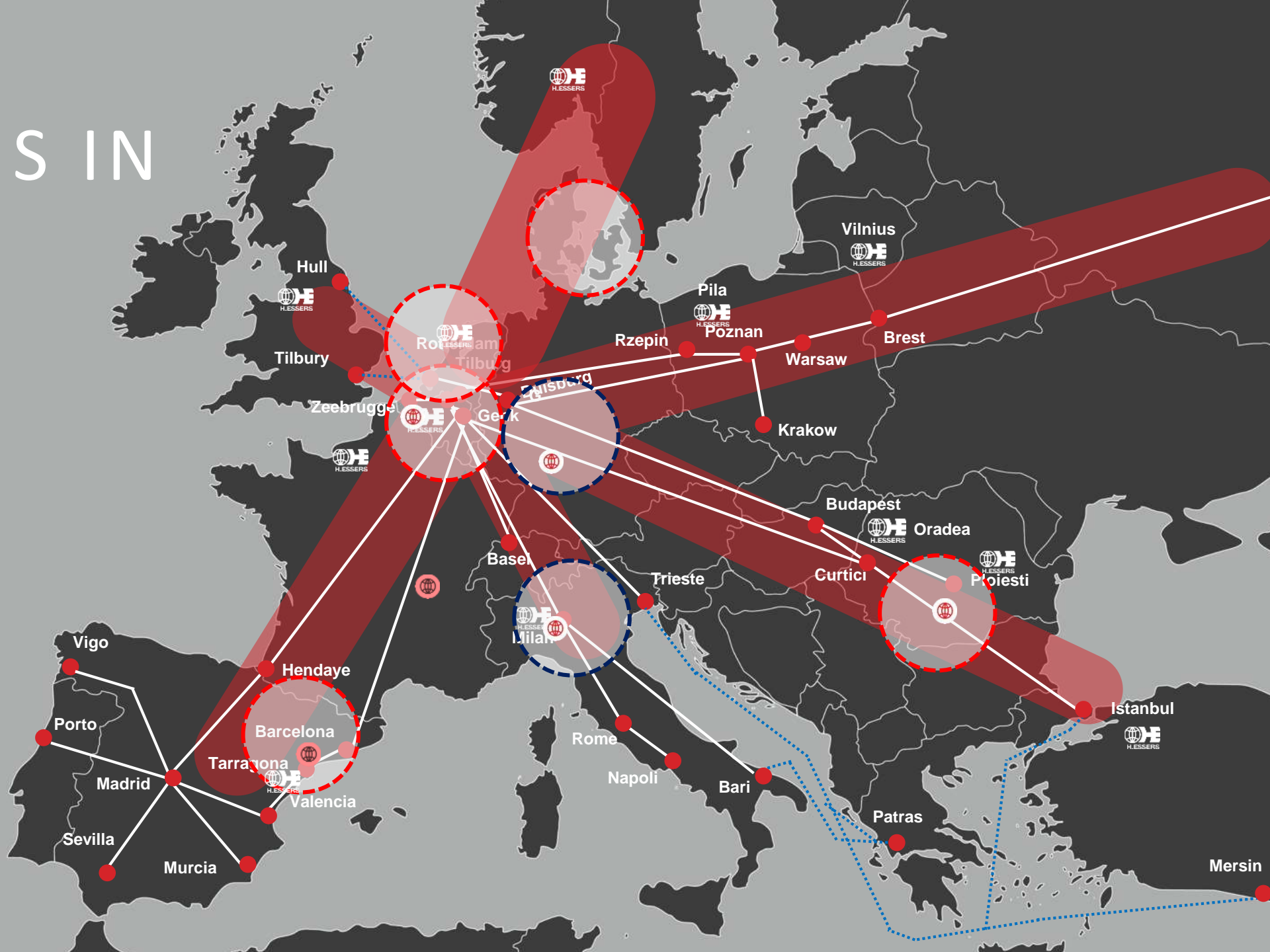
FREIGHT FORWARDING & CUSTOMS



- GLOBAL

# GROWTH LOCATIONS IN EUROPE

-  Cross dock
-  Future Cross dock
-  OFFICES
-  RAIL NETWORK
-  SHORT SEA NETWORK
-  INTERMODAL HUBS
-  MEGA WAREHOUSING
-  TO BE MEGA WAREHOUSING





**OCEAN**

**INLAND  
WATERWAYS**

**ROAD**

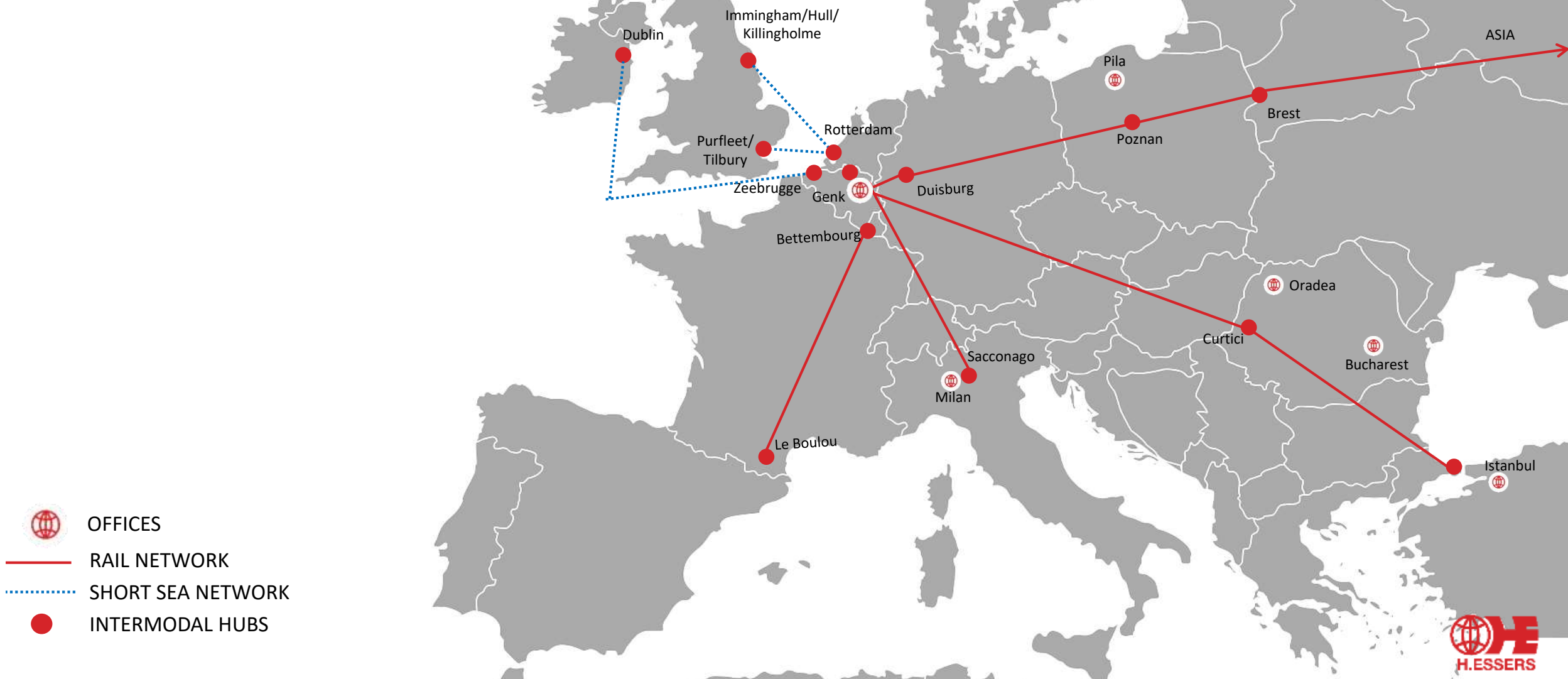
**H.ESSERS**  
IT'S TRANSPARENT

**RAIL**

**SHORTSEA**

# INTERMODAL NETWORK H.ESSERS

## EUROPE



# INTERMODAL NETWORK CHINA RAIL





## GIVING DIRECTION

### TO A SUSTAINABLE FUTURE

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As a leading logistics service provider, H.Essers wants to play a pioneering role in sustainable entrepreneurship. After all, success, in our opinion, is more than the sum of income and quarterly figures. Caring for the environment, for our employees and customers, doing business with tomorrow's generations in mind, that's what really matters in the end. That's why, instead of implementing a sustainability strategy, we have made the conscious decision to implement a sustainable strategy. By making sustainable strategic choices, we can really make a difference and help shape a sustainable society. Impossible? Certainly not, because we can count on the support of our dedicated employees and partners worldwide. Together we make it transpossible! And sustainable.



# GROWING TOWARDS A **SUSTAINABLE FUTURE** TOGETHER

It's not about a sustainability strategy,  
but rather about a sustainable strategy.

 **H.ESSERS**



# POLICY OBJECTIVES

1



Ensuring the mental and physical well-being of current and future employees

2



Stimulating lifelong learning and sharing knowledge to promote development and research

3



Encouraging sustainable economic growth and creating meaningful employment for all

4



Innovation as a driving force to simplify our services and support our customers as much as possible

5



Taking rapid action to combat climate change and its consequences

# SUSTAINABILITY ENGAGEMENTS



**#1** ENSURING A HEALTHY AND ERGONOMIC WORKPLACE  
*Maximum 3% short-term absenteeism*

**#5** TRAINING STAFF AND STIMULATING THEIR DEVELOPMENT  
*At least 20 training hours per employee*

**#8** MAINTAINING INTEGRITY  
*Obtain a silver Ecovadis sustainability rate*

**#12** INCREASING OUR OPERATIONAL EFFICIENCY  
*Saving 1.5% on warehousing handling turnover  
 Saving 3% on empty truck kilometers*

**#16** INCREASING OUR ENERGY EFFICIENCY  
*Road transport diesel consumption reduced by 1%*

**#2** WORKING ON SAFETY AS A TOP PRIORITY  
*Improved frequency rate of work accidents by 10%*

**#6** MANAGING OUR KNOWLEDGE  
*3 expert events, 3 segmented newsletters, 2 expert papers*

**#9** ANCHORING AND CREATING JOBS LOCALLY  
*Positive growth of the number of em*

**#13** THINKING AND WORKING WITH CUSTOMER FOCUS  
*Satisfaction survey at all strategic customers  
 The NPS score improves by 20%*

**#17** REDUCING OUR CO<sub>2</sub> EMISSIONS  
*CO<sub>2</sub> emissions are reduced annually by 5%, in warehousing & road transport*

**#3** PROVIDING A GREAT PLACE TO WORK  
*Improving the job satisfaction score by 10% per 2y*

**#7** SHARING KNOWLEDGE WITH SCHOOLS  
*At least 1% is an intern; at least 1 academic collaboration per country*

**#10** ENSURING QUALITY  
*100% recertification*

**#14** INNOVATING AND DEVELOPING SUSTAINABLE SOLUTIONS  
*Minimum of six new innovation projects*

**#18** REDUCING AND RECYCLING WAST  
*Non-recyclable waste will not increase*

**#4** PROMOTING EMPLOYEE MOTIVATION AND ENGAGEMENT  
*Improved job satisfaction score by at least 5% per 2y*

**#11** COLLABORATING WITH SUPPLIERS  
*Code of conduct for suppliers as of 2022*

**#15** MANAGING ALL OUR SITES SUSTAINABLY  
*15% of our sites surface will be biodivers*

**#19** REDUCING OTHER EMISSIONS  
*Emission of micro-dust reduced by 1%*

# ROADMAP TO DECARBONIZATION BASED ON MULTIDISCIPLINARY PROGRAMS

## IMPROVE



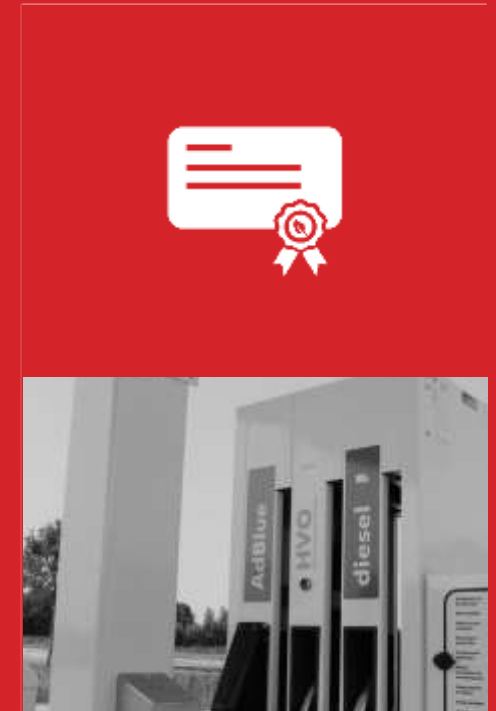
## AVOID



## SHIFT



## INSET





CTBU 200111 0  
LP08

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MAX. HGT. 2600  
MAX. DIM. 12500  
12500

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 **H.ESSERS**  
WAREHOUSING • TRANSPORT • SYSTEMS

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# INNOVATION & DIGITIZATION





RPA



BLOCKCHAIN



DIGITAL  
PLATFORMS



INTERNET OF  
THINGS



GAMIFICATION



**INDUSTRY 1.0**  
mechanisation  
steam power



**INDUSTRY 2.0**  
mass production  
assembly line  
electrical energy



**INDUSTRY 3.0**  
automation  
computers  
electronics



**INDUSTRY 4.0**  
Cyber Physical Systems  
Internet of Things  
Networks



VIRTUAL &  
AUGMENTED  
REALITY



ARTIFICIAL  
INTELLIGENCE



SOCIAL  
ROBOTICS

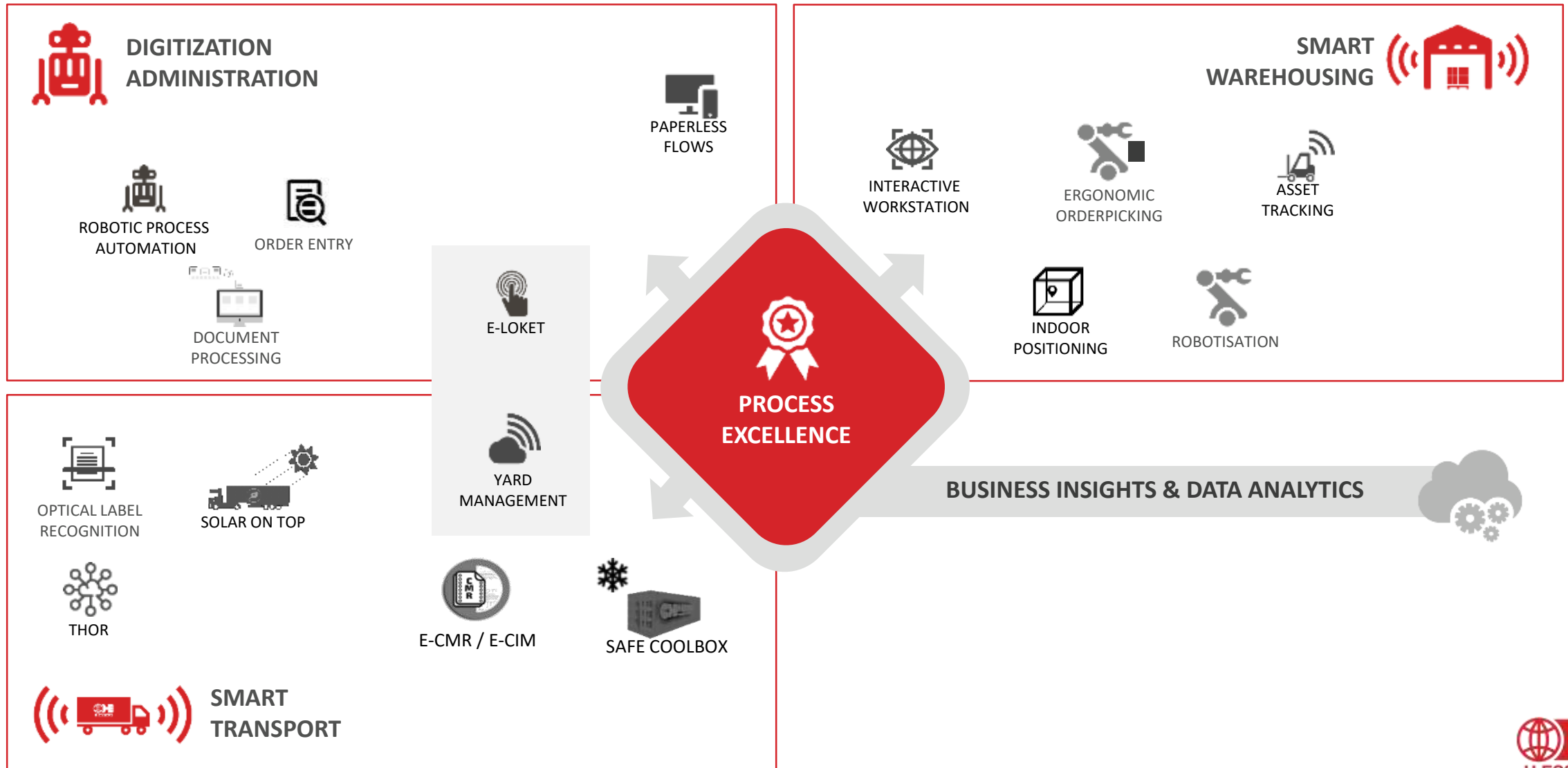


RFID



WEARABLES

# TOMORROWLOG



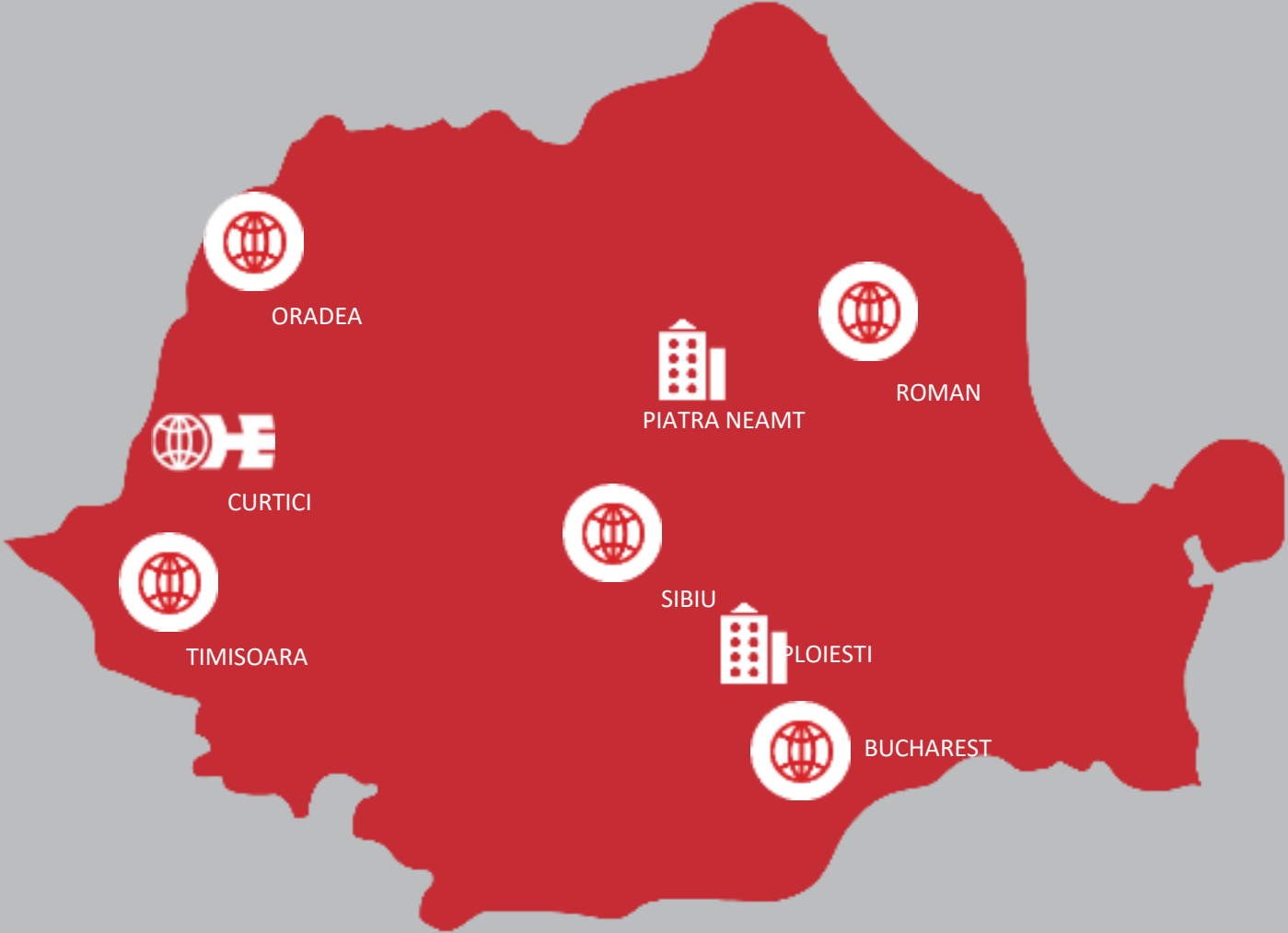
# Romania Presence

**57 MIO €**  
TURNOVER

**1000**  
EMPLOYEES

**8**  
LOCATIONS

**5**  
WAREHOUSES



 INTERMODAL PLATFORM

 OFFICES

 LOGISTIC CENTERS



## Bucharest Warehouse



- Site is H.Essers' property
- Built in 2013, modular concept
- total Warehouse now: **53.000 sqm**
- **DANGEROUS CHEMICALS** and Pharmaceuticals
- Certified high **SEVESO, GDP, TAPA FSR, ISOs**

Romania  
warehousing

53.000 m<sup>2</sup>

BUCHAREST

of which **20.000 m<sup>2</sup> SEVESO HIGH level**  
10.000 m<sup>2</sup> pharma wh GDP licensed  
TAPA FSR, HACCP, ISO 9001, 14001, 45001

10.000 m<sup>2</sup>

ORADEA

**SEVESO HIGH level**  
Customs, Logistics solutions, VAS  
TAPA FSR, HACCP, ISO 9001, 14001, 45001

2000 m<sup>2</sup>

SIBIU

Cross-docking activities,  
short term storage

1000 m<sup>2</sup>

ROMAN\*

Cross-docking activities,  
short term storage

1000 m<sup>2</sup>

TIMISOARA

Cross-docking activities,  
short term storage

Distribution to:  
Romania  
Bulgaria  
Moldova

- over 13.000 deliveries / month
- more than 450.000 km / month  
= 10 times around the earth
- 99% on time deliveries
- 100% return of all documents, 96% in 48h
- 99% Quality KPI
- general goods and ADR goods  
(groupages also)

Delivery time: 24h < 200km radius  
(48h for rest of Romania)

# Bucharest Warehouse - Security

- TAPA FSR certification
- Access control 24/7/365, manned gates & site
- ALL zones controlled access ONLY via badge + locks
- visible & camouflaged video cameras (45)
- IR perimeter sensors



## Bucharest warehouse safety

- explosion-proof, fire-proof battery charging bunkers for all electric equipment
- charging bunkers equipped with independent blow-off roofing to divert any explosions
- automated closing fire-proof doors
- two charging bunkers located at both ends of the warehouse



## Contingency



## INFORMATION

stored on 2 mirrored servers kept in separate bunkers in Belgium

two internet providers with simultaneous services in Romania

complete daily back-ups on all IT systems

### “Back-up the back-up” SYSTEM :

- 2 diesel electric generators of 650 kVA  
650 kVA
- back-up electric sprinkler pump to back up the main diesel sprinkler pump

## Bucharest Warehouse - fire safety

- 1.400.000 liter water tanks for fire intervention
- main diesel water pumps for sprinklers
- back-up electrical water pumps for sprinklers
- earthquake proof sprinkler system
- EFSR spinkler system , and chemical foam for dangerous goods warehouse



## IT Systems

A hand is pointing at a tablet computer. The tablet screen displays a data dashboard with various charts and graphs, including a line chart and a bar chart. The background is blurred, showing another tablet and a laptop.

- WMS and TMS (*Warehouse Management System and Transport Management System*)
- flexible IT solutions, in-house developed WMS & TMS
- customized system solutions
- stability and control
- complete chain **traceability**, 100% aligned WMS & TMS.
- fully compatible with SAP and most ERP for efficient EDI connection

• Certified ISO 27001





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