

A large IVECO truck is parked in a lot, with its trailer displaying the MANUPORT LOGISTICS logo and the slogan "Be different - Be MPU". The truck is white with a blue trailer. The background shows a clear sky and other trucks in the distance.

# Sustainability Report 2023

## Welcome, from our CEO

The path to sustainability is challenging, but we're tackling it head-on with purpose and impact. As we present our very first sustainability report, I am both proud and excited to share how we at Manuport Road Transport are embracing a future driven by responsibility, innovation, and collaboration. The road to sustainability is challenging, but we believe it is a journey worth taking, and one in which we can lead with impact and intention.

It's no longer just about moving goods from A to B. It's about doing it smarter — reducing our environmental footprint, improving efficiency, and making choices today that create a better tomorrow. At Manuport Road Transport and across Manuport Logistics Group, we believe in actions, not words. We're working closely with our customers, partners, and subcontractors to push our shared sustainability goals forward.

We're at the start of an exciting journey. This report marks a significant milestone, but it's only the beginning. Together with our dedicated team, partners, and clients, I'm confident that we will continue to accelerate forward, building a greener, more sustainable future for our industry and the communities we serve.

Thank you for your trust and partnership as we pave the way to a more sustainable tomorrow.

**Guy Pasmans**

CEO Manuport Logistics Group of Companies





# About Manuport Road Transport

At Manuport Road Transport we keep things moving! As part of the Manuport Logistics family, we're proud to work hand-in-hand with Euroports to deliver smooth, seamless logistics solutions across Europe.

Whether it's bulk, breakbulk, or containerized goods, we have the expertise to handle it all. Our experienced staff, together with our valuable partnerships with our carriers make sure your cargo reaches its destination on-time, every time. From 1 pallet to a full truck, direct, intermodal, or express; for dry or liquid bulk, we have a tailor-made solution for every type of product - we've got you covered!

Manuport Road Transport, Manuport Logistics, and Euroports form a dynamic trio in the logistics world. Manuport Logistics leads the charge with top-tier multi-modal logistics solutions, while Euroports takes care of major port operations across strategic terminals. Together, we bring a powerhouse of resources and knowledge to the table, ensuring our clients get a full-service approach to supply chain management - from the port to the final drop-off. With us, you're not just moving goods, you're getting a seamless, stress-free experience from start to finish.

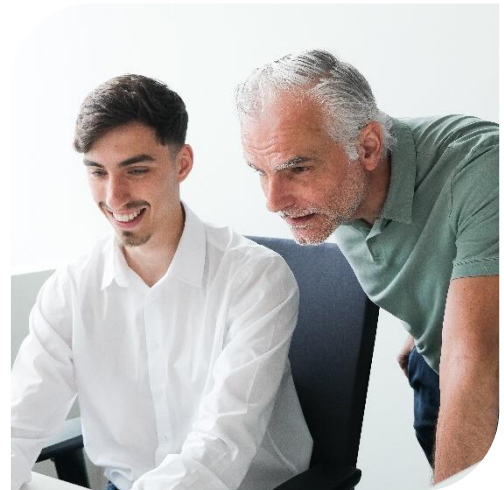


## Governance



At Manuport Road Transport, conducting business with integrity is a top priority. Ethical practices, transparency, and accountability form the foundation of our governance framework. Guided by the Euroports Group Code of Conduct, we ensure that all interactions are grounded in respect for human rights and a commitment to responsible behavior. This focus on strong ethical standards is key to cultivating trust and building lasting relationships with our stakeholders.

We're also in line with the United Nations Global Compact (UNGC) principles, as part of Euroports' commitment. That means we're serious about standing against corruption, promoting human rights, and upholding labor standards. We're constantly evolving, reviewing, and upgrading our policies to stay ahead of the curve, ensuring that our business stays sustainable, ethical, and future proof.



Our approach to governance doesn't stop there - we've got strong risk management and operational controls in place, and we've earned several ESG certifications (check out the dedicated section for more details!). We work hand-in-hand with our partners, suppliers, and customers to make sure everyone's on the same page when it comes to high ethical standards. At Manuport Road Transport, responsible conduct and sustainability aren't just buzzwords - they're what drive us forward in everything we do.

## Whistleblowing

As we are committed to fostering a culture of transparency, accountability, and integrity, the usage of the Group's Whistleblowing policy, procedure, and tool ensure effectiveness and accessibility for employees and external stakeholders to report any instances of fraud, deliberate errors, deficiencies in internal controls, false statements, or deviations from full and fair reporting. Our whistleblower program makes it easy for anyone to report suspicious incidents. Whether you're an employee or an outsider, if you see something questionable — let us know.

Our commitment with transparency aligns with the United Nations Global Compact (UNGC) principles and International Labor Organization (ILO) standards, emphasizing anti-corruption, human rights, and labor standards. In the last years we have not had any cases reported - however, we are ready to provide feedback on how reports have been followed up, reinforcing our commitment to responsible conduct and sustainable practices in the logistics and road transport sector. This isn't just about following the rules; it's about building trust and making our business better. Together, we can create a fair and honest workplace.

Link: [Whistleblowing](#)

Indicator	2023
Whistleblowing Cases related to Business Ethics	0
Confirmed cases of corruption	0





## Cybersecurity

We share the cybersecurity management with Manuport Logistics ensuring robust protection of operations and data. This management is independent from Euroports, allowing Manuport Road Transport and Manuport Logistics to focus on their specific cybersecurity needs and compliance with industry standards.

In 2023, Manuport Logistics reported zero breaches of confidential information, demonstrating the effectiveness of its cybersecurity measures and improving the performance of the system compared to previous years. Additionally, yearly cybersecurity audits are conducted to assess and improve the security framework, ensuring ongoing protection against potential cyber threats. So, you can rest easy knowing your info is safe with us.

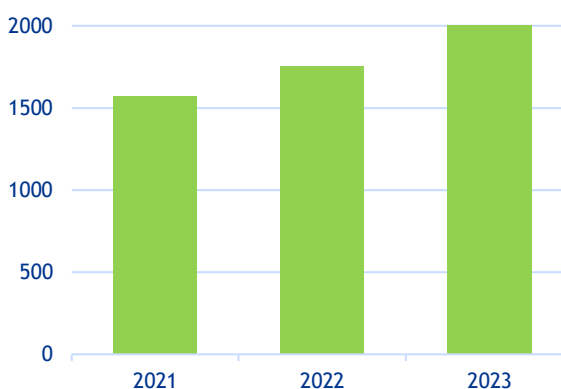
Indicator*	2021	2022	2023
Breaches of confidential information	2	1	0
Cybersecurity audits	1	1	1

*\*Data at Manuport Logistics level*

## Greenhouse Gas (GHG) Emissions

As we are working together with Manuport Logistics and Euroports, it is worth to mention that we shared our offices with them. Hence, the emissions related to our own operation have been already taken into account in both Manuport Logistics and Euroports carbon inventory, which is done in partnership with Deloitte.

GHG Emissions (in CO<sub>2</sub>e), at Manuport Logistics Group level



## Initiatives for emissions reduction

Our road division in France is accelerating on this subject by being among the first road freight forwarders in France to sign the EVcom charter in 2023, which sets a quantitative target of 5% reduction in GHG emissions from participants' activities over 3 years. This voluntary approach is a first step that we hope to see grow year after year for our Rouen and La Rochelle offices, thanks to the essential support of our partners.



**ENGAGEMENTS  
VOLONTAIRES POUR  
L'ENVIRONNEMENT**  
transport et logistique



## Health & Safety

Manuport Road Transport, Manuport Logistics and Euroports prioritize the health and safety (H&S) of all our employees, contractors, and visitors. We have implemented comprehensive H&S policies to ensure a safe working environment. In 2023, Manuport Road Transport reported zero accidents - that's awesome!

This dedication to H&S is integral to our operations, helping us to work better and provide great service, reflecting our commitment to safeguarding the well-being of all stakeholders.

Indicator	MRT Belgium	MRT France	MRT Spain
MRT Occupational Accidents in 2023	0	0	0
MRT Serious Occupational Accidents in 2023	0	0	0

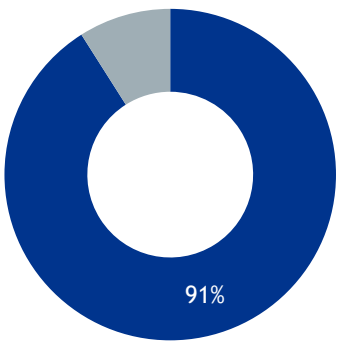


# Talent Management

Talent management is crucial for Manuport Road Transport, Manuport Logistics and Euroports, as it ensures that employees are equipped with the skills and knowledge needed to navigate current challenges and future opportunities. By offering customized training, we foster a culture of learning and you can see our employees rocking!

During the year 2023, 91% of all employees underwent annual performance reviews, reflecting the commitment to continuous improvement and personal growth. By investing in our team, we're building a stronger business for the future.

MRT Employees undergoing annual performance reviews in 2023



- Employees undergoing annual performance reviews
- Employees without performance review



# Employment Benefits

Indicator	2023
Additional hospitalization insurance available	100 %
MRT Employees paid above minimum salary	100 %

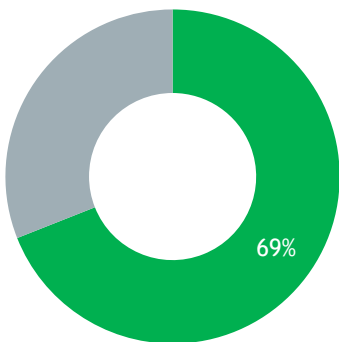


We care about our team. We prioritize their well-being by offering a comprehensive benefits package. For starters, no employee in Manuport Road Transport earns less than the minimum salary. Then, there are meal vouchers (with a substantial contribution by Manuport Road Transport) available to all employees in Manuport Road Transport France & Belgium, which accounts for 91% of the total workforce.

Furthermore, we offer health insurance and pension scheme. On top of these, employees also can benefit from flexible working schedules and location, either by default or upon request, depending on the specific office.

These benefits show our trust in our employees and our dedication to supporting our team and creating a positive workplace.

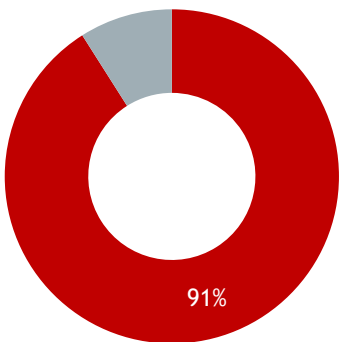
MRT Employees with additional pension scheme in 2023



Employees with additional pension scheme

Employees without additional pension

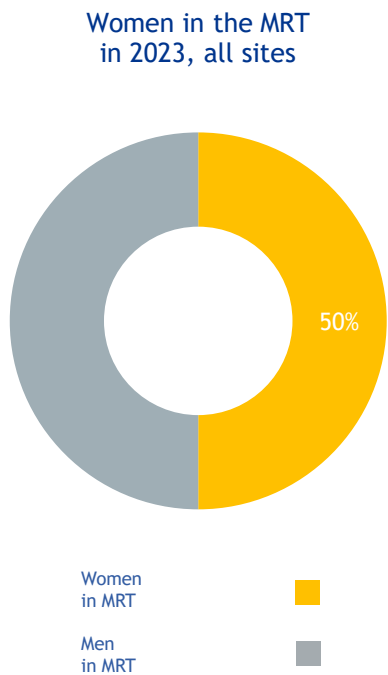
Meal-vouchers available for MRT employees 2023



Employees with meal-vouchers available

Employees without meal-vouchers available

# Diversity & Inclusion



At Manuport Road Transport, we believe in working as a team - together we are one big family. We're committed to creating a fair and inclusive workplace where everyone can succeed. We're following the UNGC principles to build a supportive environment that encourages creativity, promotes well-being, and helps us achieve our sustainability goals.

This year, we have quite a balanced mix of people working at Manuport Road Transport, as 50% of our employees are women, which is an awesome balance. We're proud of our diverse team and the different perspectives they bring to the table.

Indicator	MRT Belgium	MRT France	MRT Spain
Total Headcount	29	20	5
Women in the organization	16	7	4
Women in MD, Country Manager or Team Leader positions	3	4	1





# ESG Certifications & Sustainability Assessments

Manuport Road Transport holds ESG certifications, including SQAS for quality and safety (Belgium), Feed Chain Alliance for feed safety and traceability (Belgium, division Ghent), and Qualimat (France) for feed material safety. These certifications ensure high standards in logistics operations, emphasizing sustainability, hygiene, and compliance with industry regulations.



The SQAS (Safety & Quality Assessment for Sustainability) certification evaluates the quality, safety, security, and environmental performance of logistics service providers. It provides standardized assessments used by companies to improve supply chain sustainability.



The Feed Chain Alliance (FCA) certification guarantees the safety, quality, and traceability of animal feed throughout the supply chain. For us, this certification is key as it ensures compliance with legal requirements and good manufacturing practices, preventing contamination and maintaining high-quality feed during transportation.



The Qualimat certification focuses on the safety and quality of feed materials during transportation and storage. For Manuport Road Transport, this certification is important as it emphasizes hygiene, contamination prevention, and traceability, ensuring that feed materials remain safe and uncontaminated throughout the logistics process.



The EcoVadis sustainability assessment is a comprehensive tool that evaluates our company's sustainability performance across four key areas: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. This year, as part of the Manuport Logistics Group, we obtained a Bronze Medal.

# Highlights



## Scope of Operations

During the year 2023, Manuport Road Transport held operations in 05 cities: Antwerp (BE), Ghent (BE), Rouen (FR), La Rochelle (FR), and Valencia (ES).



## Commodities

Manuport Road Transport transports a variety of commodities including paper, fertilizer, minerals, plastics, agrobulk, sugar and foodstuffs.



## Destinations

From these offices, the regions served include (mainly) Benelux, France, Germany, south and eastern Europe, and Scandinavian countries.



## ESG Certifications & Assessments

Manuport Road Transport maintains the following ESG certifications: SQAS, Feed Chain Alliance, and Qualimat. We also obtained a Bronze Medal in the EcoVadis Sustainability Assessment.



## Headcount

At the end of the year 2023, Manuport Road Transport had a headcount of 54 full-time employees.



## Message, from our General Manager MRT

At Manuport Road Transport, we are thrilled to present our first sustainability report. This report marks a pivotal moment in our journey towards embedding sustainability into the core of our operations. As we align our efforts with our parent companies, Manuport Logistics and Euroports, we are committed to addressing sustainability in a structured and impactful manner.

Our vision is clear: to continuously enhance our sustainability practices and provide more comprehensive information in future reports. This first report is a testament to our dedication and the beginning of a long-term commitment to sustainable growth. We recognize the challenges ahead, but we are confident in our ability to overcome them through innovation, collaboration, and unwavering determination. Our team is energized and enthusiastic about the future, and we are excited to share our progress with you.

Transparency and authenticity are at the heart of our approach. We believe that by being open about our challenges and achievements, we can build trust and inspire others to join us in creating a sustainable future. Together, we are driving forward with bold, transparent, and enthusiastic efforts to make a positive impact on our planet.



**Jan Mampaey**  
General Manager  
Manuport Road Transport

## Message, from our General Manager MRTF

The sustainability of our activities has naturally become a priority on our agenda in recent years, and we are convinced that we, Manuport Road Transport, have a role to play in responding to this demanding but exciting challenge!

Saying it is good, but doing it is better, so how do we achieve our goal? By collaborating closely with our customers and subcontractors, each of whom has their own dynamic to contribute towards collectively improving the sustainability of our activities.

Our initial focus will be on two key areas: expanding the use of alternative fuels and optimizing transport plans whenever feasible. These steps will help reduce our environmental footprint while maintaining operational efficiency.

Beyond our ethical and social responsibility, improving the sustainability of our activities will contribute to our development and will significantly improve their impact on current and future generations.



**Antoine Galpin**  
General Manager  
Manuport Road Transport  
France

## About this report

This is the first Sustainability Report for Manuport Road Transport, covering the period from January 1st, 2023, to December 31st, 2023. The data presented covers the operation in all locations of Manuport Road Transport, unless otherwise stated.

Manuport Road Transport is part of the Manuport Logistics Group of companies, which operates as a comprehensive logistics provider within the Euroports Group. Manuport Road Transport is structured as a subsidiary under the larger umbrella of Manuport Logistics NV, based in Antwerp, Belgium.

Your feedback is kindly welcomed,  
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## Get in Touch



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