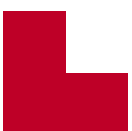


Future-focused.

2020/21 Sustainability Report



Meet Schmitz Cargobull

With an annual production of around 42,500 trailers and around 5,700 employees, Schmitz Cargobull AG is Europe's leading manufacturer of semi-trailers, trailers, and truck bodies for temperature-controlled freight, general cargo, and bulk goods. As a pioneer in the industry, the North German company establishes high standards of quality and sustainability across the board from research and development, through production and service contracts, to trailer telematics, financing, spare parts, and used vehicles.

around

5,700

employees



more than

220

trainees and interns



42,470

vehicles produced every year



1,734.9

million euros in turnover



more than

15,000

transport cooling units sold

11

production locations
and global
sales network



more than

82,500

telematics units sold

around

22%

market share in Europe



Content

- 2 Meet Schmitz Cargobull
- 4 Letter from the CEO
- 5 An Essential Player in the Transport and Logistics Sector
- 7 Safeguarding Our Future with Sustainability



10

Reliable and Innovative Transport Solutions



18

A Business with Integrity



22

Managing Environmental Impact



28

People at Our Heart

- 35 Outlook and Objectives
- 36 GRI Content Index
- 40 Legal Notice

About This Report

This is Schmitz Cargobull's first sustainability report. It applies to the financial year 2020/21, which began on 1 April 2020 and ended on 31 March 2021, and was published on 11 October 2021. This sustainability report covers the Schmitz Cargobull Group and the figures relate primarily to its German production sites and Schmitz Cargobull AG. Some figures also cover additional sites (this information will be marked accordingly).

In the future, this sustainability report will be published on a regular basis. This 2020/21 report has been prepared in line with the "core" option of the GRI standards. For any queries regarding this report, please contact Anna Stuhlmeier.

Please note in this report we have used 'they' instead of male or female pronouns. 'They' refers to all genders.



Letter from the CEO

Dear Readers,

I am delighted to present you with Schmitz Cargobull's first ever sustainability report. Even though ecological and social responsibility – in the form of carbon-reducing technology or occupational health and safety – has played an important role in our business success for many years, this report is an important milestone.

Future-focused: That is the transport and logistics industry. And so are we with our solutions for efficient and sustainable goods transport. Our industry is currently undergoing some major changes, demanding a great deal of flexibility and innovation from us. During this transformation, Schmitz Cargobull is strategically expanding its role as a digital leader at all levels of the trailer market. As a reliable and innovative company, we make sure that sustainability is closely tied to our products and processes. For instance, the aerodynamic design of our EcoGeneration trailers reduces fuel consumption and, as a result, carbon emissions as well. The EcoGeneration concept was recently nominated for the German Sustainability Award Design 2022. And our EcoDuo concept allows for carbon savings of up to 25%. Efficiency and sustainability are also key factors in our production processes. Our products and services represent durability and value retention – a fact reflected in our leading position in the used vehicle market.

In this report, we will also shed light on our approach to our supply chain and compliance, and how we deal with environment and energy management, occupational safety and staff development. Applying a systematic approach to sustainability for the purposes of this report will help us to advance further activities. Under the section entitled 'Outlook', we have defined our next steps along with specific short and medium-term objectives.

In a social market economy, our politicians are called upon to create conditions that support sustainability in business in international competition. I am confident that – together with our staff, customers, suppliers, and other stakeholders – we will work hard to actively shape and advance this transformation. After all, the biggest challenge faced by our sector is aligning the rising volume of cargo with protecting the climate – a challenge that can only be overcome by working together.

A. Schmitz

Andreas Schmitz
Chairman of the Board
of Schmitz Cargobull AG



An Essential Player in the Transport and Logistics Sector

Our products and services are centred around road transportation and the future of our industry. The courage to start something new, the drive to keep facing new challenges, and the will to succeed have all been part of the Schmitz Cargobull ethos since we were founded in 1892.

Our products

Schmitz Cargobull's wide range of trailers in weight classes from 12 to 44 tonnes enables more than 80% of all goods in the local and long-distance transport chain to be transported in our trailers. In addition to the main product of semi-trailers in our curtainsider, box body, and tipper trailer product lines, we also manufacture truck bodies, swap containers and boxes, and container chassis. Our curtainsiders and box semi-trailers can also be fitted out to be suitable for crane handling for multimodal road/rail transport. Schmitz Cargobull's services and digital products help to maximise trailer availability and increase transparency for customers, improving efficiency as a result.

After the S.KO box body and S.CS curtainsider product lines, after sales and digital services are Schmitz Cargobull's third largest product line in terms of revenue as well as a strategic field of business. Services incorporate a trailer's entire life cycle, from financing to the operating phase, through to resale. They cover the group's own service companies Cargobull Finance, Cargobull Insurance Broker, Cargobull Parts & Services, Cargobull Service Partner, Cargobull Telematics and Cargobull Trailer Store. The latter of these companies deals with the field of used vehicles, an area of particular interest when it comes to sustainability (see page 17). In combination with the further expansion of digitalisation (see page 16), growth in the field of after sales and digital services is also anticipated in the future, particularly in relation to smart trailer solutions.



Trailer product range included with TrailerConnect® telematics system as standard: S.KO COOL SMART, S.KO EXPRESS SMART, S.CS MEGA SMART

About us

Schmitz Cargobull is based in Altenberge, Germany. Our trailers and bodies are manufactured at 11 production locations and sold around the world via 39 sales outlets.

Originally founded as a blacksmiths in 1892, "Schmitz Anhänger" officially received its new internationally recognisable brand name Schmitz Cargobull in December 1998. Our brand name was coined from two different words: 'Cargo' denotes a load and 'bull' stands for the blue elephant. The elephant symbolises power, strength and working together. And these are precisely the values that are expressed in Schmitz Cargobull's brand promise for our reliable and innovative products and services.





Particularly in the era of the coronavirus pandemic, Schmitz Cargobull played an outstanding role as a trailer supplier for road freight transport in the vitally important food logistics and pharmaceutical logistics sectors.

Our customers

For us, customer proximity means having a local presence. Thanks to its production network, Schmitz Cargobull is never far from its customers, and our sales division in particular has direct contact with customers and potential customers. This enables our local sales teams to discover what motivates our customers; knowledge they then feed back to our headquarter so we can develop the right vehicles and services. In recent years, we have opened new branches in Athens, Belgium, and Switzerland, as well as opening a new service centre in Belarus. Our sales division is split into seven regions (see figure).

Schmitz Cargobull's trailers and semi-trailers are used in areas including:

- Frozen and temperature-controlled goods
- Food and beverages
- Products from the pharmaceutical industry
- Agricultural and forestry products, e.g. cereal crops, maize, sugar beet, potatoes and pallet goods
- Courier, express and parcel services
- Transport services for the vehicle industry
- Construction materials and machinery
- Paper and steel rolls
- Recycling, e.g. scrap metal and other heavy, bulky high-volume goods

 **To find out which products are used where and what requirements are met by our products, see here: [Industry solutions](#)**

Our strategy

Shaping Schmitz Cargobull's future together: The One Schmitz Cargobull Strategy 2025 involves all employees in helping the company to reach its ambitious goals. With our Strategy 2025, we are continuing to expand our position as market leader and increase our profitability. Our extremely flexible production network and our strong power of innovation contribute to this, as does a low total cost of ownership (TCO) for our customers. Our connected products and services create transparency and improve planning, efficiency, and value retention. Sustainability is an important pillar in our Strategy 2025, with a focus on issues including resource protection, durability, and climate protection.

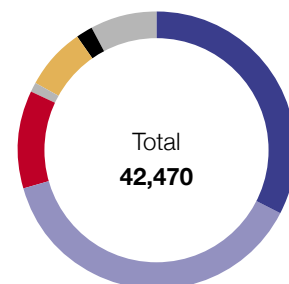


Market shares per sales region in %

Western Europe DE, AT, CH, Benelux	25
South-Western Europe ES, PT, FR, IT	16
North-Eastern Europe EE, LT, LV, BY, UA	52
North-Western Europe DK, NO, SE, FI, UK, IRL	11
Eastern Europe RU, Caucasus, Central Asia	28
Central Europe GR, MK, RS, SI, HR, BA, HU, RO, BG, TR	27
Sales Partner EWT* PL, CZ, SK	29

* EWT is an importer for the countries PL, CZ and SK.

Units produced



- 13,877 Altenberge, Germany
- 16,155 Vreden, Germany
- 4,880 Gotha, Germany
- 393 Toddin, Germany
- 3,143 Panevėžys, Lithuania
- 723 Adapazarı, Turkey
- 3,299 Zaragoza, Spain

Safeguarding Our Future with Sustainability

Sustainability within our organisation

Making sure products, services, and production are geared towards sustainability is an essential component in Schmitz Cargobull's long-term business strategy, and a leading factor in the promotion of innovation. Our trailer concepts set benchmarks in terms of climate protection and economy in our industry. Reducing energy consumption and decreasing the number of occupational accidents have long been included in our strategic goals and are subject to annual reviews.

Requirements in our industry have increased in recent years: Our customers – many of whom are large international companies – would like us to be even more transparent regarding our work. The world of politics is creating a new set of conditions for us to work in, for instance relating to climate protection and the supply chain.

At the Management Board's request, a team was tasked with recording activities and data within the company in an effort to establish the basis for a systematic, consistent approach to sustainable business. Staff and managers from the following departments spent almost eight months helping to prepare this first sustainability report and creating a system for sustainability management:

→ central quality management; logistics & supply chain; production network; strategic purchasing; research and development; internal auditing; compliance; occupational health and safety; human resources; international key account management; marketing and corporate communications

Using a structured approach, our goal is to gradually integrate sustainability into our entire organisation.



Management systems at Schmitz Cargobull

Quality management (DIN EN ISO 9001)
Occupational health and safety management (DIN EN ISO 45001)
Energy management (DIN EN ISO 50001)
Environment management (DIN EN ISO 14001)

Our governance structure

As the Group head office, Schmitz Cargobull AG handles and steers key activities, such as strategy, and research and development. The companies of the Schmitz Cargobull Group are grouped according to their main area of activity as production, sales and service companies. Most companies are designed as sales companies and stand for proximity to the customer and expertise in their respective geographical markets. The Supervisory Board advises and monitors the Management Board and appoints its members. Both executive bodies conduct a regular dialogue on strategic measures, planning, business development, the risk situation, and management and corporate compliance. Group Management Board members are responsible both for the overall strategy and for each of their business areas, and control the business in close collaboration with the product lines, regional directors, and local management.

Communication and cooperation

Schmitz Cargobull plans to publish regular sustainability reports in a two-year cycle. We use our website and social media channels (such as [LinkedIn](#)) to share news, such as our CO₂-optimised trailers or digitalisation activities.

Schmitz Cargobull is a member of various initiatives and associations, including the German Association of the Automotive Industry, German Association of Business, Transport and Logistics, and the German Association of Freight Forwarders and Logistics Operators. We support the “Wir sind Logistik” (We are Logistics) campaign in Germany and Europe, are involved in regional activities within North Rhine-Westphalia, contribute to the CO₂ Heavy Goods Vehicles work group and cooperate with a range of research institutes.



More about our cooperations: [Partnerships](#)



What our stakeholders care about

While preparing this report, we looked at which stakeholders are particularly important to Schmitz Cargobull. We have been working closely with these stakeholders on a regular basis for a number of years. Interested parties and their requirements are also regularly recorded and reviewed as part of our certification processes (ISO 50001 / 14001 / 45001).

Examples of key requirements and how we involve our stakeholders:

- **Owners:** Successful business and profitability. Involvement includes steering meetings.
- **Customers:** High quality, safe products and reliable services. Involvement includes sales meetings, cooperative projects, surveys, and trade fairs.

- **Suppliers:** Reliable business relationships and fair pay. Involvement includes joint projects and the Supplier Code of Conduct.
- **Employees:** Attractive employer, development opportunities, high standards of occupational safety. Involvement via staff representatives, webcasts, surveys, and staff meetings.
- **Universities and research institutes:** Collaborative projects, opportunities to write Bachelor and Masters theses and PhDs, and other practical internships.

Our departments are in regular contact with the stakeholders relevant to their work: For instance, the sales division surveys our clients' expectations and wishes, regularly measures customer satisfaction and enters into dialogue with them via sustainability questionnaires.

Our materiality matrix

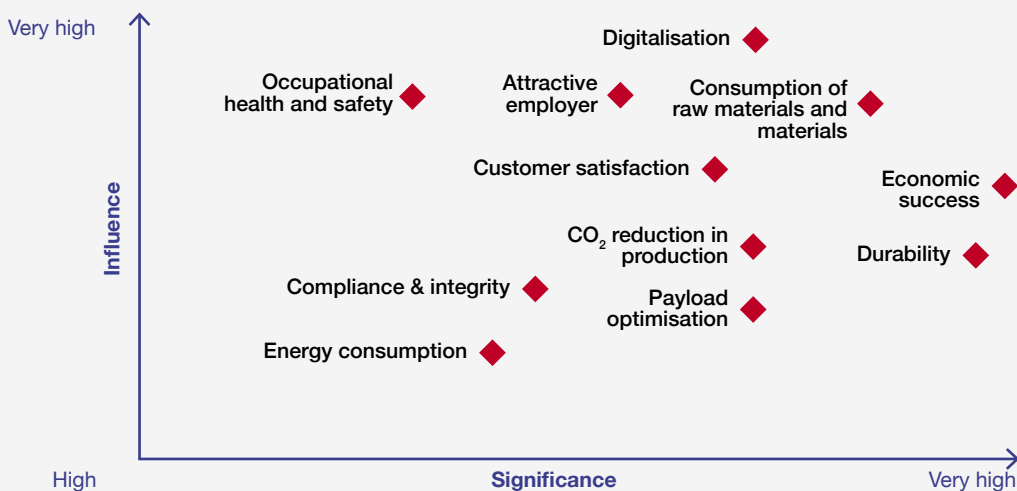
The identification of key topics is fundamental for the preparation of this report and systematic sustainability management. Schmitz Cargobull meets GRI reporting requirements by means of a materiality matrix. For this purpose, we examined what our stakeholders care about, looked at industry trends and reviewed the relevance of various sustainability issues. The resulting list of more than 80 topics from the areas of economy, ecology, and social affairs was used as a basis for defining the key topics. Their significance and influence were evaluated in an in-house management survey. Finally, the plausibility of the results was checked and consolidated in a materiality matrix. The process was supported by external consultants.

The list of key topics is presented in the materiality matrix. These key topics will also provide us with a basis for advancing our approach to sustainability management in future.



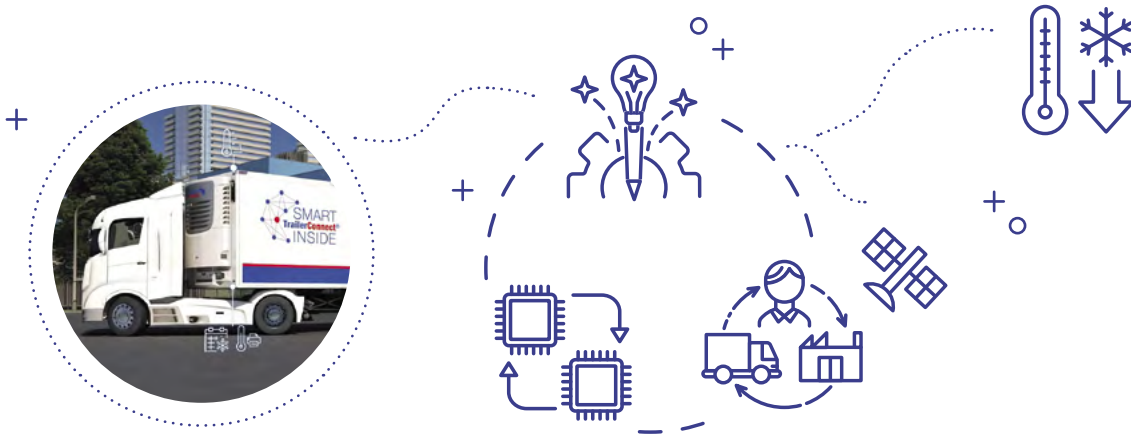
“
Schmitz Cargobull is committed to sustainable and responsible use of the environment and natural resources. Schmitz Cargobull reduces its carbon footprint on an ongoing basis, for instance, by employing new production processes and technology and has set itself the goal of halving carbon emissions from its production by 2035.

Schmitz Cargobull materiality matrix



Note on distinctions: The topics of occupational health and safety and energy consumption have consequences within the organisation. Other key topics have consequences both inside and outside of the organisation.

Reliable and Innovative Transport Solutions



Reliable and innovative – our brand promise. To enable us to fulfil our transport and logistics duties even more successfully, we continually work on our innovative products and services, which are characterised by their reliability, durability, and sustainability.

A solution for almost any transport job

Schmitz Cargobull offers a solution for almost all transport jobs – be it the transport of pharmaceuticals and food in accordance with strict regulations, or the transport of bulk goods and the unique circumstances that apply to this. A few real-life examples:

In **beverage** transport, heavy freight has to be moved in a wide range of packaging types and containers and also

handled quickly. Semi-trailers designed especially for beverage transport with suitable load securing equipment offer time-related benefits thanks to side opening and closing mechanisms.

It's all about load capacity when it comes to **bulk transport**. Semi-trailers with the highest possible interiors are used, combining a high level of economic efficiency with incredible reliability.

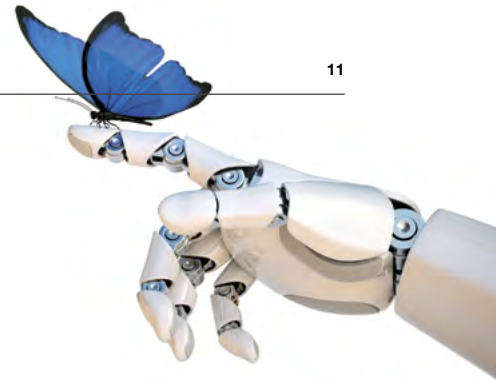
Temperature-controlled transport places particular demands on trailers. Obviously, the freshness and quality of the goods needs to be retained. But at the same time, stringent hygiene and environmental requirements represent a particular logistical challenge. Created here at Schmitz Cargobull, our double-decker design for refrigerated trailers enables the cargo area to be optimised and CO₂ to be reduced (see page 12).



With flexible equipment options, curtainsiders that can be loaded and unloaded from the side are real all-rounders.



Fully electric S.KOe COOL SMART refrigerated box bodies: The electric trailer axle recovers energy and reduces the cooling unit battery's charging time.



“
 Since 2008, Schmitz Cargobull
 has been assessing and measuring
 new products for practical use at
 its Cargobull Validation Centre.

With our road simulator, in the
 space of only six weeks, the test-
 ing facility simulates the heavy
 loads which a trailer should sus-
 tain in use over more than a mil-
 lion kilometres.

Maximum quality and customer satisfaction are central to Schmitz Cargobull. As an industry pioneer, we consistently set quality standards in research, development and production. We have established a certified quality management system (ISO 9001) at all our sites.

We apply a systematic approach to dealing with complaints received within the first 90 days. These are especially relevant because they reflect both the delivery and process quality. The awards that we receive for our products on a regular basis are testament to the high standard of quality and acceptance among our customers. They also demonstrate our focus on innovation and sustainability.



Sustainability of our products

Schmitz Cargobull is committed to sustainable and responsible use of the environment and natural resources. Important focal points are lower energy consumption and a reduction in CO₂ in production. We reduce our carbon footprint on an ongoing basis, for instance, by employing new production processes and technology, and we have set ourselves the goal of halving carbon emissions from our production by 2035.

As well as production processes, our measures focus on the lifecycle of our products. That is because, in relative terms, use of our products on the road has the highest environmental impact. So, when it comes to our products, we use a wide array of complementary approaches to improve sustainability (see page 12).



The Cargobull Validation Centre makes Schmitz Cargobull the first European trailer manufacturer to run a high-tech testing centre.

Sustainability and innovation prizes for Schmitz Cargobull

2021

- Trailer Innovation 2021
- Winner in the 'Environment' category for the fully electric S.KOe reefer with the S.CUe electric cooling unit and generator axle
- Second place in the 'Safety' category for the TrailerConnect® door locking system
- Third place in the 'Components' category for the new air distribution system in the S.KO COOL SMART refrigerated box body
- Digital Champion award from Focus Money

2020

- European Transport Award for Sustainability for the EcoDuo concept

2019

- Green Truck Future Innovation Award 2019 for the EcoDuo concept
- Trailer Innovation 2019 for the SmartTrailer

2018

- Green Truck Innovation Award 2018 for the SmartTrailer

2017

- European Transport Awards for the SmartTrailer and for the Transformers project

2015

- European Transport Award for Sustainability for the S.KO COOL EXECUTIVE

2014

- Trailer Innovation Award for Gotha tipper trailer factory

2013

- European Transport Award for Sustainability for the TrailerConnect® trailer telematics system

Sustainability in our products

- To reduce the **diesel consumption** of an articulated vehicle, Schmitz Cargobull employs a bundle of measures that improve, for example, aerodynamics or the insulation in refrigerated vehicles.
- Our customers benefit from **CO₂-reducing technologies** that minimise fuel consumption. These solutions include lighter semi-trailers and telematics equipment, including tyre pressure monitoring and refilling systems.
- **Weight reduction** is a key approach for semi-trailer bodies. **Payload optimisation** is particularly relevant as a higher load capacity generally contributes to fewer trips and also fuel savings. This reduces our customers' operating costs and, in addition to this positive economic effect, also has beneficial ecological impacts through to the reduction of emissions.
- We are committed to the **durability** of our products and the closed-loop economy as the longer our trailers are in use, the better it is for the environment. Despite all of its benefits, lightweight construction – a trend within our industry – can often mean a trade-off when it comes to value retention and durability. For its galvanised chassis, Schmitz Cargobull extends its warranty to ten years. While galvanisation implies a slightly higher weight, it also means that our trailers are more robust, retain their value better and can be used for longer. Modern hot-dip galvanising plants employ a closed-loop approach with less energy and lower emissions. The applied zinc can also be clearly separated for recycling purposes.

→ Please see our website for information on how our products and technologies combine innovation and sustainability: **Reliable and innovative**



The galvanisation process increases the chassis' service life by at least 3 to 5 years compared to a painted chassis, meaning the trailer does not need to be replaced until later. Using the same raw materials and energy, a service life that has been extended by 3 years would save up to 25% in CO₂ per trailer.

Flexibility from modularity

Our new chassis concept, which celebrated its series production launch in 2020/21, is a great example of our innovative modular system. The rolled and bolted chassis are modular in structure and have been enhanced in their design so they are now lighter than ever. Individual components in the chassis are already strip-galvanised when they arrive at our factories, offering significant savings in energy and CO₂ while retaining customer benefits.

In the future, our entire chassis range will undergo this more energy-efficient coating process. We also hope to implement our standardised chassis module across all other product lines thereby accelerating product innovations and creating additional benefits for our customers in terms of ease of repair.



Innovation from the modular system

Sustainability from high payloads – what our customers need:

"Economically flexible transportation with the optimum payload"



"Lighter trailers – that can still be used on all roads"

"Maximum service life and maximum resale values"

"High efficiency thanks to shorter loading times, more safety at work, and a low total cost of ownership (TCO)"



"Environmentally-friendly drive systems – reduced CO₂ and free from noise and exhaust gases"

"Lower fuel consumption"

"Flexible logistics"



The challenge facing our industry: Transporting more goods in a more environmentally-friendly way

Road-based goods transportation has been on the rise in Germany and Europe in recent years, with a further increase anticipated in future. The desire for goods to be made available at a faster pace and just-in-time optimisations in manufacturing industries result in more traffic on the roads. Both legislators and commercial vehicle and trailer manufacturers alike are called upon to reduce emission by climate change. Infrastructure and human resources (the key problem here being a lack of HGV drivers) are resulting in a need for new solutions. Our industry needs to find a way to bring rising transport volumes in line with better protection for the environment.

EcoDuo

Tried and tested in Europe: double the load with fewer emissions

With the EcoDuo, Schmitz Cargobull is advocating for the Europe-wide launch of a transport concept that does not place further strain on existing infrastructure despite rising transport volumes, reduces CO₂ emissions by around 25%, and is ideally suited for point-to-point transport jobs outside of urban areas. This transport solution does not incur any additional costs for business or consumers. In addition, the EcoDuo helps to alleviate the driver shortage as twice the volume of freight can be transported by a single tractor unit. This combination of a tractor unit and two 13.6-m semi-trailers connected by a dolly is already permitted in Finland and Sweden. Trials are also currently underway in the Netherlands and Spain with a total tractor-weight of 70 tonnes. Our concept proves that it is possible to reduce CO₂ emissions without compromising on competitiveness under current regulatory conditions.



Fuel savings (per t)	CO ₂ reduction (per t)	Decreased axle load	Reduced road congestion	Increased road capacity	Preventing driver shortages	Use of existing infrastructure
----------------------	-----------------------------------	---------------------	-------------------------	-------------------------	-----------------------------	--------------------------------

EcoDuo: the sustainable transport concept

 Find out more at: [EcoDuo](#)

EcoGeneration

Nominated for the German Sustainability Award

We showcased our aerodynamic EcoGeneration curtain-sider in early 2021. The downward-sloping body drastically reduces air resistance. In just a few steps, the roof can be raised to make use of the full height of the semi-trailer's cargo area. In practice, fuel savings and, as a result, CO₂ reduction of more than 10% have been achieved.

This innovative concept is already working very well with a number of our customers and was recently nominated for the German Sustainability Award Design 2022.



Finalist in the German Sustainability Award Design 2022



In practice, our aerodynamic EcoGeneration trailers achieve fuel savings of more than 10%.

 Find out more at: [EcoGeneration](#)

Our production network

With our broad production network, Schmitz Cargobull flexibly makes the most of our production capacities. Where possible, trailers are built where they will be used. As a result, customers across Europe can be supplied with top-quality products that are great value for money and from a source that is as local as possible. Efficiency and resource conservation from these reduced transport routes go hand-in-hand.

The standardised processes within the production network form the foundation for the high level of flexibility we need for our business. For instance, dry freighters can be produced in our box body factory in Vreden as well as in Zaragoza, Spain, or Panevėžys, Lithuania. Curtainsider production takes place at the most suitable location in Europe, depending on plant capacity utilisation, delivery requirements, and production costs. An assembly plant for reefers opened in Melbourne in 2019 to enable trailers to be delivered directly to the Australian and New Zealand markets for at lower costs.

”
Our production network’s strategy is to ensure the same high standard of product quality at all sites to guarantee the lowest costs for our customers and generate a lower carbon footprint through higher efficiency.



International production network

→ GRI 204,103; GRI 413,103

Innovative strength

With the ‘ONE R&D’ approach, our Research and Development team creates the basis for efficient product development and modification processes, standardised engineering solutions within the Group, and market-ready, modular, and profitable products. One example in practical use is our modular system, which allows standardised processes to be used at all plants for the entire Schmitz Cargobull product portfolio. Product lifecycle management also contributes to our products’ value retention.

We also have a global network of suppliers and often move goods over long distances. A key approach here is keeping our capacity utilisation levels high. Full semi-trailers mean transport efficiency and fewer environmental impacts per transported load. We also organise our transport jobs closely around our factories. The majority of transport jobs surrounding our factories in Altenberge and Vreden take place within a radius of 200 to 300 km. Another of our high-volume procurement markets is Poland. As part of a project in 2020, we evaluated volume streams in Europe in relation to Poland and streamlined these further.

The use of railways in intermodal transport is growing in importance. On the important North-South axis in particular, production material for trailers is transported by rail from Italy to North Rhine-Westphalia. Finished vehicles travel by rail from our production plants to Italy. This reduces strain on motorways, reduces costs, and prevents driver stress. Further regular intermodal routes are currently under investigation.

We have also identified potential improvements in other areas, as demonstrated by innovative solutions in container management: By optimising the packing density in full and empty transport runs, we were able to increase efficiency and significantly reduce environmental impacts within our production network.

75%

Volume reduction from the use
of our folding plastic containers



Packing density streamlined in full and empty transport runs

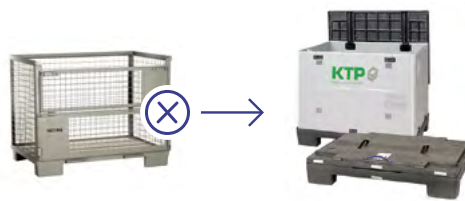
Three examples from our production network demonstrate how we optimise transport runs and save on costs, emissions, or resources as a result.

The software tool **PackAssistant** is used for new development projects and as part of efforts to improve current components in circulation during the planning of inbound supply chains. PackAssistant is a commercial piece of software used to simulate packaging to optimise packing density in the development process. By increasing packing density by 20%, administrative costs (from the time of order to invoicing) and logistics costs (packaging / transport / handling / return of empties) by 20% each. PackAssistant was used, for example, during the development process for a special load carrier for the box body's deflector.



Packaging is developed with the help of PackAssistant

A **folding plastic container** that has the same interior and exterior dimensions as a standard commercial pallet cage is used to transport large, lightweight goods that are transported over long distances. It has been introduced in five supply chains to date and is used across the Group for air spring bellows, chocks, mudguards, wheel nuts, and hoses. The folding plastic containers reduce volume by 75%, meaning four times as many empty load carriers can be returned in one transport run. This in turn means significantly fewer transport runs in the supply chains for these standard products.



The folding plastic container in use: The folding box as a replacement for pallet cages for transporting large, lightweight items

Another **folding plastic container** that has the same exterior and interior dimensions as a standard commercial KLT 6429 is used to transport electronic components from Austria. When folded the volume is reduced by 70%: The number of returns to suppliers in Austria could therefore be reduced significantly.

The plan for global supply chains is to eliminate all empty returns to avoid costs and journeys. Packaging material that comes from Asia is reused to package components produced in-house within the Schmitz Cargobull network.



Digitalisation and its huge potential for logistics

Digitalisation is a huge priority for Schmitz Cargobull and plays an important role in practically every field of its business. To further extend our position as a digital leader among trailer manufacturers, we have defined our digital strategy around three focus areas:

- Internal corporate processes
- Existing products and services
- New digital business models

As the market leader, Schmitz Cargobull provides its customers with networked digital products and services to best meet new transport requirements. To meet rising demand for digital systems, the new central division for 'Electric / Electronic Systems Engineering' was established in 2019 and incorporates the development area of Cargobull Telematics GmbH.

more than

82,500

Schmitz Cargobull
telematics units sold

Our customers respond to the S.KO COOL SMART:

Our aim is to guarantee the safety, security, and traceability of products. We achieve this by real-time transmission of temperature and location data, as well as strict compliance with legislation and guidelines of the EU Good Distribution Practice Directive and quality certification in accordance with IFS Logistics 2.01.

Katja Seifert,
Fleet and Insurance,
Spedition Kaiser & Schmoll

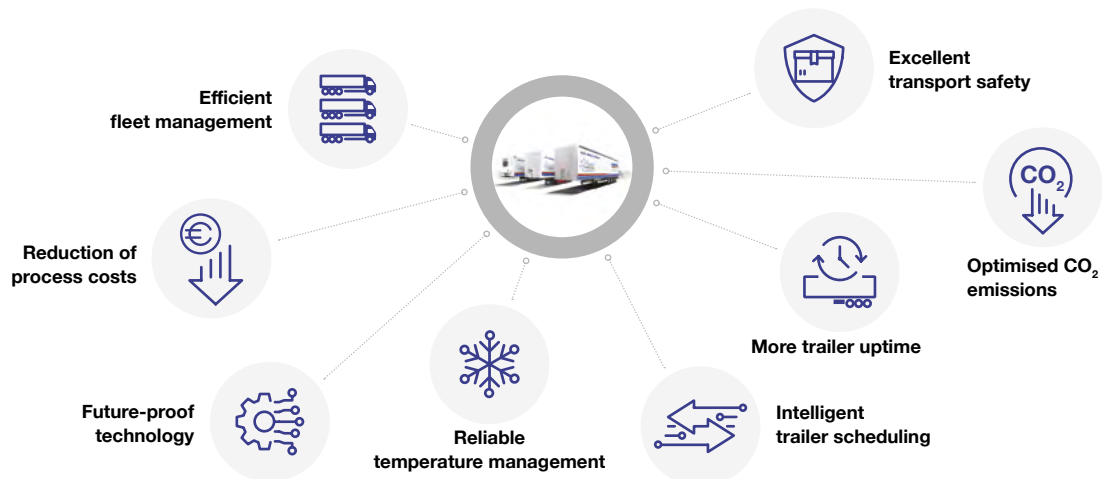


The core expertise of our company lies in refrigerated transport maintaining a constant temperature from - 20° to + 2° C. Using cutting-edge fleet technology, we monitor the correct functioning of the energy-efficient cooling units and ensure that routes travelled and door contacts remain tamper-proof. TrailerConnect® paves the way for digital networking through information systems connected in parallel.

Tobias Künne,
Wetralog GmbH



Telematics make trailers SMART



Schmitz Cargobull is the first trailer manufacturer to add telematics and a digital temperature recorder as standard equipment. This step, for our S.KO COOL SMART refrigerated semi-trailer provides huge added value to our customers. For example, when transporting perishable goods, freight forwarders have to guarantee the cold chain is maintained at all times. This is checked and documented with the help of our trailer telematics system. Curtainsiders have also been equipped with trailer telematics since 2021 with the entire Schmitz Cargobull product portfolio set to follow in future.

In the area of new, innovative digital business models, the online platform developed by our think tank KUBIKx for rental fleets and our paperless communications platform Dispatchy set the trend for our future. Fleetloop supports vehicle operators in finding the best rental offer from a German-wide vehicle pool of available tractor units, trailers, semi-trailers, HGVs, transporters and panel vans. Dispatchy simplifies cooperation between shippers, forwarders, carriers, and consignees thanks to real-time communication and paperless processes for transport orders.

➔ Find out more at: www.fleetloop.com, www.dispatchy.me

”
Telematics in the trailer helps to make many monitoring and control processes for the semi-trailer and load more efficient and transparent, allowing for significant improvements and added transport security. Our TrailerConnect® telematics system in the S.KO COOL SMART enables all trailer components to be connected in an intelligent network and diagnosed quickly, while also facilitating reliable, integrated temperature management.

Following an audit in August 2021, Cargobull Telematics GmbH received the 'Gesicherte Nachhaltigkeit' (Verified Sustainability) seal of approval. The audit looked at factors such as the environmental benefits of products, regionality within purchasing, and employee relationships. Our customers can also be issued with a seal of approval for their telematics products.



Customers have a very high opinion of the quality of Schmitz Cargobull's used vehicles.

Protecting the long-term value of used vehicles

Schmitz Cargobull has been active in the used vehicle business for over 50 years via our Cargobull Trailer Stores (CTS). Since then, CTS's range and service portfolio have been successfully expanded in line with customer and market requirements. Contributing around 10% of the group's revenue, CTS is a key player within Schmitz Cargobull and an internationally renowned provider of high-quality second-hand vehicles. In the financial year 2020/21, Cargobull Trailer Store achieved record sales of 10,389 used trailers and a turnover of €m 143.0 (previous year: 8,945 vehicles, turnover of €m 127.3).

Used vehicles can be purchased online or in person from depots throughout Europe. Financing solutions, repair and maintenance contracts, as well as a comprehensive range of services extending to formalities such as licence plate procurement, delivery services, and shipping, make it easy for customers to use quality-tested brand trailers for an extended period and, therefore, make a practical contribution to resource protection.

➔ Find out more at: trailer-store



A Business with Integrity



As a manufacturing company with international activities in procurement, production, and sales, we are conscious of our responsibility for the environment and society. We ensure compliance with legal requirements and make sure our business activities are forward-looking and have integrity.

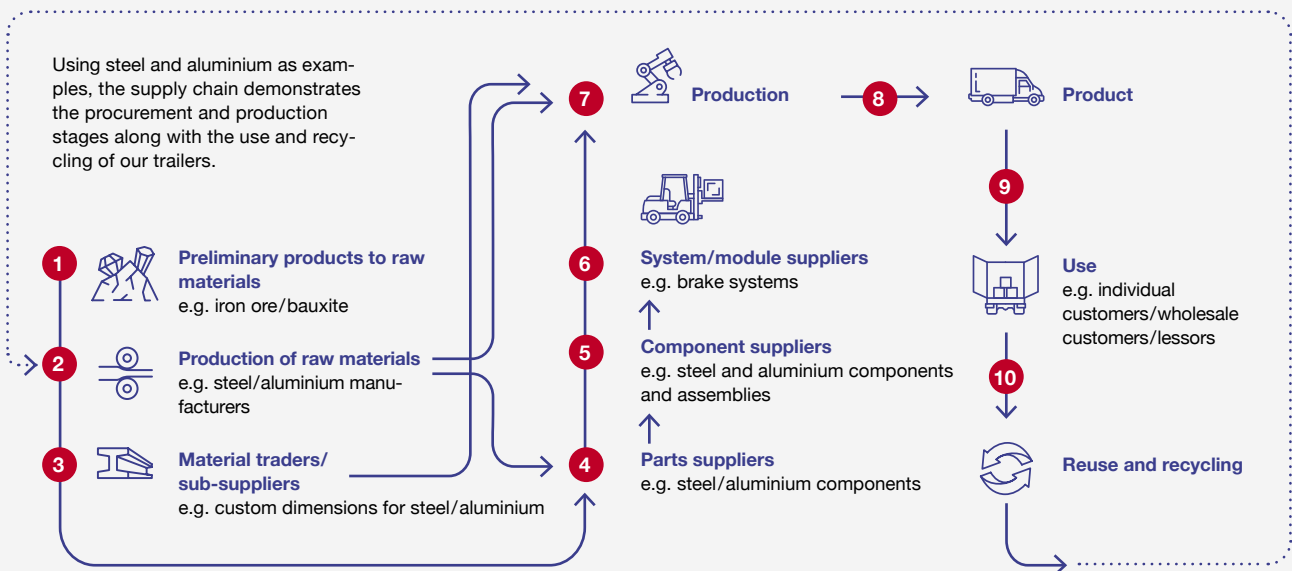
Value creation in our supply chain

As a trailer manufacturer, Schmitz Cargobull is an essential member of the logistics industry. The outbreak of the coronavirus pandemic in spring 2020 demonstrated the importance of our industry to everyone. During these challenging times our business, our partners, and the entire transport and

logistics industry made an essential contribution to the supply chains throughout Europe.

As a vehicle manufacturer, we produce the trailers and semi-trailers (towed units), as well as the bodies (cargo area), which are typically produced from foam-based composite materials or tarpaulin. The chassis with the engine

Schmitz Cargobull supply chain





65%

of tier-one suppliers
currently come from Germany

and driver's cab (chassis or tractor unit) are produced by truck OEMs. Trailers built by Schmitz Cargobull are used by delivery services, commercial enterprises, and hauliers who deliver goods for customers from almost every single sector.

Steering the consumption of raw materials and materials

The main raw materials and materials procured by Schmitz Cargobull and installed in our semi-trailers include steel, stainless steel, aluminium, rubber, wood, plastics, and chemical substances. All of the plywood we use is FSC-certified.

The REACH Regulation requires manufacturers to inform their customers if certain chemical substances are used to manufacture their products. All suppliers must comply completely with the limits on this substance list. Our goal is to reduce the amount of critical substances in our products. We therefore expect our suppliers to exceed the legally required level of responsibility for the products they supply and we have incorporated this requirement into our Supplier Code of Conduct. As far as technically feasible, our suppliers must completely avoid use of any substances classified as hazardous or of particular concern in Article 33 of the REACH Regulation.

Around 65% of our first-tier suppliers are currently based in Germany and around 89% from the EU, based on the value of the purchasing volume. On the basis of this supplier structure, we expect our main suppliers to maintain high standards in relation to adherence to social, ecological and ethical issues.

“
Purchasing is a central area for us because we have global supply chains and a high level of material costs. Our customers' requirements are also increasing.

Materials like the electronic components installed in our trailers' telematics units have complex, global supply chains with a number of preliminary stages. In terms of quantity and value, electronics make up a very small proportion of Schmitz Cargobull's procurement volume. In relation to the materials included in these components (including copper, ores, gold), customers are calling for increasing transparency as to their origins and manufacturing conditions. At this time, we are not aware of any negative impacts on the environment or social issues within our supply chain. We are aiming to examine our supply chain with regard to the new Supply Chain Act by 2023.

Materials used

Product groups	Share of the purchasing volume
Steel components	15.0%
Cooling units	14.6%
Running gear units	11.0%
Electronic components	7.7%
Steel	7.4%
Wheels / tyres	6.9%
Mechanical assemblies	6.4%
Aluminium (presses, sheets)	4.7%
Chemicals	4.7%
Assembly units	3.2%
Synthetic tarpaulins	2.5%
Wood	2.2%
Fastening elements	2.1%
Other*	11.6%
Total	100.0%

* e.g. hydraulic units, forged/cast parts, rubber parts, rims, plastic stickers, drive motors, surface coating, refrigeration components – each under 1%

Percentage of supply by country of origin

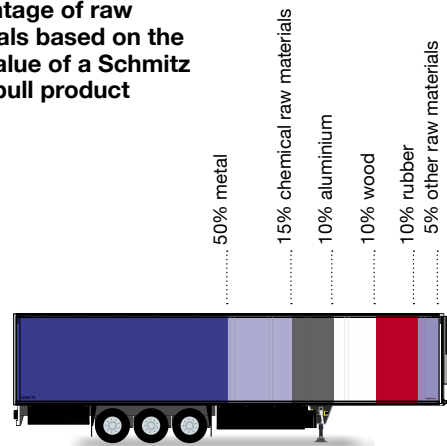
Country of origin	Percent of supply
Germany	64.7%
Netherlands	5.9%
Ireland	3.9%
Austria	3.4%
Poland	2.9%
Denmark	2.9%
Italy	2.1%
France	2.1%
Lithuania	1.7%
Turkey	1.5%
Spain	1.4%
Finland	1.1%
UK	1.0%
Luxembourg	0.9%
China	0.8%
Other*	3.7%
Total	100.0%

* e.g. USA, Russia, Latvia, India, Greece, Norway – each under 0.75%

Material costs account for a significant proportion – around two thirds – of the costs for our products. Due to the high quota of trailer materials and the production of trailers within an international production network, Schmitz Cargobull pursues a global procurement strategy with a focus on local suppliers. Our Group’s purchasing organisation consolidates purchasing volumes across its product lines. In contrast to the predominantly European sales market, the procurement market tends to be influenced by global developments. Prices for important raw materials, such steel, aluminium, and rubber, are therefore primarily influenced by global developments.

In some countries, Schmitz Cargobull procures most of the elements from the areas surrounding our factories, wherever possible. For instance, many of the parts supplied to factories in Germany are procured from a maximum radius of up to 300 km.

Percentage of raw materials based on the total value of a Schmitz Cargobull product



Supply chain management

Our suppliers are selected primarily on the basis of quality, competitiveness, and their importance, as well as in accordance with aspects like financial stability and security of supply. Single-source suppliers are monitored by the existing risk management system. Where possible, Schmitz Cargobull has established alternatives to its main suppliers. Large fluctuations in sales result in fluctuations in the purchasing sector and demand a great deal of flexibility from suppliers.

„Schmitz Cargobull’s Supplier Code of Conduct is a guideline for all suppliers. Every supplier is able to download the code of conduct from our tendering platform “cargobuy” and must acknowledge its content.

A corresponding supplier scoring system has been established to identify supply shortages at an early stage.


In relation to our global activities, Schmitz Cargobull

has made a commitment to adhering to laws and high ethical standards, while also taking into account social and ecological aspects. Our requirements are set out in Schmitz Cargobull’s Supplier Code of Conduct. We expect all companies within our supply chain to adhere to this code of conduct.

All suppliers must accept the Code of Conduct as part of the terms and conditions for a joint business relationship.

The Supplier Code of Conduct covers five areas: working conditions, occupational health and safety, environment, ethics, and management systems. For instance, Schmitz Cargobull requires suppliers to adhere to International Labor Organisation (ILO) guidelines and make sure that no forced or compulsory labour, no child labour and no discrimination take place and that working conditions are humane. In relation to the environment, the focus is on climate and resource protection measures and adequate water and waste management.

At present, existing and new suppliers are not assessed according to environmental or social criteria. However, Schmitz Cargobull will be focusing on a risk-based assessment of the supply chain in future.

 **On our website, Schmitz Cargobull has published our policy against human trafficking to comply with the requirements of the UK Modern Slavery Act.**

Compliance and integrity in practice

The violation of laws and regulations by managers or employees can pose a significant risk for Schmitz Cargobull. We have set up a Compliance Management System for this very reason: Group-wide binding directives are in place for all governance and compliance issues identified as significant, particularly the areas of anti-trust law, corruption, anti-money laundering, and data protection. In addition, Schmitz Cargobull has defined fundamental forms of behaviour as part of our code of conduct. Our code of conduct also contains information on core values and ethical standards.

The organisation manual for our Schmitz Cargobull Group provides a structured summary of the fundamental organisational and operating regulations ("Organisational Guidelines"). It aims to help all members of our Group identify the regulations regarding the organisation's structures and processes relevant to their own division and the associated risks so they can act accordingly. As a result, it helps to minimise all risks to our company from the outset.

The Compliance Board, the Chief Compliance Officer, and local Compliance Officers in all areas of our company use the Compliance Management Programme to ensure that all compliance-relevant issues and duties are monitored and dealt with. The Chief Compliance Officer submits a report for each financial year. Using this as a basis, the Supervisory Board's responsible financial and auditing committee addresses compliance issues, including the prevention of corruption, at least once a year during a committee meeting.

In the event of questions, complaints or cases of potential violations, every employee is able to speak to their line manager, a local Compliance Officer, the Chief Compliance Officer or an external ombudsman. The ombudsman receives complaints – anonymously on request – that contain grounds for suspicion of criminal activity or breaches of legislation and regulations.



To raise employee awareness, a new online compliance training course was held with support from an external service provider in the financial year 2020/21. It focused on the Code of Conduct, competition and anti-trust law, anti-corruption, the prevention of money laundering, IT security, and data protection. The compliance training course was completed by all managers, sales staff, and other relevant staff members across the Group and is repeated on a regular basis. Business partners are made aware of guidelines and corruption prevention procedures in the Supplier Code of Conduct.

Schmitz Cargobull did not have any confirmed corruption incidents in the financial year 2020/21. There were also no incidents or fines related to the failure to adhere to laws and regulations in the social and economic sector. Furthermore, no incidents were recorded in relation to environmental protection laws or ordinances or in relation to discrimination.

Suitable guidelines are in place to govern issues related to data protection and information security (including a data protection policy). All employees are regularly made aware of the risks related to technical systems and communication technology and of the level of diligence required when processing personal data. In the year under review, there was one complaint related to a violation of the duty to protect customer data, though this complaint was proved to be unfounded.

Managing Environmental Impact



Schmitz Cargobull is committed to sustainable and responsible use of the environment and natural resources at its sites. The most important focus areas are the reduction of energy consumption and, as such, carbon emissions in production and the reduction of scrap metal and mixed waste.

Resource-conscious management

When managing our environmental impact, our current focus is our Altenberge Centre of Competence for curtain-siders and will be gradually expanded to other factories, such as the installation of photovoltaic panels in the new Spanish factory in Zaragoza (see page 24).

A certified energy management system in accordance with ISO 50001 has been in place at our German production sites of Altenberge, Toddin, Vreden, and Gotha and our office buildings in Hortstmar since 2014. Our energy objective is to reduce consumption on an ongoing basis. Every year, the energy performance of each site is documented in central management reports and managed with the help of site-specific activity plans.

Environment management certification in accordance with ISO 14001 is currently underway at our pilot plant Altenberge, with implementation due to be completed by the end of 2021. All German factories are due to be ISO 14001 certified by the end of 2022.



Total energy consumption

Financial year 2020/21

Energy source	Energy consumption (kWh)
Electricity	38,608,152
Gas	22,395,961
Oil	19,508,405

German production sites (Altenberge, Toddin, Vreden, Gotha) and Horstmar offices



Fully electric refrigerated box body with electric transport cooling unit for zero-emission, quiet deliveries to supermarkets



An environmental management officer coordinates activities at our Altenberge site and officers are also being appointed at the other sites. Following the successful certification of Altenberge, our team will launch a Group-wide environment management system from autumn 2021. Energy management has been handled on a Group-wide basis for several years by the Vreden factory's energy manager in close cooperation with each site's energy officer. The team runs regular steering groups to make sure targets are reached.

Our Management Board's declaration on environment policy and annual management reviews on energy and the environment form the basis for the steering process.

Reducing energy consumption and emissions

The manufacturing of our products requires a significant amount of energy. We set ourselves an ambitious goal several years ago: aiming to save 1.5% of energy per year in relation to the existing energy basis (from the financial year 2013/14). The measurement value used for this is electricity, gas, and heating oil consumption in kilowatt hours per trailer for production sites and per square metre of office space for the office buildings in Horstmar.

The objectives defined for the financial year 2020/21 could be achieved by all sites despite falling production figures. Due to the lower production figures, the factories' fixed energy consumption saw a relative rise in specific energy consumption. However, energy-saving measures were just as effective as in previous years.

Over half the electricity procured was generated from renewable energy. The heat for our delivery centre in Vreden comes from a biogas plant run by a neighbouring farmer.

“
Every year, we save 1.5% of energy at our German production sites and recently met this target even in spite of lower production volumes.”

Energy savings over time

Change in financial year 2020/21 compared to 2013/14 (energy basis)

Site	Electricity	Gas	Oil
Altenberge	-3%	-28%	-
Toddin	-48%	-	-1%
Vreden	5%	-	-22%
Gotha*	-15%	-9%	-
Horstmar	-51%	-44%	-

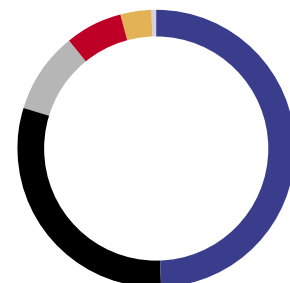
For the Horstmar office buildings, energy performance figures are calculated in kWh per m² of office space. For the production sites, energy performance figures are calculated in kWh per vehicle.

*For Gotha, the existing energy basis is the financial year 2015/16.

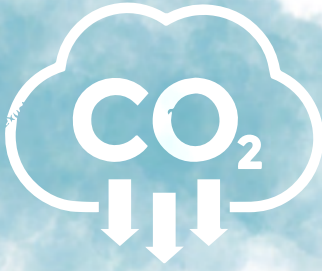
-: The energy source is not used at this site.

Power mix at the German sites 2020

Company's total power supply according to the provider



- 49.5% renewable energy, financed from the levy from the Renewable Energies Act
- 30.4% coal
- 9.3% nuclear energy
- 6.9% other renewable energy sources
- 3.5% natural gas
- 0.4% other fossil fuel sources



For other plants, the increased use of green power is on our agenda, as demonstrated by the project in our new factory in Zaragoza, Spain.

In Altenberge, initial discussions are underway with the energy supplier to have all the plant's energy generated by wind power. As an initial step, connection to a new wind farm will undergo an economic and ecological assessment. At the same time, measures are being developed to make sure that the energy supply is reliable enough for production despite the volatility of wind power.

Another of Schmitz Cargobull's central focus areas is the reduction of emissions in production: Our goal is to halve carbon emissions per trailer by 2035. At the moment, the baseline measurement is being prepared on the basis of the financial years 2019/20 and 2020/21. The target has been approved by our Management Board and will apply across our Group. Values are being recorded in a gradual process and regulations for implementation are being drawn up in the various plants.

Our focus within production remains primarily on the assembly of the various components, which can require a great deal of energy at some points. Due to the low processing depths in many areas, the key factor in saving emissions is to reduce the consumption of electricity and gas.

In the current year under review, direct greenhouse gas emissions (scope 1 + 2) in our Altenberge plant amounted to 4,703 tonnes, which is higher than the previous year. Emissions per trailer came to 338 kg CO₂ (scope 1 + 2).

Since the majority of CO₂ emissions cannot be modified by a change to the production volume, falling production figures have a negative increase on the carbon footprint of each trailer.

50%

Our goal is to halve CO₂ emissions per trailer by 2035.

Green power for our factory in Spain

Schmitz Cargobull will be opening a new factory in Spain in 2022. The plant in Zaragoza is due to be equipped with 2,300 square metres of solar panels on its roof. The electricity generated from these panels will be used for production and in the offices. The plan is to produce 700,000 kWh per year. Schmitz Cargobull has invested large sums in this project and we are forecasting five-digit cost savings each year. The project offers further potential for growth, for example by increasing capacity or using storage modules. In future, we are expecting to cover 40% of our total energy consumption in Zaragoza with renewable energy sources.



Careful approach to auxiliary and operating materials

During our production process, Schmitz Cargobull uses a range of auxiliary and operating materials that are subject to hazardous substances regulations. Examples include paints, (flue) gases, greases, oils, adhesives or cleaning agents. In some cases, certain environmental stipulations must be observed when using these types of environment-relevant substances. In the year under review, Schmitz Cargobull received no complaints in this regard.

Procedural instructions, based on ISO 45001 for example, help to ensure that a substitute check as per Section 6 of the German Toxic Substances Control Act and the German Hazardous Substances Ordinance (GefStoffV) is performed before the introduction of any new auxiliary and operating materials. For instance, a check is carried out to see whether a less hazardous substance with the same attributes is available for the application in question.

Our aim is to ensure that, wherever possible, there are no risks to the safety and health of employees at work and there is no danger to the environment resulting from the introduction of new auxiliary and operating materials. New hazardous substances can only be introduced following approval from the responsible Working Safety Specialist and the in-house doctors at the plants in question. Once it has passed through the in-house approval process, the substance is introduced into use and recorded in the hazardous goods register. Instructions for use are drawn up on the basis of internal checks and the safety information sheet for the substance in question. With these instructions, employees receive comprehensive information on how to handle and dispose of the hazardous substance.

We are also working hard to reduce noise levels in all areas. In terms of noise emissions from our production facilities, certified acoustics offices perform regular checks as to whether official permit conditions are being observed. In the year under review, the permitted emissions levels were met at all German sites.



→ GRI 307,103; GRI 307-1; GRI 403,103; GRI 416,103



Award-winning apprentices

Clever clogs – Apprentices awarded safety prize

In November 2020, apprentices at the Altenberge plant were awarded the “Schlauer Fuchs” (“Clever Clogs”) safety award by the wood and metal workers association in Germany. Our apprentices developed a disposal system that improved occupational safety and ergonomics at work: Automatic emptying of the scrap metal bin and a cable for lifting general waste bins in the tall waste containers has a positive effect on staff health and safety. Possible risks of accidents or injury could also be reduced significantly.

“Apprentices approached the task with a great deal of motivation and, with their practical solution to the problems, they made an important contribution to health and safety in the whole plant. At the same time, they were able to receive active advanced training in employee safety.”



Our apprentices' work is also showcased in a video:
<https://www.youtube.com/watch?v=8iRqwUPtXfw>

Efficient and environmentally conscious processes

Our aim is to make our production processes more efficient, while also making our production facilities more flexible and achieving the highest level of modularity possible in our components. Schmitz Cargobull has taken an intelligent approach to incorporating ecological aspects into process management by developing a production system that facilitates efficient yet sustainable production control.

Across the entire production network, our production facilities always use the joining technique that connects the materials or components in question with as much economic and ecological efficiency as possible. Furthermore, materials are selected in accordance with economic and ecological aspects.

- **Gluing instead of riveting when building insulated box bodies:** Glued connections are more efficient than riveted ones as they create a flush joint, thus reducing the amount of material needed. The use of adhesives for trailer floors results in a higher strength finish, with less wear and a lower weight.
- **Folding instead of screwing:** Folding also creates a flush joint, offering a number of advantages compared to point-to-point connections. While the strength of these connections is higher, both their material consumption and weight are lower.
- Use of **steel instead of aluminium** wherever this makes sense. In terms of moment of force, steel is more efficient than aluminium, but the components still weigh the same. In our refrigerated trailers, we use steel to improve insulation.



Curtainsider production at the Altenberge plant

”
Our general principle is to avoid waste: The use of materials, such as steel, aluminium, zinc, wood, and insulating foam, is optimised, along with the use of energy sources. For instance, the goal is for there to be no offcuts.

- **Use of steel instead of plastic:** In refrigerated trailers with large surface areas, steel is used to achieve a higher strength result and impermeability. Steel also has a particularly high reuse rate.
- **Bolting instead of welding:** Bolting allows joined parts to be repaired as needed. No parts need to be disconnected from welded assemblies, welded back in again before being primed and painted. Galvanised parts can also be easily replaced for repairs thanks to bolted connections.
- **Use of galvanisation instead of paint:** Entire chassis are no longer painted but are galvanised instead. Galvanising materials increases their protection against erosion and improves their durability (see page 12).

Energy-saving production comprises cutting-edge, energy-efficient production plants and thermally optimised production buildings. In our lighting plans (new systems or upgrades), lighting is always assessed in line with latest technology to ensure the best level of energy efficiency. At present, our focus in this area is on using LED technology at our German sites.

To enable us to run our sites in an energy-efficient manner, we also use energy recovery methods, including feeding excess heat from our compressors into our heating systems.



L-beam production: The galvanised longitudinal members for curtainsiders and dry freighters are cold-formed without any welding.

Managing other environmental aspects

Waste is disposed of by professional disposal companies in accordance with the Commercial Waste Ordinance. The waste management process set-up in Altenberge and experience gained from a recent project on waste recording and separation are gradually being transferred to other plants with support from the service provider.

In the financial year 2020/21, a total of 2,659 tonnes of solid waste were generated in Altenberge, including 1,397 tonnes of scrap metal.

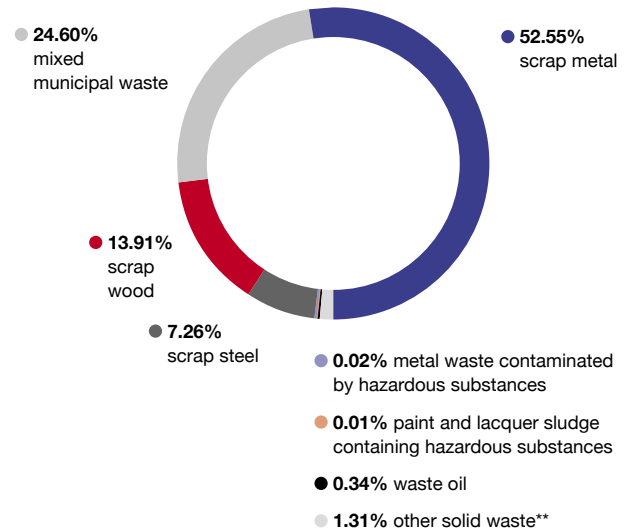
Water is used at all sites and waste water is re-used, for example to cool high-performance hydraulic systems. Schmitz Cargobull does not use any surface water. Water is used primarily for cooling in closed circuits and, therefore, is not contaminated. Due to the style of our production, we do not need any special permits, for example for handling contaminated water. In future, our goal is to gradually identify further potential savings to reduce water consumption.

In the financial year 2020/21, 5,578 m³ of water was used in Altenberge, almost 16% less than in the previous year. Water consumption per trailer amounted to 0.401 m³.

In 2020/21, various specific environmental KPIs were higher than the previous year because fewer trailers were produced. We have challenged ourselves to improve all important environmental figures next year.

Solid waste balance sheet for Altenberge

Percentage breakdown of solid waste in Altenberge*



* Itemisation for the year 2020 according to information from the waste disposal provider
 ** e.g. construction waste, oily operating materials, sweeping waste, coolant emulsion, destroyed files, cables

0.401 m³

Water consumption per
trailer in production

Environmental KPIs in the Altenberge factory

	2019/20 ACTUAL	Per trailer	2020/21 ACTUAL	Per trailer	Targets 2021/22
Production volume	16,756	–	13,916	–	Not recorded
Used water (m ³)	6,623	0.395	5,578	0.401	0.375
Mixed solid waste (t)	654	0.039	704	0.051	0.048
Scrap metal (t)	1,397	0.083	1,262	0.091	0.086
CO ₂ emissions (scope 1+2) (kg)	4,647,359	277.4	4,703,897	338.0	In progress
Total energy (kWh)	16,031,404	957	15,766,185	1,133	1,076
of which electricity (kWh)	7,356,733	439	6,825,060	490	466
of which gas (kWh)	7,715,042	460	8,941,125	643	610

People at Our Heart



In future, Schmitz Cargobull’s success will remain heavily dependent on skilled and motivated employees. An important milestone on our journey to extending our role as a market and technology leader is to tap into new markets and areas of business. To achieve this, we need highly qualified and dedicated specialists and managers. One of our most important responsibilities is to help train these staff, integrate them into our company and retain them as long-term employees.

Qualified and motivated employees

Qualified and motivated employees are a central element of Schmitz Cargobull’s long-term success. As of 31 March 2021, Schmitz Cargobull employed 5,065 in-house staff (without temporary employees), 96% of whom had permanent contracts. We also employed around 700 temporary staff on average over the year.

One example for our employees’ close bond to the company is demonstrated by our refrigerated body plant in

Vreden, which celebrated its 50th anniversary in 2019: Almost 800 of the site’s current 2,000 employees completed their training at the site.

During the coronavirus pandemic, our employees were extremely flexible and made a key contribution to navigating the company through this uncertain phase. Reduced hours, the use of overtime hours, holiday flexibility and a willingness to forego their bonus, use of face masks at work (particularly in production) and the immediate introduction of remote working are just a few examples. The loyalty, solution-based

Employees at Schmitz Cargobull

Financial year	Employees (average)	Temporary staff	Total
2020/2021	4,991	703	5,694
2019/2020	5,000	702	5,702
2018/2019	4,854	1,672	6,526

Instead of being recorded as at a specific date, the figures here are the average across the financial year. Employee figures for the entire Group.

Employee age

Age		
<30	742	19.2%
30–50	1,838	47.6%
<50	1,280	33.2%
Total	3,860	100%

Only German sites and Horstmar offices; figures are averages across the financial year.

”
Together, employee representatives and the Management Board demonstrated our company's flexibility, even during the coronavirus pandemic. Our entire Schmitz Cargobull team deserve a great deal of credit for overcoming the crisis.

mindsets, and discipline of our employees has resulted in zero evidence of COVID-19 spreading in any of our factories or branches.

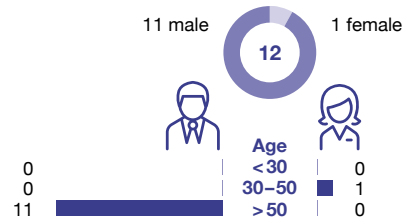
In May 2021, Schmitz Cargobull was presented with the 'Dream Employer – Innovative. Digital. Sustainable.' award from the F.A.Z. Institute in the 'Vehicle Manufacturer' category. This is also proof of our holistic approach, which offers employees career prospects while also effectively binding innovative forces with a forward-looking focus on sustainability.

Diversity and equal opportunities are fixed elements of our corporate culture, as is the principle of zero discrimination. We protect equal opportunities and promote diversity within the company with employees from a number of countries, who work respectfully together regardless of their genders, ages or sexual orientation.

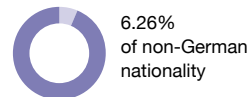
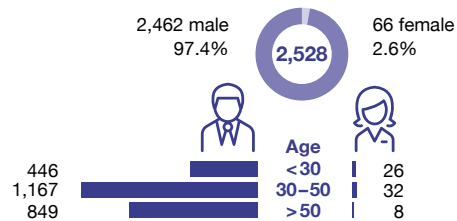
Investment in employees plays a major role, particularly in times of demographic change. Employee development is a central part of our strategy. Five focus areas have been defined for the next few years:

- Strategic personnel and succession planning
- Staff flexibility, particularly in production
- Further development of leadership competencies / identification of potential
- Establishment of a Group-wide training organisation
- Establishment of future-proof employer branding to overcome central challenges through digitalisation, demographic change, and a lack of specialist staff

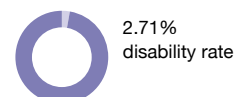
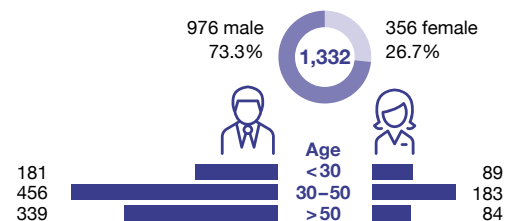
Members of the Supervisory Board of Schmitz Cargobull AG



Employees in production



Employees in administration



Only German sites and Horstmar offices; figures are averages across the financial year.

“
The Dream Employer award demonstrates that Schmitz Cargobull is regarded as an innovative, digital, and sustainable company. We offer our staff the chance to help shape the future of our family-run company.



Advanced training programmes encourage staff development and improve innovation skills.

We currently have two new initiatives underway to advance our employees: an executive programme and an initiative to identify and promote employees with potential to make key contributions to certain issues in our organisation in line with their own personal development (“MyWay”). We offer a wide array of needs-based training for employees.

Leadership skills

We pursue a wide range of approaches for developing leadership skills. We also offer individual measures, such as specific programmes for managers in industrial and commercial areas or development programmes for both young and experienced managers.

Specialist expertise

Our specialist departments offer a diverse range of options for expanding professional expertise. All colleagues benefit from an extensive range of demand-led opportunities, including extra-occupational degree courses, IT training, and forklift truck driver’s certificates.

Seminars and language courses

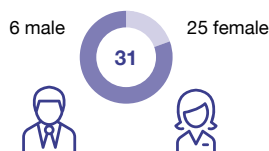
We offer a wide-ranging seminar programme: from discussion management and presentation techniques, time management and self-management to team management and ‘New Work’. These are just some of the one to three-day training events we offer to all of our employees. In an international business like Schmitz Cargobull, our employees often communicate with colleagues and customers from other countries on a daily basis. In terms of language courses, English (or German outside of Germany) is at the top of the list, though we also offer other languages such as French or Spanish.

For young people, we use our Instagram profile to provide an insight into training opportunities and day-to-day life as an apprentice in our company – the posts on this profile are created by our apprentices themselves.

 www.instagram.com/ausbildung_schmitzcargobull

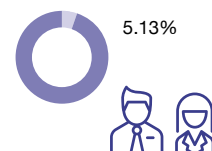
Schmitz Cargobull currently has 78 commercial apprentices or dual vocational students and 146 technical apprentices across our German sites.

Employees on parental leave



Only German sites and Horstmar offices; figures as at 31 March 2021.

Apprenticeship rate



Only German sites and Horstmar offices; figures as at 31 March 2021.

Investments in the new world of work

Schmitz Cargobull is setting the course for the new world of work with our Smart Work initiative. Remote working, for example, has been a mainstay of our working life since before the coronavirus pandemic. In our Horstmar offices, new space concepts are being developed to take better account of communication, coworking, and the work-life balance. Many processes in our day-to-day life at work are being digitalised; for instance, digital HR files have been launched and holiday forms and time logs have also been digitalised.

Digital jobs are also a major issue for the logistics sector. We have launched a new career portal and now also publish our vacancies using digital media. In the fields of e-mobility and autonomous driving, connectivity & IoT, and data-driven services, we have created more than 50 new digital jobs here in Western Germany – for everyone who wants to think big and make our planet’s transport routes even more efficient and environmentally friendly.

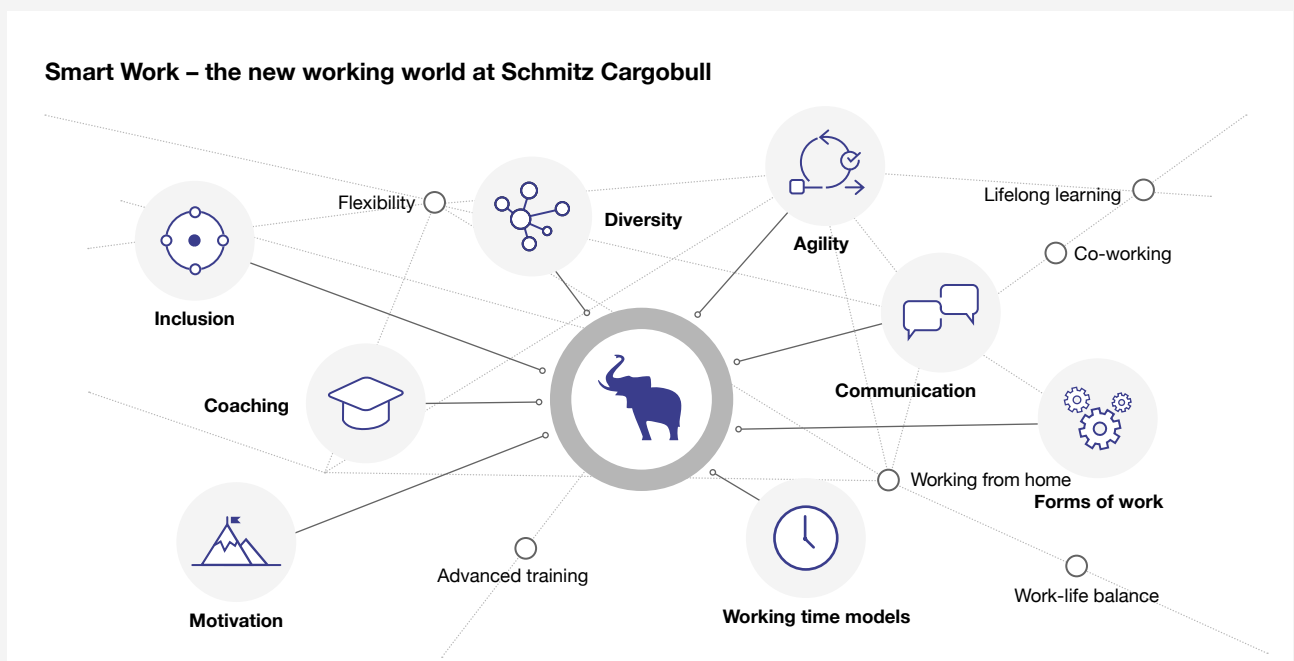
> 50

new digital jobs created for e-mobility, autonomous driving, connectivity & IoT, and data-driven services in Western Germany



The area of Digital Services is being expanded on a broad scale with a number of digital jobs.

[Digital jobs at Schmitz Cargobull AG](#) · [Schmitz Cargobull AG](#)



100%

of leasing employees included in occupational safety and healthcare management

Occupational health and safety

Health and safety at work is a huge priority at Schmitz Cargobull. Accidents at our production sites are recorded, analysed and allocated measures allocated to the TOP principle – Technical, Organisational, Personal measures.

In terms of accident frequency, numbers for permanent members of staff and temporary workers are analysed separately to help reveal any accident hotspots or integration problems with new staff from temp agencies (leasing staff) and resolve these. Leasing staff are included in occupational safety KPIs at a rate of 100%, as well as in preventive occupational safety programmes and healthcare management.

Since the start of preparations for certification in line with ISO 45001 in the financial year 2017/2018, it has been our goal to systematically reduce the group's accident rate per 1 million working hours at an ongoing rate. Our targets for reducing accidents per plant are defined by senior management using the average of the targets achieved for the past three years. At the moment, these averages are between 25% and 35% depending on the factory.

We were unable to build on the success of recent years due to a number of influencing factors. Some reasons include the economic crisis in the financial year 2019/20, the start of the coronavirus pandemic from the financial year 2020/21 and the resulting high fluctuation in leasing staff.

Schmitz Cargobull operates with a management system for health and safety at work (SGA) and with an SGA manual and SGA policy, which all employees are able to access on an SGA Intranet page. The aim of this framework for managing occupational health risks is to prevent injuries and/or illnesses among employees. All relevant legislation and ordinances, such as the Industrial Safety Act, Maternity Protection Act, Social Code VII, Administrative Offences Act, Machinery Directive, etc., apply for the companies in Germany and Europe. All relevant occupational safety guidelines are stored in the legal register on the Intranet.

Particular value is placed on the ongoing training of managers. In addition to in-house training courses on responsibility for occupational health and safety run

by departments such as Occupational Safety, Data Protection, and Communications, we also offer inter-plant advanced training measures. Furthermore, all legally required training courses, e.g. for safety officers, laser safety officers or shelving officers, are planned, organised and executed.

“All employees should be encouraged to actively take part in the systematic implementation of occupational health and safety – both through adherence to occupational health and safety regulations and in the ongoing improvement of occupational safety performance.”

Occupational accidents per 1 million hours of work

Total Recordable Injury Rate (TRIR)

Financial year	Target value	Actual value
2020/2021	8.4	14.0
2019/2020	12.5	14.4
2018/2019	22.6	19.7
2017/2018	25.0	24.5

Including Germany, Spain, Lithuania and Turkey



Healthcare for all of our employees is very important to us. Our 'Health Container' is a trailer that has been converted into a mobile gym and is part of this focus.



The SGA management system for Altenberge was certified in accordance with ISO 45001 in 2020. The certification process for Gotha was completed in summer 2021. It is currently in the planning stages for Vreden with certification scheduled for spring 2022.

The Vreden and Gotha plants are already systematically pursuing the 'Zero-Accidents Vision'. This strategy is due to be established at Group level using a joint campaign.

Healthcare management was already launched in Vreden in 2010 and includes offers for exercise, nutrition, in-house reintegration management, relaxation, and work-family balance. The results from six-monthly employee surveys are combined with data on sporting activities and job ratings to create a health score. Employees are able to submit requests and proposals for improvements, which are discussed by our in-house healthcare management team during monthly meetings.

Healthcare management has been in place in Gotha since 2012. Offers include fitness checks, the use of a gym (including for leasing employees), company runs and monthly poster campaigns on a variety of health issues, such as avoiding illness.

A healthcare management system was launched in Altenberge in 2017. This includes, for example, health days, the option to use a physio practice, offers to access nutrition consultants, psychologists, social advisers, ergo-therapists and a non-medical practitioner, support from a job coach

and with family care duties. Employees are also encouraged to take part in sports events, such as marathons, cycling events, and dragon boat races.

In Altenberge, long-standing members of staff and a low fluctuation rate of 0.1% have resulted in a high average age. We have therefore been working hard to train new staff in all important areas for a number of years and offer permanent employment contracts following successful completion. To work against the high levels of physical strain that can lead to absences, load analyses have been performed in all areas and workplaces have been made healthier in terms of ergonomics, reduction in loads, and reduction in drafts. Furthermore, a series of workshops was launched to improve satisfaction. Concepts to automate physically demanding work are in the planning stages.

Another major challenge during the pandemic was the swift implementation of occupational safety rules related to coronavirus and the Coronavirus Safety Directive. Looking after the health of our employees is always our number one priority. Adherence to social distancing rules also led to shift separation at Schmitz Cargobull. For this purpose, employees were assigned to a specific shift and contact between shifts was prohibited. Our administrative teams were largely transitioned to remote working. As well as a risk assessment in line with coronavirus occupational safety rules and the creation of a hygiene concept, staff were also offered lateral flow tests and a vaccination campaign was offered with the in-house doctor from June 2021.

Award for effective healthcare management

Vreden was awarded the Golden Seal for Corporate Healthcare for its performance in corporate health management in 2018. The German Seal for Corporate Healthcare is awarded to the benchmark for corporate health management programmes in accordance with



research-based and practice-proven standards. It delivers valuable findings for target-oriented development of structures and services under the corporate health management programme. Bronze, silver and gold seals of approval are awarded. The evaluation process looks at factors such as the holistic and systematic structure of the corporate health management programme, the systematic implementation of comprehensive conduct- and relationship-oriented measures with employee involvement, and healthcare as a responsibility of management.

A smart and passionate company

Research partnerships

As a technology-oriented company, we are closely involved in the world of research, particularly in Germany. Partnerships are an important topic for Schmitz Cargobull to further extend our in-house expertise and develop new service fields. This mainly involves universities and research institutes. We have partnerships in research and development as well as in production and organisational development. Our goal is to learn from one another, encourage the transfer of knowledge, and work together to create practical content.

For example, students from Bocholt and Cologne universities are able to write their Bachelor dissertations within Product Development at Schmitz Cargobull. We are working with the Fraunhofer Institutes in Dortmund and Dresden in the field of e-mobility. RWTH Aachen is helping us to optimise the weight of our chassis and DKV in Hannover is helping us to assess rubber materials.



Schmitz Cargobull works with the following partners in Germany (list not exhaustive)

- | | |
|---|--|
| A IFAM Bremen, UNI Bremen | I Fraunhofer Institute for Technical and Business Mathematics Kaiserslautern, AWOK, TU Kaiserslautern |
| B HS Osnabrück | J Uni Augsburg |
| C University of Münster-Steinfurt, Steinfurt Vocational College | K Institute for Plastics Technology Lüdenscheld |
| D Uni Dortmund, Fraunhofer ILM Dortmund | L Fraunhofer Institute IEM Paderborn |
| E University of Bochholt | M Fraunhofer IWMS Halle |
| F Uni Siegen | N DKV Hannover |
| G University of Cologne | O University of Braunschweig |
| H RWTH Aachen, Institute for Laser Technology, Research Association for Road Use Aachen GmbH, IKV Aachen | P Fraunhofer Institute for Transport and Infrastructure, Dresden |

Social commitment

In the area of social affairs, we are mostly active in the areas close to where we work. Charitable work and creative projects are particularly close to our hearts, and Schmitz Cargobull supports with both financial and human resources.

Some examples of our commitment:

- “Steinfurt District sees Yellow”: Traffic safety campaign for children starting school
- Creative projects for children in the area of Altenberge in Altenberge Culture Workshop
- Various sporting events
- “Titanic” International Theatre founded by Münster- and Leipzig-based artists
- “Bewegen mit Herz” (lit. Move with Heart) driver initiatives and PROFI (“Pro Fahrer Image = Pro Driver Image”)
- Experiencing Europe: Promotion of work placements and internships in EU countries with the aim of offering young adults looking for work prospects in a united Europe.



We support the initiative ‘Steinfurt District sees Yellow’.

Schmitz Cargobull has been supporting the ‘Bewegen mit Herz e.V.’ initiative for several years, particularly with financial support and publicity e.g. at trade fairs and via social media. The association brings together driver activities that support children, for example giving them the chance to travel in an HGV.

[Bewegen mit Herz e.V. - Homepage](#)

Outlook and Objectives



With this first Sustainability Report, we have started on our journey to promote Schmitz Cargobull's sustainability activities more systematically and with more external transparency.

To achieve this, we are planning to establish regular dialogue on sustainability with the relevant departments and to report to both our Management and Supervisory Boards about progress and necessary adjustments on an annual basis.

Responsibility for this is assumed by a team headed up by Dr Günter Schweitzer, member of the Management Board responsible for Purchasing & Logistics, Supply Chain & Steering of the Production Network.

Our next steps for sustainability management over the next few years are:

- To include all production sites, including those outside of Germany, in our activities
- To enhance our sustainability strategy
- To conduct an external stakeholder survey
- To establish Group-wide KPI systems
- To raise more employee awareness of sustainability

Our sustainability goals

We have already set targets for some of the topics in our materiality matrix (see page 9) and incorporated them into our strategic priorities.



Market leadership and economic success

By 2025:
Group turnover of **€3 billion** and return on sales of > 5%



CO₂ reduction in production

By 2035:
Halving CO₂ emissions per trailer (scope 1+2, based on financial year 2020/21)



Energy consumption

Annual savings of 1.5% based on existing energy basis (financial year 2013/14)



Consumption of raw materials and materials

By 2023:
Review of the Schmitz Cargobull **supply chain** with regard to the new Supply Chain Act



Occupational safety


Ongoing reduction of the **accident rate** in the group per 1 million hours of work



GRI Content Index

This 2020/21 Schmitz Cargobull Sustainability Report has been prepared in line with the “core” option of the GRI standards. The information relates to the specified consolidated companies; any deviations and exceptions are referred to in the text or here in the GRI content index.

The information was compiled in line with the German translation of the GRI standard in the most recent version, accessible at:

 <https://www.globalreporting.org/standards/gri-standards-translations/gri-standards-german-translations-download-center/>

GRI Standard	Designation	Page reference / Explanation
Universal standards		
GRI 102	General disclosures 2016	
Disclosure 102-1	Name of the organisation	Schmitz Cargobull
Disclosure 102-2	Activities, brands, products and services	2, 5, 6
Disclosure 102-3	Location of headquarters	5
Disclosure 102-4	Location of operations	5
Disclosure 102-5	Ownership and legal form	7
Disclosure 102-6	Markets served	6
Disclosure 102-7	Scale of the organisation	2
Disclosure 102-8	Information on employees and other workers	28
Disclosure 102-9	Supply chain	18
Disclosure 102-10	Significant changes to the organisation and its supply chain	None, as this is Schmitz Cargobull's first sustainability report
Disclosure 102-11	Precautionary principle or approach	With our risk management and energy/environment management systems, we ensure that environmental impacts are considered and dealt with in a forward-looking manner.
Disclosure 102-12	External initiatives	8, 34 (selected only)
Disclosure 102-13	Membership of associations	8 (selected only)
Disclosure 102-14	Statement from senior decision maker	4
Disclosure 102-16	Values, principles, standards and norms of behaviour	21
Disclosure 102-18	Governance structure	7
Disclosure 102-40	List of stakeholder groups	8
Disclosure 102-41	Collective bargaining agreements	All employees in Germany are subject to collective bargaining agreements (apart from managers and non-tariff employees).
Disclosure 102-42	Identifying and selecting stakeholders	8
Disclosure 102-43	Approach to stakeholder engagement	8
Disclosure 102-44	Key topics and concerns raised	8, 9
Disclosure 102-45	Entities included in the consolidated financial statements	In the annual report (not published), the reporting scope is explained on page 3
Disclosure 102-46	Defining report content and topic boundaries	9
Disclosure 102-47	List of material topics	9
Disclosure 102-48	Restatements of information	None, as this is Schmitz Cargobull's first sustainability report

→ GRI 102-54, 102-55, 102-56

GRI Standard	Designation	Page reference / Explanation
Disclosure 102-49	Changes in reporting	None, as this is Schmitz Cargobull's first sustainability report
Disclosure 102-50	Reporting period	Financial year 2020/21 from 1 April 2020 to 31 March 2021
Disclosure 102-51	Date of most recent report	This is Schmitz Cargobull's first sustainability report.
Disclosure 102-52	Reporting cycle	8
Disclosure 102-53	Contact point for questions regarding the report	Anna Stuhlmeier, Marketing Communications & PR
Disclosure 102-54	Claims of reporting in accordance with the GRI Standards	36
Disclosure 102-55	GRI Content Index	36–39
Disclosure 102-56	External assurance	No external reviews took place.
Topic-specific standards – Economy		
GRI 201	Economic performance 2016	
GRI 103	Management approach 2016 (incl. Disclosure 103-1, Disclosure 103-2, Disclosure 103-3)	6
Disclosure 201-1	Direct economic value generated and distributed	2 (revenue, units produced)
Disclosure 201-2	Financial implications and other risks and opportunities due to climate change	According to our current knowledge, climate change does not pose a significant risk to Schmitz Cargobull.
Disclosure 201-3	Defined benefit plan obligations and other retirement plans	Not specified.
GRI 202	Market presence 2016	
GRI 103	Management approach 2016 (incl. Disclosure 103-1, Disclosure 103-2, Disclosure 103-3)	6
Disclosure 202-2	Proportion of senior management hired from the local community	This information is not recorded at present.
GRI 204	Procurement impacts 2016	
GRI 103	Management approach 2016 (incl. Disclosure 103-1, Disclosure 103-2, Disclosure 103-3)	14, 19
Disclosure 204-1	Proportion of spending on local suppliers	19, only for German sites at present
GRI 205	Anti-corruption 2016	
GRI 103	Management approach 2016 (incl. Disclosure 103-1, Disclosure 103-2, Disclosure 103-3)	21
Disclosure 205-2	Communication and training about anti-corruption policies and procedures	21
Disclosure 205-3	Confirmed incidents of corruption and actions taken	21
Topic-specific standards – Ecology		
GRI 301	Materials 2016	
GRI 103	Management approach 2016 (incl. Disclosure 103-1, Disclosure 103-2, Disclosure 103-3)	19
Disclosure 301-1	Materials used by weight or volume	19, 20
Disclosure 301-2	Recycled input materials used	This information is not recorded at present.
GRI 302	Energy 2016	
GRI 103	Management approach 2016 (incl. Disclosure 103-1, Disclosure 103-2, Disclosure 103-3)	22–24
Disclosure 302-1	Energy consumption within the organisation	23, 27, only for German sites at present
Disclosure 302-2	Energy consumption outside of the organisation	This information is not recorded at present.
Disclosure 302-3	Energy intensity	27, only for Altenberge at present
Disclosure 302-4	Reduction of energy consumption	22, 23, only for German sites at present
Disclosure 302-5	Reduction in energy requirements of products and services	24, 26, 27

GRI Standard	Designation	Page reference / Explanation
GRI 303	Water and effluents 2018	
GRI 103	Management approach 2018 (incl. Disclosure 103-1, Disclosure 103-2, Disclosure 103-3)	27
Disclosure 303-1	Interactions with water as a shared resource	27
Disclosure 303-2	Management of water-discharge-related impacts	27
Disclosure 303-3	Water withdrawal	27, only for Altenberge at present
Disclosure 303-4	Water discharge	27, only for Altenberge at present
Disclosure 303-5	Water consumption	27, only for Altenberge at present
GRI 305	Emissions 2016	
GRI 103	Management approach 2016 (incl. Disclosure 103-1, Disclosure 103-2, Disclosure 103-3)	23, 24
Disclosure 305-1	Direct (scope 1) GHG emissions	24, 27 only for Altenberge at present
Disclosure 305-2	Energy indirect (scope 2) GHG emissions	24, 27 only for Altenberge at present
Disclosure 305-3	Other indirect (scope 3) GHG emissions	This information is not recorded at present.
Disclosure 305-4	GHG emissions intensity	24, only for Altenberge at present
Disclosure 305-5	Reduction of GHG emissions	23, 24, 27
GRI 306	Waste 2020	
GRI 103	Management approach 2020 (incl. Disclosure 103-1, Disclosure 103-2, Disclosure 103-3)	26, 27, system only in Altenberge at present, other sites in development
Disclosure 306-1	Waste generation and significant waste-related impacts	26, 27 only for Altenberge at present
Disclosure 306-2	Management of significant waste-related impacts	26, 27
Disclosure 306-3	Waste generated	26, 27 only for Altenberge at present
Disclosure 306-4	Waste diverted from disposal	27, only for Altenberge at present
Disclosure 306-5	Waste directed to disposal	27, only for Altenberge at present
GRI 307	Environmental compliance 2016	
GRI 103	Management approach 2016 (incl. Disclosure 103-1, Disclosure 103-2, Disclosure 103-3)	22, 25
Disclosure 307-1	Non-compliance with environmental laws and regulations	21, 25
GRI 308	Supplier environmental assessment 2016	
GRI 103	Management approach 2016 (incl. Disclosure 103-1, Disclosure 103-2, Disclosure 103-3)	19, 20
Disclosure 308-1	New suppliers that were screened using environmental criteria	20
Topic-specific standards – Social		
GRI 401	Employment 2016	
GRI 103	Management approach 2016 (incl. Disclosure 103-1, Disclosure 103-2, Disclosure 103-3)	28, 30, 31
Disclosure 401-1	New employee hires and employee turnover	33, employee turnover for Altenberge only
GRI 403	Occupational health and safety 2018	
GRI 103	Management approach 2018 (incl. Disclosure 103-1, Disclosure 103-2, Disclosure 103-3)	25, 32
Disclosure 403-1	Occupational health and safety management system	32, for German sites
Disclosure 403-2	Hazard identification, risk assessment and incident investigation	32, based on accidents
Disclosure 403-3	Occupational health services	Occupational health checks are performed for employees at German site via occupational healthcare centres.
Disclosure 403-4	Worker participation, consultation and communication on occupational health and safety	32
Disclosure 403-5	Worker training on occupational health and safety	32
Disclosure 403-6	Promotion of worker health	32, 33

GRI Standard	Designation	Page reference / Explanation
Disclosure 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	This information is not recorded at present.
Disclosure 403-8	Workers covered by an occupational health and safety management system	All employees in Germany
Disclosure 403-9	Work-related injuries	32, only occupational accidents per 1 million hours of work
Disclosure 403-10	Work-related ill health	This information is not published.
GRI 404	Training and education 2016	
GRI 103	Management approach 2016 (incl. Disclosure 103-1, Disclosure 103-2, Disclosure 103-3)	30
Disclosure 404-1	Average hours of training per year per employee	This information is not recorded at present.
Disclosure 404-2	Programmes for upgrading employee skills and transition assistance programmes	30, 31, only advanced training programmes
GRI 405	Diversity and equal opportunity 2016	
GRI 103	Management approach 2016 (incl. Disclosure 103-1, Disclosure 103-2, Disclosure 103-3)	29
Disclosure 405-1	Diversity of governance bodies and employees	29
GRI 406	Non-discrimination 2016	
GRI 103	Management approach 2016 (incl. Disclosure 103-1, Disclosure 103-2, Disclosure 103-3)	29
Disclosure 406-1	Incidents of discrimination and corrective actions taken	21
GRI 408	Child labour 2016	
GRI 103	Management approach 2016 (incl. Disclosure 103-1, Disclosure 103-2, Disclosure 103-3)	20
Disclosure 408-1	Operations and suppliers at significant risk for incidents of child labour	19
GRI 409	Forced or compulsory labour 2016	
GRI 103	Management approach 2016 (incl. Disclosure 103-1, Disclosure 103-2, Disclosure 103-3)	20
Disclosure 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	19
GRI 413	Local communities 2016	
GRI 103	Management approach 2016 (incl. Disclosure 103-1, Disclosure 103-2, Disclosure 103-3)	14, example for the production network
Disclosure 413-1	Operations with local community engagement, impact assessments and development programmes	This information is not recorded at present.
Disclosure 413-2	Operations with significant actual and potential negative impacts on local communities	According to our current knowledge, no significant negative impacts occur.
GRI 414	Supplier social assessment 2016	
GRI 103	Management approach 2016 (incl. Disclosure 103-1, Disclosure 103-2, Disclosure 103-3)	19, 20
Disclosure 414-1	New suppliers that were screened using social criteria	20
GRI 416	Customer health and safety 2016	
GRI 103	Management approach 2016 (incl. Disclosure 103-1, Disclosure 103-2, Disclosure 103-3)	11, 25
Disclosure 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	None known
GRI 418	Customer privacy 2016	
GRI 103	Management approach 2016 (incl. Disclosure 103-1, Disclosure 103-2, Disclosure 103-3)	21
Disclosure 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	21
GRI 419	Socio-economic compliance 2016	
GRI 103	Management approach 2016 (incl. Disclosure 103-1, Disclosure 103-2, Disclosure 103-3)	20, 21
Disclosure 419-1	Non-compliance with laws and regulations in the social and economic area	21



The Trailer Company.

Legal Notice: Schmitz Cargobull AG | Marketing Communications & PR | Anna Stuhlmeier |
Tel. +49 2558 81-1340 | Anna.Stuhlmeier@cargobull.com
Image source: Schmitz Cargobull | Tohid Hashemkhani/Shutterstock.com | xpixel/Shutterstock.com |
Khakimullin Aleksandr/Shutterstock.com | Digital Genetics/Shutterstock.com |
Maxx-Studio/Shutterstock.com | goir/Shutterstock.com | koya979/Shutterstock.com |
somchai/Shutterstock.com | RossHelen/Shutterstock.com | NavinTar/Shutterstock.com |
Andrew Angelov/Shutterstock.com | RHJPhotoandillustration/Shutterstock.com |
Pond Saksit/Shutterstock.com | Spyro the Dragon/Shutterstock.com | imtmphoto/Shutterstock.com

All information has been processed with the greatest care. However, the following applies:
Typographical and printing errors are reserved.



Schmitz Cargobull AG
Bahnhofstrasse 22 | 48612 Horstmar | Germany
Tel: +49 02558 81-0
Fax: +49 02558 81-500
www.cargobull.com