

# Sustainability Strategy 2024 - 2025

**nox Germany GmbH**



# Foreword

*Dear business partners, dear nox team,  
dear readers,*

Sustainability affects all of us – personally and in our work. We all need to do our part to help stop or at least slow global warming and its adverse effects on people, animals, and plants. Therefore, it is a logical step to take sustainable standards and measures into account when tendering bids or making business decisions.

nox takes responsibility for sustainable business practices in various ways. For one thing, we have taken measures that make our direct actions more environmentally friendly. We already encourage our transport partners to switch to more environmentally friendly vehicles. We deal with them on an equal basis, maintain a relationship based on partnership, and are committed to ensuring that they can operate sustainably and economically, as well. This way, we ensure that we have long-term partners with motivated drivers at our side. For us, this is one of the essential prerequisites for being able to provide the quality that is rightly expected of us.



Within the framework of our strategic sustainability management, we have examined our processes, our buildings, and our work very closely in the past months to define where there is need for action and where there are further-reaching possibilities to reduce our environmental footprint. We have set the goal of reaching climate neutrality by 2050. The following pages will give you information about the measures we plan to take to reach this goal.

Sincerely yours,

A handwritten signature in blue ink, appearing to read 'A. Kohnen'. The signature is fluid and cursive.

Alexander Kohnen



# Sustainability Strategy 2024 - 2025

## Our fields of action

Our business activities have a significant impact on the environment, economy, and society. We are aware of this responsibility and have therefore integrated our strategic sustainability initiatives into our management system. Our aim is to minimise the impact of our actions, reduce our ecological footprint, and take a holistic view of sustainability.

Our materiality analysis has shown that we can take measures that promise success in the fields of action planet, people, and progress. Therefore, we have set goals and defined measures for each of these fields to reach these goals.



### Planet

We take responsibility for our environment and intend to reach climate neutrality for our company by 2050. To do so, we are reducing our CO<sub>2</sub> emissions continuously and aim at a reduction of at least 10% in 2024.



### People

We assume social responsibility and always treat our employees, partners, and customers with respect. We create a working environment that is characterised by equality, inclusion, diversity, health, and safety.

Our goal is to reduce the number of accidents at work involving our employees with more than one day lost time and accidents involving drivers by at least 20% in 2024.



### Progress

We ensure stable corporate growth and invest in our company and our network to be a reliable long-term partner for our customers.

# Sustainability Strategy 2024 - 2025

## Field of Action Planet: Our Measures

### Planet

**We take responsibility for our environment and aim at achieving climate neutrality for our company by 2050.**

To reach this goal, we have defined in-house climate initiatives as part of our sustainability strategy to reduce, compensate for, and prevent CO<sub>2</sub> emissions. The aim is to continuously decrease CO<sub>2</sub> emissions and to reach a reduction of at least 10% in 2024.

We will provide our stakeholders and employees with transparent information about these initiatives and their success.

Together with our parent company, Groupe STERNE in France, we will report on our goals, measures, and successes in a comprehensive sustainability report in accordance with the recognised GRI standard in 2024 for the first time. We have been calculating our carbon footprint annually in accordance with the GHG Protocol for several years. We regularly monitor our environmental performance and the relevant key figures with the goal of continuous improvement. This will help us in our attempt to attain the Gold Standard on the EcoVadis CSR assessment platform by the end of 2024.

Furthermore, we plan to certify our energy management system according to DIN EN ISO 50001 for the first time.

#### **Reduction of Energy and Water Consumption**

Energy is one of the important factors in decreasing CO<sub>2</sub> emissions. In this area we focus on reducing the consumption of electricity, heating, and water.

We will reduce the use of electricity by successively switching all offices and warehouses to LED lighting among other things. By 2025, 70% of our sites should be lit exclusively by LEDs.

Additionally, we will invest in power-saving equipment that has at least the same level of efficiency as the current printers, computers, and other hardware. We will introduce time limits for the use of equipment that consumes lots of energy, such as heating and air-conditioning. At the same time, we will inform our employees about which equipment has a high level of energy consumption, so that they can use it more sensibly.

Furthermore, we will continue to convert our facilities to the use of green electricity. Since 1 January 2024, 15 of our 23 sites use a mix of hydroelectric, solar, and wind-generated power. The share will be increased to 80% of our sites by the end of 2025. The goal is to switch all our sites to renewable energy in the long run. Thus, we will be considering the installation of PV system on existing buildings and new leases.

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# Sustainability Strategy 2024 - 2025

## Field of Action Planet: Our Measures

To save energy, the temperature in the buildings and logistics facilities will be adjusted and the temperatures in the server rooms checked. Regular inspection of the heating equipment helps us prevent energy waste.

We lower the consumption of water through the use of aerators and water-saving shower heads, as well as through additional organisational and technical measures.

Our employees are an important factor in achieving our strategic climate goals. We support them with various measures that help them act in an environmentally and climate friendly way.

### **Travel**

For example, we limit our employees' travel to a minimum and consistently make use of video conferences instead. If travel is necessary, rail travel is preferred, and use of cars or airplanes is an absolute exception. In addition, we support our employees in working from home.

### **Waste Management**

We make our employees aware of how to avoid waste and to sort trash. Our goal is to increase the quota of waste separation to an average of 80% for all out sites by the end of 2025.

### **Reduction of CO<sub>2</sub> Emissions**

Along with buildings, our vehicles and those of our transport partners are an important factor in leveraging a reduction of CO<sub>2</sub> emissions. By the end of 2025, our fleet of company cars will be made up entirely of electric vehicles.

We have reached an agreement with our transport partners that 100% of the vehicles will conform to the Euro 6 norm by the end of 2024. The switchover of all vehicles to Euro 6e will begin in 2025. We aim at a 5% share of electric vehicle by the end of 2025.

We are constantly monitoring the market and investigating possible alternative power sources for the delivery vehicles.

In addition, we further our employees' awareness about economical driving.

### **Further Measures**

To promote biodiversity, we will plant flower meadows at four to five sites by the end of 2025. We also invest in reforestation in Germany.



# Sustainability Strategy 2024 - 2025

## Field of Action People: Our Measures

### People

***We create a working environment that is characterised by respect, equality, inclusion, diversity, health, and safety. We assume social responsibility.***

People from over 50 nations work hand in hand at nox. As an enterprise, we profit from the cultural diversity of our employees. Their various nationalities, ethnicities, and religions bring new perspectives and ways of seeing – both in operations and in administration and management.

As an enterprise – and as people – we benefit from this diversity. Therefore, we promote it in the sense of the Charter of Diversity that nox signed, and we make our employees aware of this topic through various activities.

We promote women in the operational and administrative areas and aim our recruiting strategy at target groups. We address people from various age groups and backgrounds.

Our corporate culture is defined by inclusion and equality, regardless of sex, gender identification, age, or other personal characteristics.

Through the introduction of a comprehensive performance feedback process, we find potential for improvement. This helps us in developing and implementing systematic personnel development and training programmes.



# Sustainability Strategy 2024 - 2025

## Field of Action People: Our Measures

To support and further our employees comprehensively, we are increasing the number of hours of training per person. In the area of health, we want to increase the acceptance of our Employee Well-Being platform and the offers associated with it.

Moreover, we plan to introduce a work safety management system by 2025 and are aiming at DIN EN ISO 45001 certification.

We monitor the success of our measures by regularly carrying out surveys of employee satisfaction. The results help us discover potential for improvements and increase employee loyalty. Fair wages for our employees also play a role.

We will document our voluntary commitment to fulfil basic responsibilities in regard to human rights, work, the environment, and the fight against corruption through the planned signing of the UN Global Compact.





# Sustainability Strategy 2024 - 2025

## Field of Action Progress: Our Measures

### Progress

**We ensure stable corporate growth and invest in our company and our network to be a reliable long-term partner for our customers.**

As a company on the CEP market, we work closely with transport partners with whom we have long-term contracts. We are aware that our success depends on our partners and their employees. It is also important to us as a responsible company that the employees of our transport partners have fair working conditions. We ensure that through regular checks on our transport partners and pre-qualification according to PQ-KEP certification.

This certification process was introduced in 2019 and ensures fair employment conditions and quality standards to protect the employees. We aim to work only with transport partners who fulfil the criteria of PQ-KEP and are correspondingly certified.

We do not tolerate use of subcontracting by our transport partners. Besides, we foster the health and safety of employees through the use of technical equipment for sorting and delivery. Additional resources to make work easier are constantly being investigated.





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As of April 2024



## ***Working together for a future worth living!***

Our sustainability strategy aims at making processes more environmentally friendly and reducing the consumption of energy and resources. It also works toward heightening our employees' awareness of these issues and supporting more sustainable forms of behaviour in many ways.

The measures presented here are just a part of the steps we have agreed upon and with which we wish to achieve our goals in the fields of planet, people, and progress.

If you would like to learn more about our sustainability strategy and the measures linked with it, follow us on LinkedIn or contact Lena Rodefeld, Director Quality, Safety, Security, Sustainability & Project Management.

***This will take you to Lena Rodefeld's LinkedIn profile!***

