



SUSTAINABILITY REPORT

2022

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INTRODUCTION

Letter from the CEO
About this Report





Letter from the CEO

The founders Alianza Logistics group stems from the desire to continue the task first undertaken by our, with the vision of becoming a benchmark in the industry by never losing sight of the needs of its partners (workers, carriers, clients, investors, investors and the community).

The year 2022 has been marked by the economic consequences of the start of the post-pandemic period and the war in Ukraine, which has destabilized many economic sectors, with ours being put up front once again at a time where, to this day, there is uncertainty about the effects that may still be felt. Nevertheless, our company's results have been positive and have provided us with valuable insights to continue improving our operations in the coming year. We have carried on with our activity and we have been able to maintain and even create new jobs during 2022. This has been a year in which our industry has been put in the forefront to do our best to ensure that our clients' goods reach their destination safely and on time.

At Alianza Logistics, we are very clear: improving the conditions of our carriers translates clearly and directly into helping our clients. Everyone who is part of the group, regardless of the department in which they work, has worked very hard to ensure the smoothest possible functioning of the logistic chain.

Letter from the CEO

The coming years will continue to be a challenge for all of us; the economic crisis, the lack of supplies and the continuously improving standards in our business, will push us to be more and more efficient with our resources. For this reason, we will continue to invest in new initiatives that have proven to be an efficient way to achieve our company's objectives, such as digitalization, teleworking, work-life balancing, direct contact within all departments, and that have made our company one of the best workplaces in our nation.

In the following pages you will find a summary of how we are currently contributing to sustainability in our operations. Our intention is to give back to society what it has given us since our foundation in 2009. For this reason, we are striving to have all actions carried out in our organization aligned with the Sustainable Development Goals established in the Global Compact in order to actively contribute to environmental conservation, as well as to the improvement of the protection of Human Rights, compliance with labor standards, and ethical governance of companies.

Sincerely,

Vicente Aguilar Galindo
General Manager
Alianza Logistics



About this Report

This report is evidence of our commitment to responsible and transparent management and respect for human rights, as well as our contribution to the fulfillment of the 2030 Agenda and the Sustainable Development Goals derived from it, in the ongoing quest to contribute to the triple bottom line in the social, environmental, economic and good governance areas in favor of the organization and all our stakeholders.

The construction of this report has been prepared with reference to the Global Reporting Initiative (GRI), thus gathering the information corresponding to the fiscal period between January 1, 2022 and December 31, 2022.



CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

SDG Goals
Indirect Contributions

alianza
Logistics



Contribution To The Sustainable Development Goals

In **Alianza Logistics** we aim that sustainability is integrated in every one of the projects that we carry out, with the objective of promoting changes in our sector towards more responsible practices, generating value to society.

Our strategy as a group of companies is aligned with the ten universal principles proposed by the Global Compact and at the same time contribute in a direct and indirect way to the Sustainable Development Goals promoted by the United Nations in The 2030 Agenda, which look to promote sustainable development of our planet, understood from five dimensions: people, planet, prosperity, peace and alliances for change.

Nuestro objetivo es poner en marcha acciones que, alineadas con nuestra estrategia de sostenibilidad, contribuyan al desarrollo y bienestar de las personas, el medioambiente y de la sociedad en general. En base a ello, hemos definido nuestros ODS Diana, establecidos desde el enfoque del sector al que pertenecemos, el impacto que generamos y la mirada puesta en la empresa que queremos ser.

SDG Goals



The sector to which we belong is predominately made up of men. The equal participation of women, and in general, of all people regardless of their gender or sexual orientation, is not only a fundamental right, but allows us to build a more sustainable future. For this reason, our commitment is promote professional relationships and development of everyone.



Our organisation gives support to the growth needs of distinct sectors of the economy. Our commitment is to create a work environment that assures decent work and quality of life to everyone, thus achieving greater levels of productivity that positively impact economic growth.



Transportation is one of the most responsible industries for the emission of greenhouse gases, thus contributing to climate change and, to a large extent, environmental degradation. Our goal is to incorporate measures that reduce and mitigate these effects into our business policies and strategies.



Contribution To The Sustainable Development Goals

Indirect Contributions



Through our business actions we look to positively influence the reduction of inequalities through the promotion of social and economic inclusion for everybody, regardless of their age, gender, sexual orientation, country of origin or any other factor. In addition, one of our social contribution channels is to assist and develop social and business projects in third countries such as Senegal.



As part of our commitment to responsible management, we continue to work to reduce the threats of desertification facing our ecosystems through the planting of new forests, both in Spain and in other countries, which, in addition to helping us to absorb part of our emissions, contribute to the restoration and recovery of natural habitats.



Achieving the Sustainable Development Goals requires the highest level of commitment and cooperation among all participants. As a company, we are committed to promoting Good Practices and developing joint actions through strategic alliances that have a positive impact on all our stakeholders. We have taken positive steps forward with some of our most critical transportation suppliers to work on managing the emissions of our fleets. In addition, we are actively engaged in developing the opportunities that arise from working collaboratively in the business associations to which we belong.



GETTING TO KNOW ALIANZA LOGISTICS

History

ESG Strategies in 2022

Corporate Governance

Mission

Strategy

Business Model



Getting To Know Alianza Logistics

***Can the logistics industry contribute to create a better world?** Our vision as a company that works with leading global companies is **YES**. Businesses have a great responsibility, as well as an opportunity, to lead the changes that are needed to generate a positive impact on the world.*

History

Galadtrans began as a project in Almenara, a small coastal town in Castellón, Spain. We started operations with a capital of 3.000 €, leased in the 30 m2 premises of an old fruit store as freight forwarders, intermediating between direct clients, logistic operators and fleets of trucks.

The company was founded by two Almenara locals: Gustavo Martínez and Juan Miguel Dasca. Juan Miguel had more than 15 years of experience in 5 different companies under his belt and was renowned for his great ability to attract export clients and gain the loyalty of many prestigious transport companies that provided him with hundreds of exclusive trucking services. Gustavo had worked for 4 years as an administrative manager in a different transportation company. Alexis Dasca would join their new project a few months later. At twenty years of age, he had previously been hired at the same transport agency where Juan Miguel had been working for three years as a sales representative.

The current partners of the company are Juan Miguel Dasca and Alexis Dasca. After many years of working in logistics, they wanted to create a **new company that stood out** from those that they had seen in the industry: one that prioritized freedom, creating a space that made everything possible and left the mind as the only limit, where people were placed at the center and made to feel at home; in other words, to build a remarkable, close-knit family. It was time to think about the future.



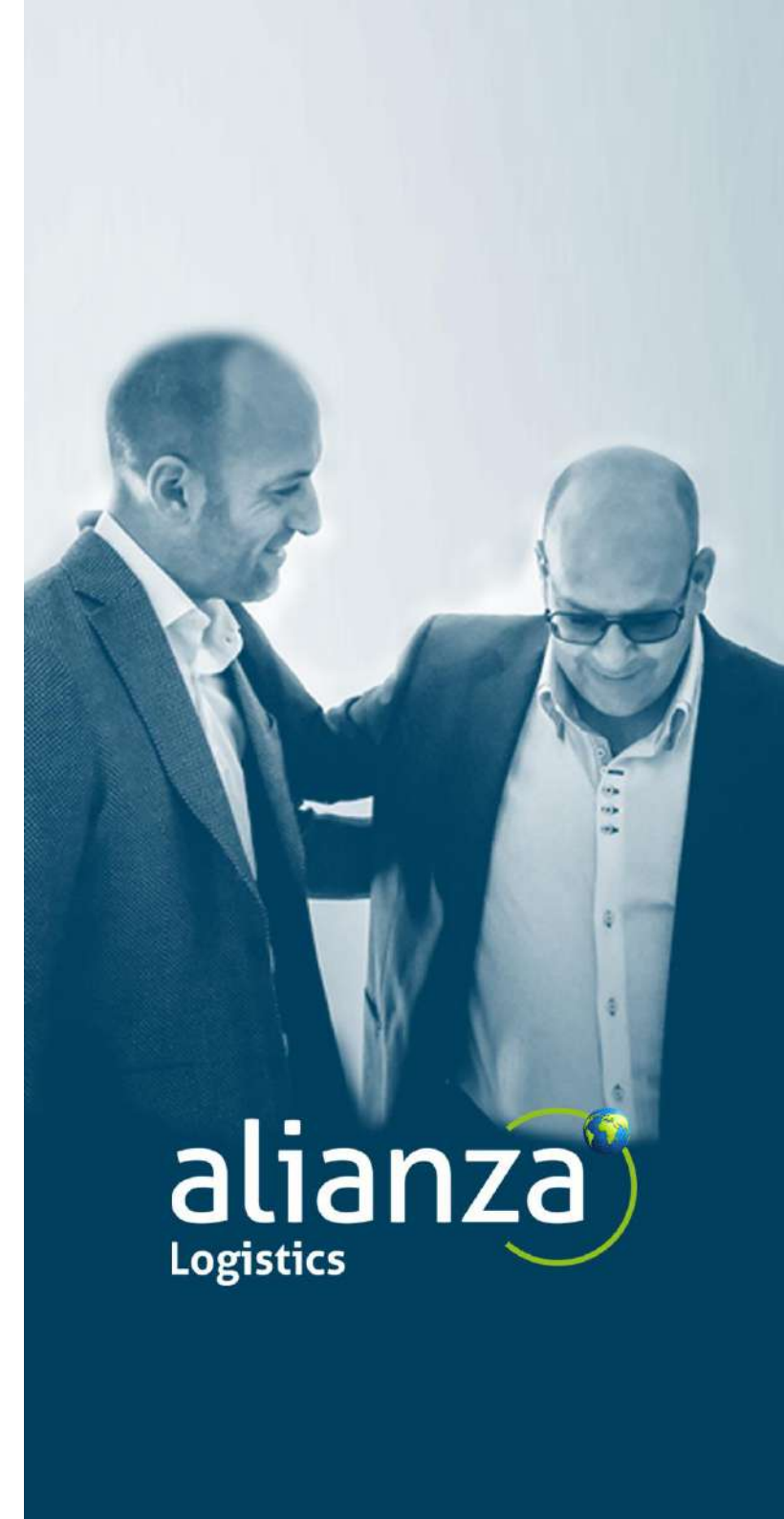
Getting To Know Alianza Logistics

Starting with orange fruit exports to England and Germany, little by little, needs, inertia, enthusiasm and passionate work pushed the company forward and made it more and more relevant in the field of European logistics. From then on, the idea that **"a client does not have a logistic problem, but a need, and so, we have a challenge to meet"** has prevailed. With this idea in mind, new demands to cover the different fruit and vegetable export campaigns brought about the alliances that led to the creation, in 2012, of a new brand: Alianza Galadtrans.

In the setting of a global economic crisis, this project emerged from a different mentality, rooted in **passion for people** and an **unlimited belief** in them, and, of course, in that **everything is possible**. This allowed the company to grow significantly and fast. As of today, we can proudly say that **team effort** and **ample experience** have placed us **among the leading companies in the industry**, with a **wide range of services and freights** that allow us to offer **greater coverage to our clients**.

At present, our four-headed business group is still headquartered in Almenara (Castellón, Valencian Community, Spain), with offices in Valencia, Castellón, Barcelona, Sevilla, Málaga, Jaén and Almería. We also have representation in France, but, nevertheless, we cover routes virtually all over Europe with national and international import, export and intracommunity routes, and full, partial or groupage shipments.

We have worked with 1,282 clients in 2022, most of whom located in the European Union, that have placed their trust in our group. Among them are the leading national and international manufacturers, distributors, retailers, carriers, etc., who have always been provided with our best service so we can continue to grow together.



Getting To Know Alianza Logistics

ESG Strategies in 2022

110
professionals on
staff

44 %
women in the
workforce

45 hours
of training per
employee

80,6 M€
billed

44.803
trips

43.294.042
km completed

42 %
renewable energy
consumption

7 %
reduction of
CO₂ emissions

1.700
trees planted



Also, this year:

*Our headquarters have been refurbished in Almenara to offer a larger, more functional space that promotes **teamwork and inclusiveness**.*

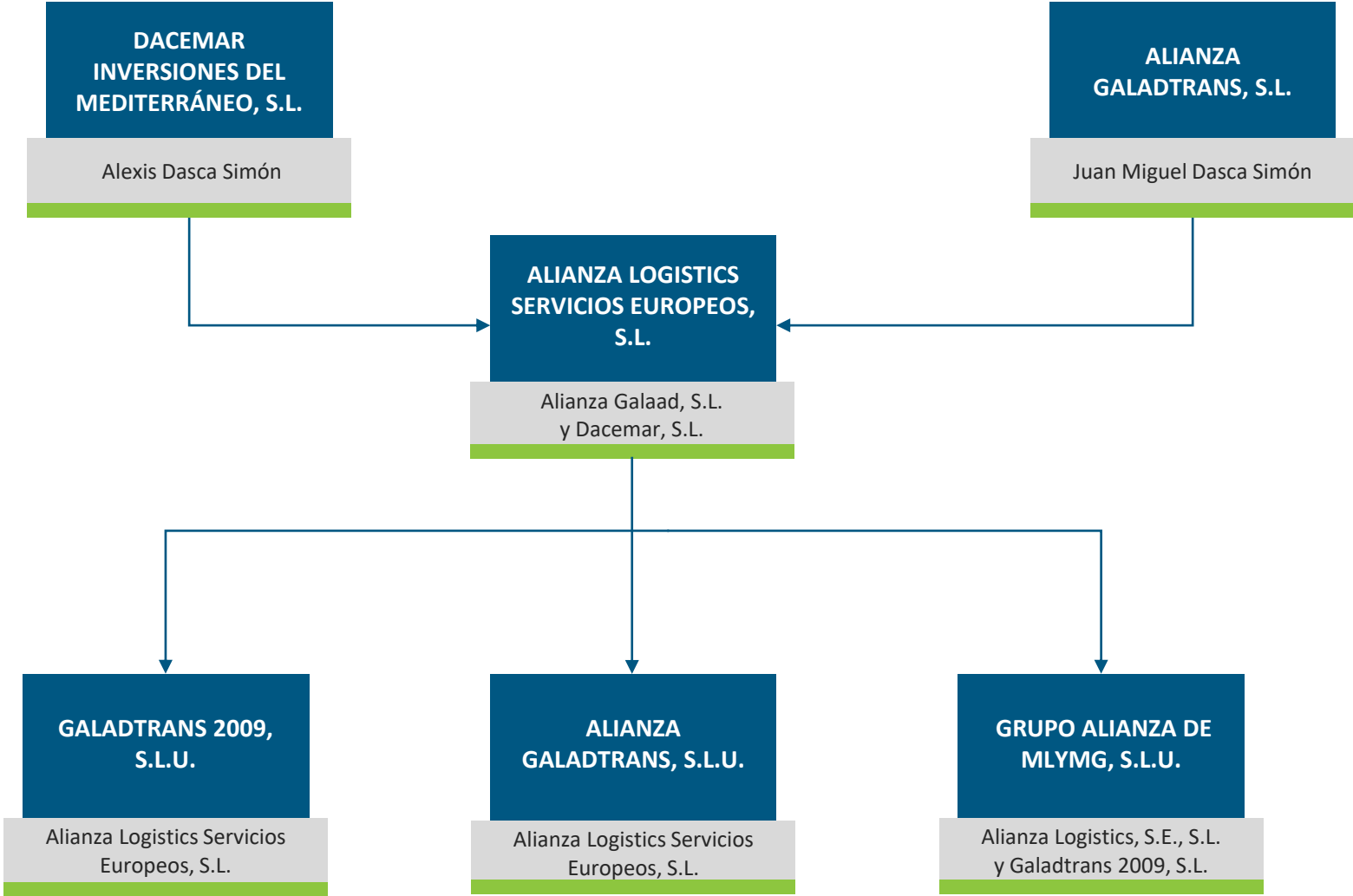
*A **new office** has been established in Castellón de la Plana to strengthen our service in the region.*

*An **Equality Plan** has been successfully implemented to ensure equity in all our activities.*

Premios ASECAM 2022
Empresa Social
Alianza Logistics

Getting To Know Alianza Logistics

Organizational Structure



Headquarters: Calle Victoria Kent, 30, 12590 Almenara, Castellón

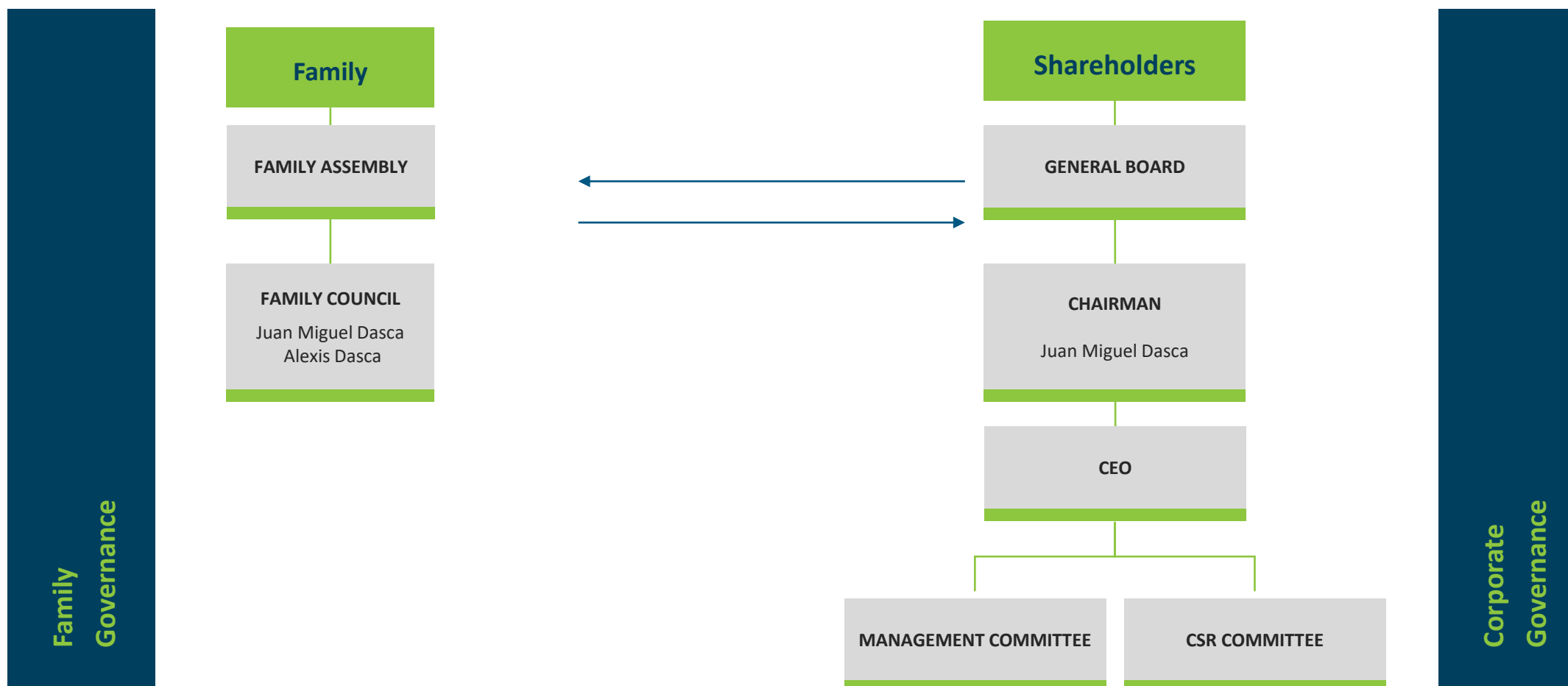


Getting To Know Alianza Logistics

Corporate Governance

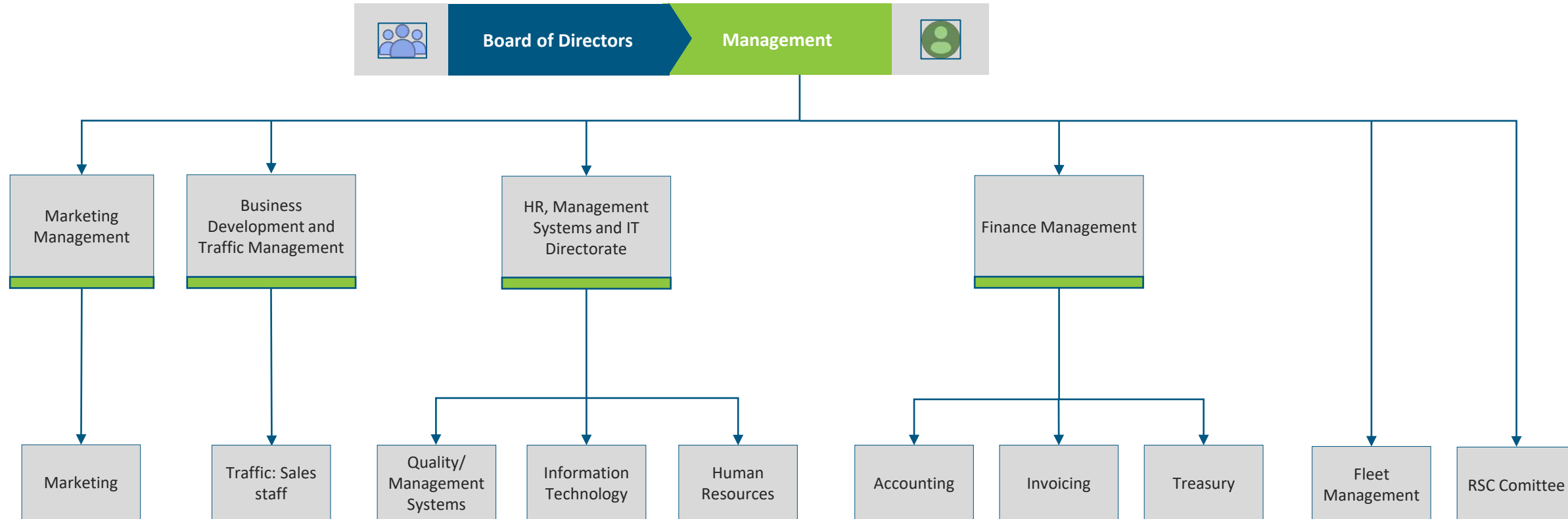
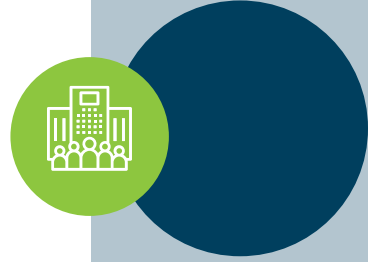
The Board of Directors supervises and guides the actions of the Management Committee. Since the company is a family business, it is composed of the same members who belong to the Family Council, Juan Miguel and Alexis Dasca Simón, who had a board meeting in 2022 to set the lines of action for the rest of the year.

Our Board of Directors enforces the fulfillment of our organizational strategy, adhering to our Code of Ethics and Principles of Sustainability.



Getting To Know Alianza Logistics

Corporate Governance



The Board of Directors delegates the decision-making and administration of the company to the **Management Committee**, which is composed of the CEO and the directors of the main departments or areas of the company.

Getting To Know Alianza Logistics

The **Management Committee** is currently composed of five people, as shown below:



Vicente Aguilar

Chief Executive
Officer



Alexis Dasca

Business Development
Director



Alicia Roig

Director of Sales, Image
and Talent



Adolfo Alabadí

Chief Financial and
Accounting Officer



Pablo Cervera

HR and Management
Systems Director

The **CSR Committee** is also an essential part of our company, dedicated to promoting the company's sustainable projects and ensuring the fulfillment of legal requirements. All this serves to raising our competitiveness and reputation.

The CSR Committee is made up of representatives from different areas of the company and all decision-making levels, as well as members from the ATM Natura Consultancy, to help us and guide us on our CSR journey.

Grupo Alianza Logistics

- Juan Miguel Dasca – Board of Directors
- Pablo Cervera – Management Committee
- María González – Quality / Management Systems
- Marta Golc-Klee – Quality / Management Systems
- Rubén Vidueira – Marketing

ATM Natura

- Fernando Mataix – CEO & Consulting Partner
- Juan Merín – Consulting Partner
- Ayman Oulad – Environmental Consultant





Getting To Know Alianza Logistics

Mission

We offer flexible transport and logistics solutions, adapted to each of our clients.

Principles

- Meeting our clients' expectations to the utmost satisfaction
- Continuous improvement of our services and business management system
- Ethics in the contracting of clients and suppliers
- Adherence to current legislation and implemented standards
- Clear communication and fair pricing
- Proactivity to ensure the safety, integrity and innocuousness of products
- Constant support to our workers, through personal and professional improvement
- Corporate Social Responsibility, with the support of our community
- Anti-corruption stance: transparency, confidentiality and vigilance

Mission

Bringing logistics demands together in a single point with a **reliable, reassuring and flexible service.**

Vision

Our commitment to improve the logistics industry, dedicating our efforts to becoming a benchmark in **creativity, innovation**, fortitude and respect for our people.

Values

Through changing times, our values have inspired us to pioneer business from a responsible perspective. **Respect, Honesty, Teamwork, Commitment.**

Getting To Know Alianza Logistics

Strategy

In order to develop our strategic lines, at Alianza Logistics we set mandatory objectives every year, casting our actions towards the future.

We offer high quality services to our clients, seeking to exceed their expectations, ensuring the safety of the goods they entrust to us and managing the daily activity of the company in a way that is compatible with sustainable development, while being aware of our responsibility to society.

1.

Maximum satisfaction of our clients/carriers by meeting their expectations at the peak of transport demand

2.

Constant improvement of our organization and internal processes

3.

Proactivity and dynamism in preserving the safety, integrity and reliability of products

4.

Adherence to current legislation, as well as to the standards implemented at Alianza Logistics

UNE-EN ISO 9001, IFS Logistics, QS Scheme for Food, GDP, ISO 14064

5.

Support for our employees through proper, healthy working conditions, fostering communication and participation, continuous training and promotion of career development, as well as teamwork in an environment of safety and prevention of occupational hazards

6.

Application of the corporate social responsibility principles, actively supporting our communities



Getting To Know Alianza Logistics

Strategy



7. Compromise with **environmental** protection and pollution prevention

8. Committed to providing our **clients/suppliers** with fair pricing for the services they provide and transparent communication

9. Application of **ethical principles** in contracting with **clients/suppliers**, respecting **human rights** at all times

10. **Anti-corruption stance:** transparency and confidentiality of information, oversight of economic transactions to prevent money laundering derived from illicit activities and zero tolerance of bribery, whether with clients, suppliers or public officials

Logistics

Conectando al mundo de una manera sostenible

4EY4

Getting To Know Alianza Logistics

Business Model

We are a transportation company providing national, import, export and intra-community road transport services of dry and refrigerated freight, as well as groupage of fruits and vegetables from the Mediterranean area to the rest of Europe, especially with an increasingly important presence in the Eastern countries. In an ever-ascending path, being one of the main logistics operators in the industry, we have a fleet of trailers that, along with our team of reliable carriers, allow us to provide a high flexibility in the transport service, with a client-oriented approach that adds to the motivation, training and involvement of our people. Part of our fleet of trailers is available to our carriers through a rental service.

Our technical and professional teams are located in different locations: Castellón de la Plana, Almenara, Valencia, Almería, Málaga and Seville, from where we offer services with a resolute, flexible and professional logistics all over Europe. Our operations are based on a hybrid work model, where everyone has the option to attend said offices or work from home, whatever their needs may be. This is why, at present, it is not possible to establish the number of employees in which our 110 employees -as of 2022- are distributed across each of our locations.



Getting To Know Alianza Logistics

Risk map

Our company faces different risks, both internal and external, that can impact our management and our organizational results. Our management team proactively seeks to identify and manage these threats through internal policies and initiatives that reinforce our progressive journey in sustainability.

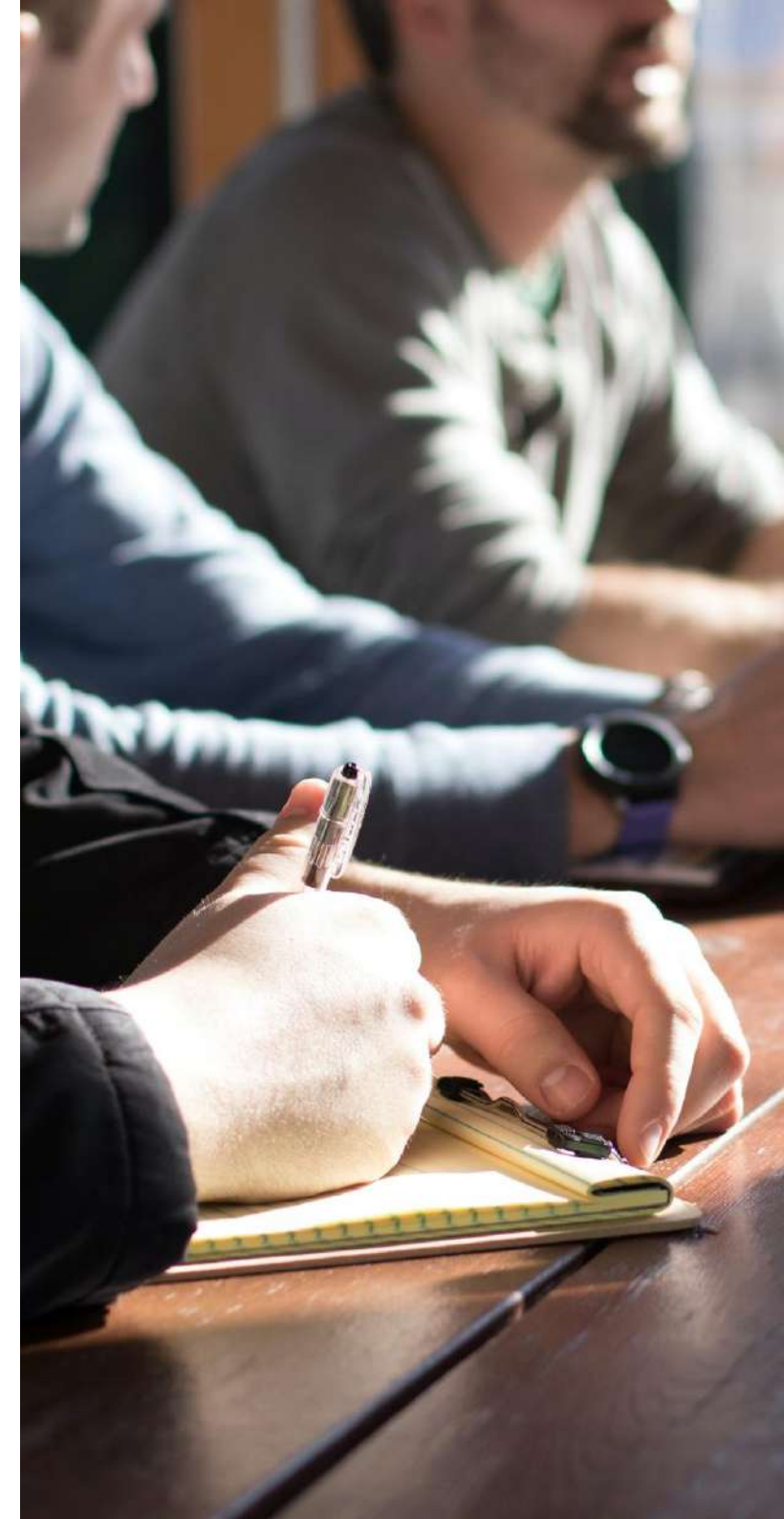
The following are the risks that we have identified:

▪ External risk factors

The factors listed below are decisive in ensuring business continuity, which is why our Management Committee constantly monitors their evolution and proposes strategies to manage them adequately.

Some of the most relevant external factors include:

- Contractor instability.
- Increase in energy costs.
- Shutdown of maritime transport.
- New payment legislation in Spain.
- Market instability.
- Economic crisis as a result of Covid-19.
- Power blackout.
- War in Ukraine.
- Low freight demand.
- Accelerated digitalization.
- Societal CSR demands on companies.
- Ageing of fleets.
- Lack of training and professional recycling.
- Better informed and more demanding omnichannel consumers in terms of delivery times.
- Climate change (heavier rains, floods and droughts, among others).



Getting To Know Alianza Logistics

■ Internal risk factors

The factors listed below are managed by the corresponding departments within our company, with the aim of improving the way in which business activities are conducted.

Some of the most relevant internal factors include:

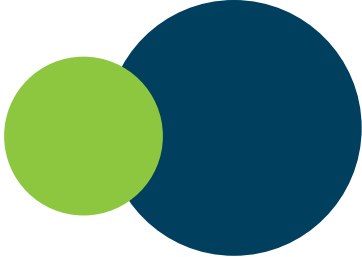
- Insufficient consolidation of the new treasury team.
- IT improvement needs.
- Process optimization and automation needs.
- Lacking definition of the strategy.
- Corporate Social Responsibility.
- Key talent loss threat.
- Insufficient knowledge of client needs.

Tools

To positively manage both internal and external risks, we have developed a series of tools that support our organizational strategy and all actions derived from it:

- Corporate Policy (Food Quality and Safety).
- Anti-Corruption Policy.
- Environmental Policy.
- ORP Policy
- Code of Ethics.
- Ethical Channel.
- Data Protection Policy.
- Diversity Policy





Getting To Know Alianza Logistics

An increasingly stronger CSR approach

ALIANZA LOGISTICS has had a CSR Committee since 2020 as the responsible organ of the company to lead the action on this issue and to support Management in the decision making process to define the most optimal path to sustainability. The Committee meets, depending on what needs may be required, once a month or at least once every quarter.

CSR Committee

Functions

Analyzing the material issues as well as both the actual and potential impact of our activity.

Steering policies and commitments and establishing sustainability strategies and objectives.

Measuring KPIs, periodically reviewing target performance and the effectiveness of measures implemented

Since 2020, Alianza Logistics has been voluntarily drafting a corporate Sustainability Report as a tool to help us review the scope and effectiveness of our ESG actions. This Report must be reviewed and approved by Alianza Logistics' management. The implementation of an international reporting standard such as GRI has also been of excellent help to increase the scope of knowledge of the company's impact on the various aspects of sustainability, providing guidance and optimizing the initiatives that have a positive impact on our Social Responsibility strategy.

GETTING TO KNOW ALIANZA LOGISTICS

Certifications

In our commitment to ensure quality and responsible practices in our activities, this 2022 has brought us a renewed and expanded portfolio of certifications, among which we highlight the following certifications as another example of our commitment to quality assurance in our activities:



ISO 9001:2021 Certificate
Galadtrans 2009, SLU
Alianza Galadtrans, SLU
Grupo Alianza de MLYMG, SL



IFS Logistics Certificate
Galadtrans 2009, SLU
Alianza Galadtrans, SLU
Grupo Alianza de MLYMG, SL



QS Scheme for Food Certification
Galadtrans 2009, SLU
Alianza Galadtrans, SLU
Grupo Alianza de MLYMG, SL



GDP Certificate
Galadtrans 2009, SLU
Alianza Galadtrans, SLU
Grupo Alianza de MLYMG, SL



ISO 14064:2018 Verification
Alianza Logistics Servicios Europeos, SL



TRAC
Galadtrans 2009, SLU

Alianza Logistic has also gained the **silver medal in the EcoVadis platform** and the inscription in the *Registro de Empresas Valencianas Socialmente Responsables* ("Registry of Socially Responsible Valencian Companies").



Getting To Know Alianza Logistics

Associations

Alianza Logistics is a member of several industry associations in Spain. In 2022, participation in forums and training activities has been maintained in the following main associations:

AECOC	Spanish Commercial Coding Association
ASECAM	Camp de Morvedre Business Association
ACTM	Castellón Transport Association
Save The Children	International non-governmental organization



At the 2022 ASECAM awards ceremony, **Alianza Logistics** received the award for **Social Enterprise**.

Alianza Logistics is also part of the **ASECAM Social Responsibility Working Committee**, where new ideas and projects are raised to promote sustainability across the territory. During the year, several initiatives have advanced from this committee, including the Asecam Forest intended to be developed in Camp de Morvedre, offering the option for associates to join in the planting of tree species in need.

MATERIALITY

Enhanced analysis
Methodology
Impact





Materiality

Enhanced analysis

When in 2020 ALIANZA LOGISTICS began its path in establishing its Corporate Social Responsibility (CSR) strategy, it was decided to conduct a materiality analysis on the critical issues to take action to, with these issues identified by surveying all stakeholders via interviews and a questionnaire, with a special focus on employees. In total, the survey was performed on 43 people.

Thanks to this analysis, we were able to focus our organizational objectives more precisely on the most impactful areas, respond more assertively to the demands of our clients and the market, generate more transparent communication, and manage our business in a more socially responsible manner.

This has enabled the company to develop and implement optimized actions within its areas of influence, among which quality employment, climate change and local communities can be highlighted.

The materiality analysis has been performed, reviewed and enhanced by the CSR Committee during the year 2022 and recently in 2023 in order to make a first approximation of what the actual and potential impact of Alianza Logistics on material issues is for our activity.

GRI Standard	Relevant GRI topics	
GRI 302	Energy	Environmental
GRI 305	Emissions	Environmental
GRI 306	Circular economy and waste management	Environmental
GRI 401	Occupational safety and employee welfare	Social
GRI 404	Talent development	Social
GRI 205	Good corporate governance	Economic

Materiality

Methodology

This analysis was based on the definition latter survey of our most relevant stakeholders through interviews and structured questionnaires. In addition, the material issues of our industry were preliminarily identified: **Greenhouse Gas Emissions, Air Quality, Driver Working Conditions.**

These were contrasted with the vision of our stakeholders to determine which were the material issues at hand. The reinforcement of this materiality analysis was based on identifying the most important actual and potential impacts of each area, according the indications of the GRI 3-1 Standard.

During the past year, using all this information, an expert analysis was carried out with the support and advice of our CSR Committee's sustainability consultants.

The results are reflected on the following slides, including the impacts related to each topic considered relevant for the organization. In order to group them together, we distinguished four impact/influence areas: Environment, Social and Good Governance. The selection process of the topics was based on determining the actual and potential impacts of the GRI Thematic Standards considered relevant. By qualitatively rating their severity, scale and likelihood, those with the highest impact were identified. When a topic presents two or more points of high impact, it is considered a materiality issue.

Stakeholders

- Our people
- Clients
- Carriers
- Local authorities
- Social organizations linked to the company
- Local communities

Material aspects in the industry

- Greenhouse Gas Emissions
- Air Quality
- Energy Consumption
- Driver Working Conditions
- Road Traffic Incident Risk



Materiality

1 Environment





Impacts identified – Energy

Progressive transition to renewable electricity consumption in facilities contributing to the development and expansion of emission-free energies and the reduction of GHG emissions into the atmosphere.

Contributing to energy communities and self-consumption by purchasing renewable energy from local cooperatives.

Energy consumption in offices generating emissions and increasing operating costs when consumed inefficiently.

Increasing the costs of electricity consumption due to the change in public rates, meaning that there is a higher economic cost for the same amount of energy consumed.

-  Actual impact
-  Potential impact
-  Positive
-  Negative



1 Environment

Impacts identified – GHG emissions

Implemented measures are to achieve greenhouse gas reductions from truck travel.



Improved evaluation of the company for reduced emissions, according to corresponding legislation, thus contributing to the mitigation of climate change.



Tax savings from the elimination or reduction of greenhouse gas emissions.



Elimination of greenhouse gas emissions from trucks by switching to renewable energy consumption.



Evaluation of the company by other institutions when bidding for contracts that require its services.



Truck consumption of fossil fuels generates a large amount of GHGs, which contributes to the advancement of climate change.



Increased state taxes for the use of fuels that generate such emissions, implying losses for the company.



Increased awareness of the importance of abandoning these fuels and the appearance of new correlating legislation that could potentially lead to the closing of businesses and thus losses for the company.



Materiality

1 Environment

Impacts identified – **Waste**

Consolidation of both the emancipation from the need of primary materials in production and a reduction in energy use by recycling.

Promotion of social interest in and training in recycling among employees both at work and in their day-to-day.

Avoid possible sanctions by the authorities for not having a good waste management system.

Use of disposable materials for packaging that may end up in landfills.

Increase in the cost of acquiring plastic packaging due to new regulations on this material.





Impacts identified – Employment

Equality Plan to promote equity and non-discrimination in all its forms.



Implementation of teleworking to enhance labor flexibility, and therefore the well-being of employees.



Development and promotion of work-life balance plans, showing the company's commitment and empathy with its staff.



Pay for all employees is above the national average within each category.



Monitoring and checking of the status and well being of the carriers, taking them as the integral part of the company that they are.



Due to the company's conditions in relation to employee status, the turnover rate is considered low, with a value of **7.3%**.





Impacts identified – **Employment**

Focus on wage gap reduction between men and women, in order to seek total equity among the entire workforce.

Increased exposure to occupational accidents due to a lack of exhaustive monitoring by a Health and Safety Committee.

Carrier accident risks beyond the organization's control.



Impacts identified – **Training**

Constant training available to all employees to keep the staff updated and qualified. There is a commitment to employees' future.

Professional Development program to promote career growth inside the company among employees.

Remarkable increase in the number of hours of employee training, implying that the company is seeking to ensure proper training for its employees in their respective roles.

Increased exposure to risks derived from corruption cases due to the absence of training in this area.

3 Good Governance

Impacts identified – **Anti-corruption**

Confidence before clients and authorities thanks to a responsible corporate image in terms of compliance.

Corporate culture awareness of good compliance practices, with anti-corruption policies and a Code of Ethics.

Significant increase in the number of actions aimed at raising employee awareness of compliance issues.

Possible penalties for non-compliance issues in compliance related legislation.



ETHICAL LEADERSHIP

Functions of the Management Governing Body
Stand for Human Rights
Stand against Corruption and Bribery





Ethical Leadership

For Alianza Logistics, a business strategy that integrates environmental, social and governance criteria is essential on the road to sustainability. The **Management Committee** was installed with this purpose in order to manage, in a transparent and responsible manner, each action and its repercussions before the different stakeholders, which has been a key factor to the success achieved during these years.

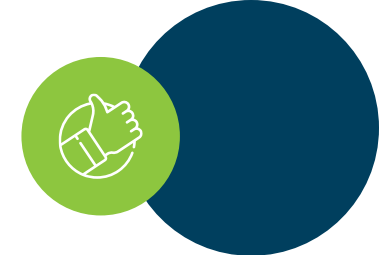
Promoting practices that guarantee respect for human rights, dignified work, the environment and transparency throughout the supply chain is fundamental to the fulfillment of this goal. For this reason, there is a Code of Ethics that establishes the guidelines and procedures that support the actions of the Alianza Logistics team. These guidelines are shared with all the people who become part of the Alianza Logistics group and remain available on the corporate website at all times.

Likewise, we have an Anti-Corruption Policy and an Environmental Policy that integrate Social Responsibility criteria and allow to ensure an adequate management of resources and protection of the environment. In this way we have achieved, among other things, that during 2022 there were no instances of dishonest attitudes brought to the attention of management.

In this sense, in order to guarantee the company's longevity, there is a commitment to perform a sound day-to-day management as well as to establish a strategic vision that extends to our entire supply chain, with strategic, operational and financial risks that may affect the organization always in consideration, also in our day-to-day.

Company policies :

- Code of Ethics
- Corporate Policy
- Environmental Policy



Ethical Leadership

Functions of the Management Governing Body: Management Committee

- **Review and approval of strategic and financial plans and objectives** aimed at achieving the medium and long-term success of the company.
- **Analysis of progress** and evolution in the execution of planned actions.
- **Evaluation and definition of the remuneration** and compensation of all executive members.
- **Detection and analysis of external risks** and development of contingency strategies to address and manage them.
- **Review and approval of necessary changes** for the good management of the business.
- **Certification that the information published** by the company is reliable and complete and complies with its ethical commitments as well as with current regulations and legislation.

Some of the most important measures taken by the Management Committee in 2022 were the development of a **Contingency Plan** in which guidelines and measures were established to mitigate the existing external risks. Control over the correct use of the organization's funds was also reinforced through the development of an Anti-Corruption Plan and an Anti-Corruption Policy.

Ethical Leadership

Stand for Human Rights

At Alianza Logistics we are committed to the respect for human rights in accordance with the International Bill of Human Rights, giving recognition to all people without any discrimination, be it for their nationality, gender, sexual orientation, background, religion, or any other factor.

In this sense, we do not abide by any attitude that could lead to any violation of human rights in any of our stakeholders. For this reason, we contract with clients and suppliers who share our ethical principles, thus fighting against any form of complicity that may result in any situation of human rights violation.

We foster our employees' professional careers, providing them with a fair and dignified treatment and proper working conditions. Likewise, we are committed to ensuring that workplace standards of safety and occupational risk prevention are followed in order to prevent or reduce occupational hazards.

We operate under the principle of information transparency, reporting all business operations and transactions in a truthful, clear and verifiable manner. In this regard, it is important to note that we are yet to receive any complaints of human rights violations.

Finally, we understand the level of impact we can have on our different stakeholders, which is why, through the transport order we issue for each shipment, we highlight the commitment there is to guarantee respect for human rights for all those who provide us with their services. Thanks to the establishment of these standards of respect for human rights, during 2022 no case of violation of human rights has been reported among the people involved in our activity and value chain.



Ethical Leadership

Stand against Corruption and Bribery

The success of Alianza Logistics has been achieved thanks to the honesty with which day-to-day operations are carried out. In order to ensure this transparency and in turn prevent corruption in any of its forms, accordance to the legislation governing all areas of activity and in all countries in which the company operates is essential.

The **Anti-Corruption Policy** establishes the commitments to be fulfilled by all the people linked to the company, which in turn are included as guidelines in our Code of Ethics and Anti-Corruption Plan, covering aspects such as the prevention of conflicts of interest and the prevention of fraudulent practices.

In addition, we have an **Ethics Channel** available to our employees and other stakeholders as a way to report any behavior that is not aligned with our policies, as well as to submit any questions related to the Code of Ethics and its possible violations or breaches.



PEOPLE



alianza
Logistics

Labor organization
Occupational Health and Safety
Social Relations
Training
Diversity and Equal Opportunity
Equality Plan

Sustainability
Report 2022



People

Employees are the cornerstone of Alianza Logistics, it just would not be possible to have reached what and where we are today without them. This is the reason why we seek to contribute to their well-being and growth, both at work and in their personal lives. All actions regarding this goal are included in the Corporate Policy and in our Code of Ethics and guarantee the fulfillment of our organizational strategy.

As a company, we are committed to providing quality employment and do our best to offer our team a work environment that incentivizes their well-being, their work-life balance, their stability and their development. For the incorporation of new employees, we have a **welcome plan**, which provides general information about the company, including our objectives and values, our commitment to sustainability and our areas of impact, as well as specific information related to the new position to be filled. To guarantee the quality of employment, we offer very competitive remuneration conditions in all positions and without any gender gap discrimination, a majority of permanent employment contracts, workday flexibility and continuous training according to the needs and interests of each employee, and the opportunity for professional growth, among other benefits, which are included in the following table and will be detailed in the following sections of this report:

- **Job stability:** 90% of our staff is employed under an indefinite employment contract.
- **Work flexibility:** We are strongly committed to adapting the workday to the needs of each person, in order to achieve a work-life balance.
- **Teleworking:** We implemented this modality, opting for a hybrid work model based on responsibility and trust. 100% of our employees have the option of working remotely, making it absolutely voluntary for them to be present in one of our offices.

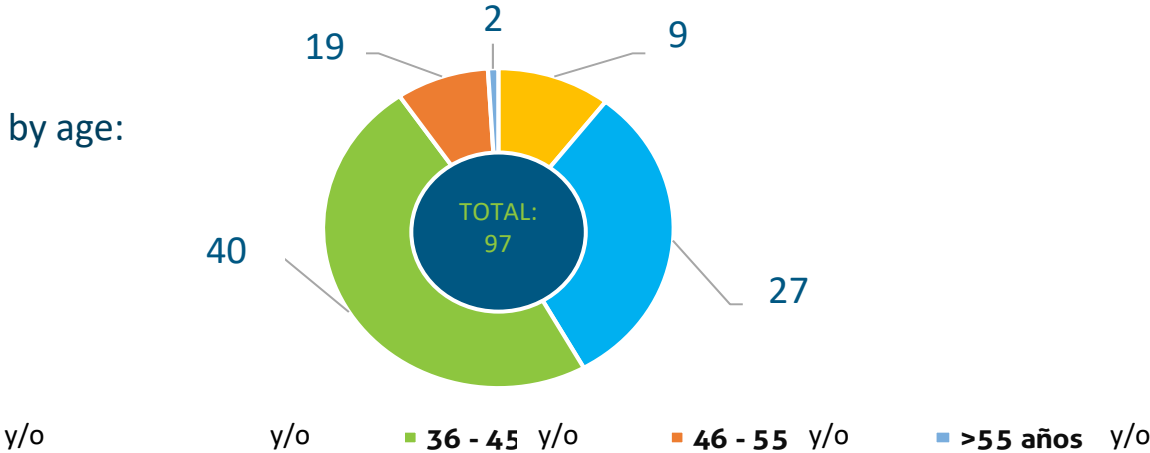
Company policies :

- Code of Ethics
- Corporate Policy

People

- **Equality Plan:** We have an Equality Plan that ensures equal treatment and non-discrimination in any form. This commitment governs all our activities and is guaranteed at all levels.
- **Wage gap:** Alianza Logistics has recorded a wage gap of 8.5%, slightly lower than the previous year. We have worked throughout the year to reinforce our Equality Plan and to outline the most optimal measures to promote equal access to positions of responsibility.
- **Initial and continuous training:** All employees who join Alianza Logistics receive initial training, which is later complemented by a Training Plan, supervised by the Human Resources department. In addition, we offer continuous training based on the needs and interests of each employee in their job. In 2022, we spent an average of 33.9 hours on training per employee.
- **Professional development:** We offer the opportunity for job growth, with an implemented Professional Development Program, which in turn has a series of incentives that both motivate employees and prevent talent loss.

Number of hires by age:



People

Labor Organization

Alianza Logistics has several mechanisms that contribute to the co-responsible exercise of work, personal and family life. These consist of reduced working hours, flexible schedules and teleworking.

As of today, the work schedule runs from 9:00 a.m. to 2:00 p.m. and 3:00 p.m. to 6:00 p.m. However, employees have the possibility of organizing their schedule according to their preference, after coordination with their corresponding department management. Likewise, teleworking is available to all employees, offering the opportunity to coordinate the face-to-face and online formats as needed.

The established work-life balancing measures follow those applicable to our company in the corresponding state conventions, especially those related to vacation, maternity and paternity leave. However, flexibility is offered to all individuals to establish their leisure days at their convenience.

All Alianza Logistics offices are currently being remodeled. They are being reconceived with a new approach toward creating a collaborative space, aiming to create a communication-focused work environment from day one, keen on developing projects and actions to promote creativity, innovation and multidisciplinary team collaboration among employees, clients and carriers. In addition, in line with the disposition to have disabled personnel, the accessibility of both current and newly acquired offices is a key factor that is taken into account as a priority.

The intention is to establish a new space that derives from a conventional office and instead fosters relationships, networking and knowledge. For this reason, we have experimented with both their layout and the interior design. The spaces are multifunctional and even have elements characteristic of a home, such as a kitchen, a couch area and a space for having meals or catering events.



People

Occupational Health and Safety

The Code of Ethics reflects our commitment to implement measures related to safety, occupational health and proper working conditions. These measures comply with the current legislation on occupational risk prevention, ensuring that the workplace is safe and does not affect the health of our personnel in any shape or form.

There is no Occupational Health and Safety Committee at present; however, prevention channels are being promoted by the management team in order to help reduce occupational risks. As a result, only one case of professional contingency has been recorded in 2022.

Social Relations

A good internal communication system is the basis to both aligning every company member with the organizational strategy and strengthening their commitment and sense of belonging. This is why we seek to maintain fluid communication with our personnel as a basis for building solid and lasting relationships. To achieve this, during 2022 we have issued biweekly reports in our **internal newsletter** (a total of 24 per year), in addition to making use of other communication channels (meetings, emails, suggestion box, performance and work climate evaluations and the intranet).

These channels help us inform, raise awareness and consult with staff on different matters that affect them, as well as providing a channel for suggestions and ideas for improvement or for social actions to be carried out in line with our CSR. Alianza Logistics is a company with a strong focus on people, so we make sure to encourage close and direct contact between our members, in order to facilitate clear and effective communication channels that allow personal and professional development, as well as the correct exercise of our business activities.



People

Training

Professional development is taken with the importance it deserves in Alianza Logistics as a means of motivating our employees and retaining talent. For this reason, the Human Resources department implements a Training Plan based on the needs that are either detected or suggested, always subject to the budget. Requests for these needs are made at the beginning of the year, through the performance evaluation of all personnel once a year or every three months during the first year of new personnel. Different types of courses are usually provided:

- Technical skills.
- Career development.
- Common skills (languages, IT, etc.).
- Transversal (interpersonal skills, time management, stress management, leadership, communication, etc.).

In 2022, a total of 29 training courses have been implemented, and an average of 45 hours of training per employee has been achieved. Throughout the year's training program, equal attendance of men and women in proportion to the company's workforce has been ensured.

Type	Trainings	Employees
Technical skills	13	286
Carrer development	3	11
Common skills	2	20
Transversal	1	1

Moreover, there is a mentoring system available for younger talent that allows the knowledge and wisdom of veterans to be passed on, creating an environment of learning and growth.



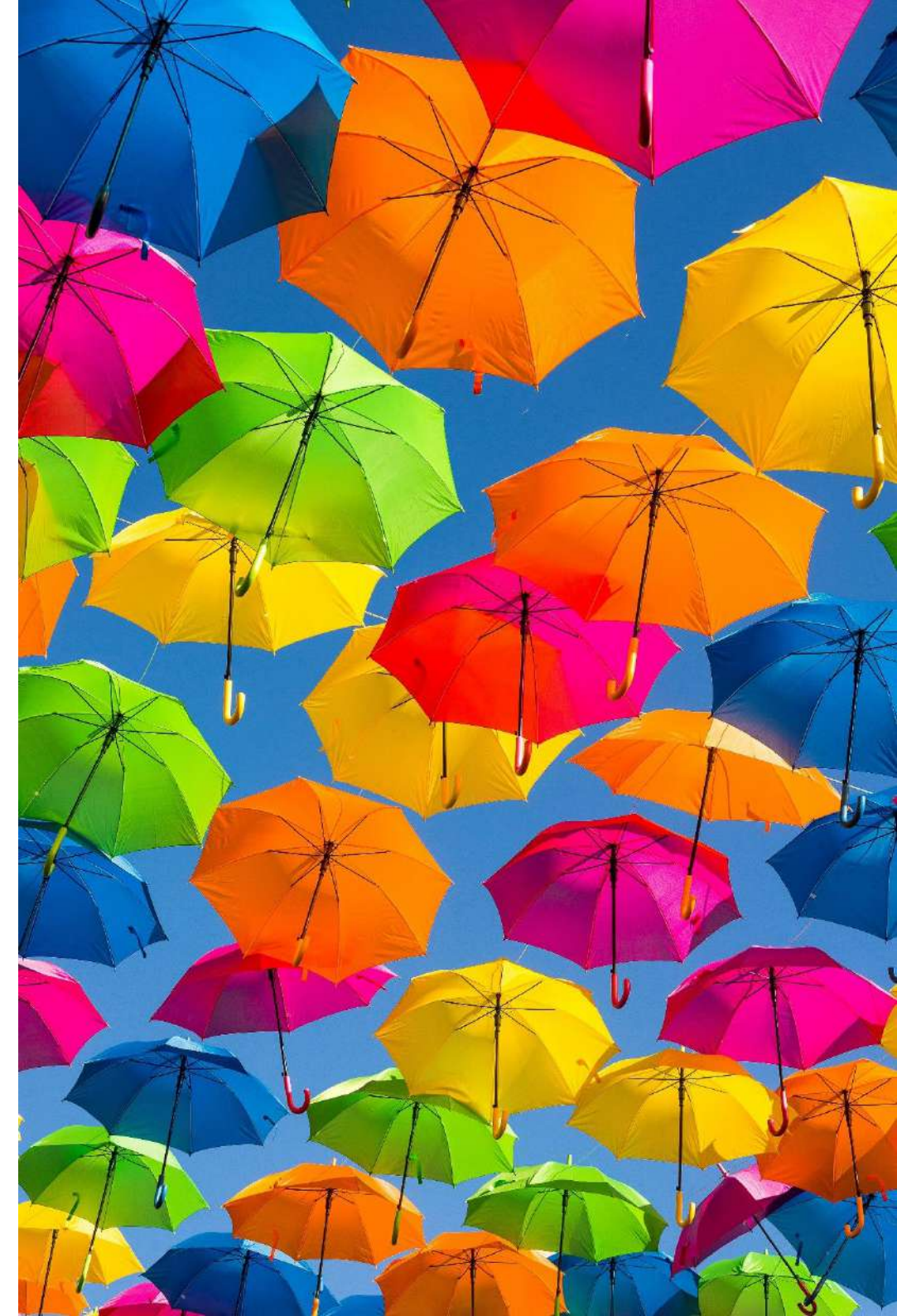
People

Diversity and Equal Opportunity

The management of Alianza Logistics declares its commitment to the establishment and development of policies that integrate equal treatment and opportunities between women and men, avoiding any discrimination, either direct or indirect, based on gender, while promoting and fostering measures to achieve real equality within our organization, establishing equal opportunities between women and men as a strategic principle of our corporate and human resources strategies. During this year, these commitments were included in the **Diversity and Equality Policy**, establishing a **clear statement of intolerance towards any discriminatory behavior** based on gender, ethnicity, economic level or any other social factor.

Achieving real equality means not only avoiding discrimination based on gender, but also attaining equal opportunities for women and men in terms of access to the company, hiring and working conditions, promotion opportunities, training, remuneration, and the balancing of work, family and personal life.

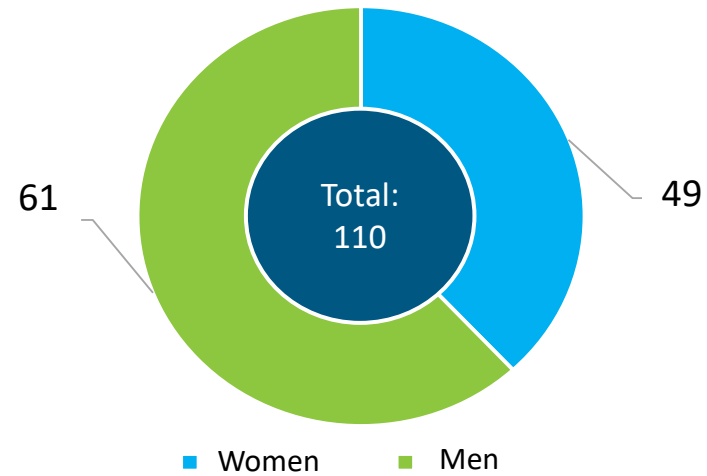
The aforementioned principles will be put into practice through the promotion of equality measures and the implementation of an equality plan, with the corresponding monitoring systems, in order to advance in the achievement of real equality between women and men in the company and, by extension, in society as a whole.



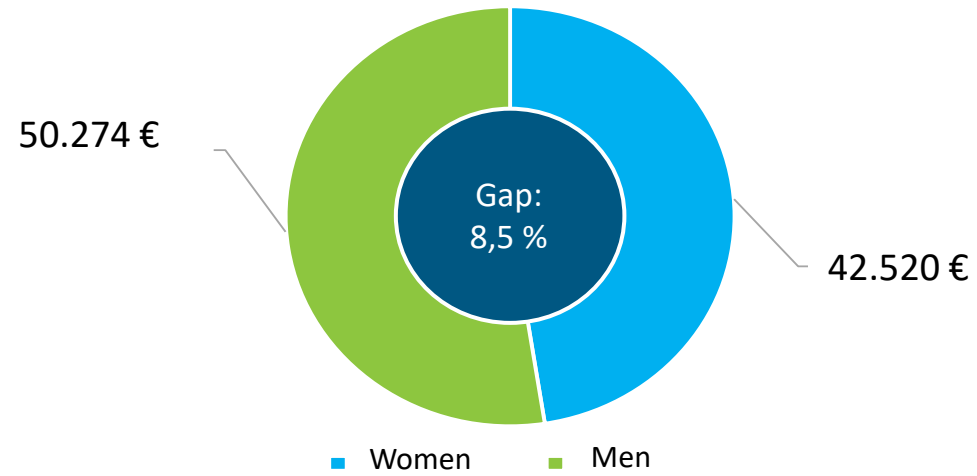
People



Total number of employees by gender:

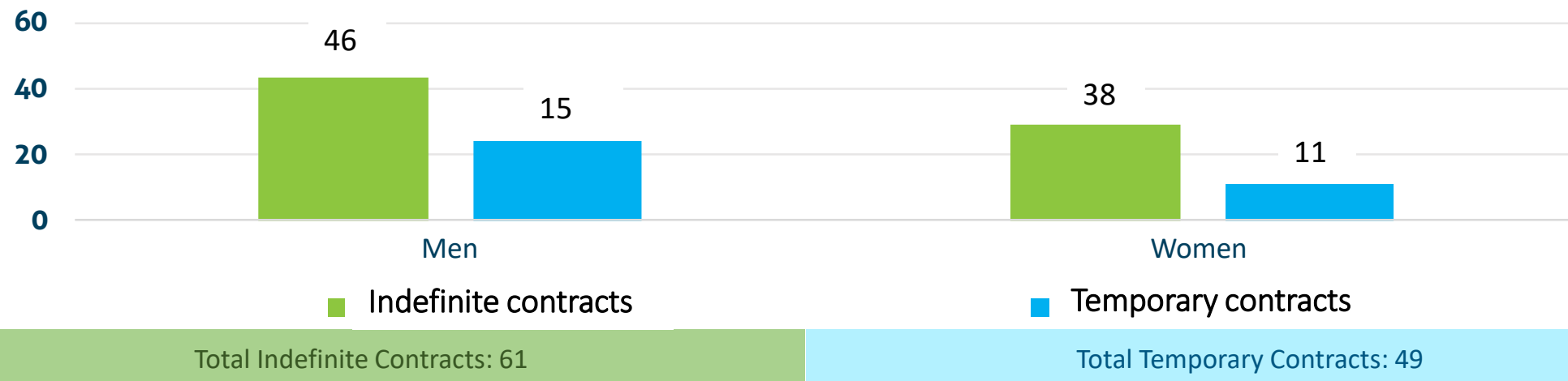


Average wages by gender and wage gap:



There is a system of variable compensation based on objectives, regardless of gender, in all departments (SL33).

Permanent indefinite contracts and temporary contracts by gender:





People

As a sign of our commitment as a company, we have developed an **Equality Plan** (SL6), with a four-year validity.

Plan Objectives:

1. Guarantee of equal treatment and opportunities for women and men in terms of admission, selection, hiring, promotion, training and other working conditions.

2. Guarantee of equal pay for work of equal value.

3. Elimination of situations of direct or indirect gender-based discrimination, especially those derived from maternity, paternity, family obligations, marital status and working conditions.

4. Promotion of personal, family and work-life balance for the company's employees.

Compulsory Subjects:

- Selection and hiring process.
- Professional classification.
- Training.
- Professional promotion.
- Working conditions, including gender pay audit.
- Compensation.
- Co-responsible exercise of personal, family and work life rights.
- Underrepresentation of women.
- Sexual and gender-based harassment protocol.
- Gender violence, non-sexist language and communication.



People

Relevant data regarding the workforce is as follows:

- It is constituted by 45% of women and 55% of men.

Despite the fact that there is no parity in the workforce, with 24% more men than women, there is a good percentage distribution in the most populated departments. When analyzing the situation, it is essential to put into context both the statistics in the industry and the educational and training environment from which the people joining Alianza Logistics come.

This imbalance is not the result of a policy of discrimination in the selection and hiring processes, but rather that historically both sexes have been dedicated and specialized to certain jobs in the transportation industry.

Additional findings:

- The company is committed to quality employment given that we have 67% of workforce stability.
- Workforce is 37% up to 35 years of age and 41% between 36 and 45 years of age, resulting in a young workforce overall. The proportion of women with permanent contracts is higher than that of men.
- The seniority of women is practically the same as that of men, with 63% of women having 5 to 10 years of seniority compared to 51% of men. However, there is a higher percentage of men (18%) compared to women (10%) with more than 10 years of seniority in the company.
- The workforce presents a fairly even distribution in terms of seniority percentages, bridging the gap with the basic difference that exists in terms of the number of men and women in it.

People

Departments and hierarchy:

- The position of CEO is held by a man.
- The Finance department is made up of 63% women and 37% men, representing 30% of the total number of women and 11% of the total number of men in the company. In proportion, this department has a higher number of female employees. At the hierarchical level: the position of CFO is held by a man, although in a lower level of responsibilities there are two female team leaders compared to one male team leader.
- The Sales department consists of 63% of the total of female staff and 78% of the total of male staff. There are twice as many men as women. The most populated job position in the company is that of traffic operator, given that half of the company's total workforce is in this position. At the hierarchical level: The position of Traffic Manager is occupied by a woman, while the positions of Director and Manager of Business Development are occupied by two men; at a lower level of responsibility, there are seven male Traffic Team Managers compared to two women.
- The Marketing department, the IT department and the Fleet department are entirely occupied by men. However, the position of Marketing Manager is held by a woman.
- The Systems Management/Quality Department and the Human Resources Department are entirely occupied by women, with the only exception being the position of Human Resources and Management Systems/Quality Manager, which is held by a man.



People

Wage gap:

- There is an adjusted wage gap of 8.5% in the overall total of the workforce. Therefore, we cannot consider that there is a marked wage gap, let alone gender-based wage discrimination. Upon calculating the mean and median, the results are well below the levels stipulated in the Royal decree (902/2020) of October 13, 2010. La retribución del personal empleado se basa en:
 - Job evaluation.
 - Industry benchmarking.
 - Personal performance.

In terms prevention strategies and prevention and action protocols in the event of gender-based harassment, the Workplace Harassment Plan has been implemented and documented throughout 2022. In addition, it should be noted that as of the closing date of this report, the company has not been aware of any type of sexual and gender-based harassment among employees.



CLIENTS





Clients

One of the main concerns at Alianza Logistics is quality assurance. There is a Quality Management System certified according to the **ISO 9001** standards that extends to the entire structure of the company, with the purpose of ensuring the quality of the operations and services offered to our clients.

The commitment is to meet all requirements defined in this quality system and to maintain a process of permanent reviewing so as to keep our structure and activities in line with these requirements, along with the suggestions obtained from our client's satisfaction surveys.

Alianza Logistics also has the **GDP** (Good Distribution Practices) certification, which guarantees that our quality system complies with the European Commission's guidelines for the distribution of medicines, and the **IFS Logistics** certification, a food safety quality system developed by German, French and Italian distributors to help companies provide products safely and in accordance with the specifications and legislation in force.

In addition, the company is also certified by **QS Quality**, a food quality control system that monitors traceability throughout the entire production and marketing chain, establishing strict and controllable quality guidelines for all stages of the value creation chain.

An annual client survey is also conducted with our clients in order to evaluate their level of satisfaction with our service and to better understand their needs. The results provide us with the basis to detect areas for improvement and to strengthen our relationship with them. This exercise also provides valuable information that allows us to segment our clients in much greater detail and thus offer greater, more complete solutions to our clients.

Clients

In 2022 we contacted 10,400 clients through our satisfaction survey, with 15.71% of them opening the survey and 1.05% responding, a result that is within the internationally agreed standards in the field of email marketing. Most of the clients who took the survey belong to the transport sector and among the results it is worth noting that 60% are satisfied with the service offered by the company and rate our image as a company as either good or very good.

In addition to the survey, we have a space on our web page where any person or company can contact us, report any inconformity or make any inquiry. This information is received and managed internally by the Traffic Department, in coordination with the Marketing Department. It should be noted that no complaints or claims have been received through this medium up to this date.

<https://alianza-logistics.com/en/contact/>

Moreover, in approaching our clients in the Valencian region, we have multilingual presentations that allow us to communicate our services in Spanish, English and Valencian (SL47).

Company policies:

- Code of Ethics
- Corporate Policy
- Environmental Policy



CARRIERS





Carriers



We at Alianza Logistics are fully aware that our carriers are an integral part of the process of guaranteeing a quality service, since they are the most direct point of reference and image of the company to our clients, so it is especially important to create a favorable environment for the performance of their work. Therefore, we seek to ensure good conditions to enable them to provide the best service possible, which in turn has a positive impact on the logistics chain besides generating satisfactory experiences for all of our clients.

This year we have collaborated with a total of 3,495 carriers. For us, they are our natural partners in the execution of the operations derived from the services we offer. In order to ascertain their perception, we have also conducted satisfaction surveys with them, which, over the course of the year 2022, have enabled us to confirm their positive feelings regarding our treatment towards them, as well as the trusting relationships we build, our speed, and the flexibility we offer in payment methods. Consequently, the carriers who responded to the satisfaction survey rate our image positively, with more than 70% of them stating that they would recommend our company to other colleagues in the sector.

Nevertheless, we are aware of the need to permanently monitor the external service provided by our carriers to our clients, in order to ensure quality at every stage of the service. For this reason, the Management Committee has implemented controls and analysis of relevant data that provide the basis for the decision-making in the execution of timely corrective measures.

Although it is true that, in proportion to the number of services rendered, the reported incidents are minimal, we continuously work to improve our level of service and the client's experience with our carriers and with our company in general, addressing the different situations that may generate difficulties on a daily basis, either due to industry-specific conditions or those pertaining particularly to the carriers.

Carriers

Our management software allows us to keep an exhaustive control of the documentation provided by our carriers, thanks to which we have seen a significant improvement in this area. This software supports all our operations, allowing us to comply with current legislation and avoid an increase in the number of incidents reported, representing a significant qualitative leap for our company.

The sum of these efforts has led to the constant development and adjustment of our processes, turning it into a business management tool that, combined with the talent of our staff, ensures the highest quality of service to all our business collaborators.

It should be noted that, to date, we do not have a formal system for selecting carriers based on compliance with social and environmental criteria. However, in order to progressively reduce the impacts present in our supply chain, at Alianza Logistics we communicate our principles and commitments in sustainability that our carriers must comply with through our Driver Manual. During 2022, 973 carriers (ET17) have been informed of our commitments and invited to assume them as their own. In addition, we are developing alliances with trusted suppliers to improve the monitoring of ESG aspects such as emissions or Human Rights, as well as a system of CSR clauses and criteria that will be gradually implemented in our commercial agreements.

Company policies:

- Code of Ethics
- Corporate Policy
- Environmental Policy



CONTRIBUTING TO SOCIETY



Social Actions



Sustainability
Report 2022



Contributing To Society



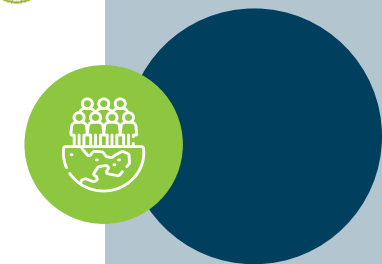
To us, business success means having a positive impact on our community, so we actively develop social impact strategies and collaborate with different organizations and non-profit entities that seek to support the most disadvantaged groups. The Marketing Department is the main department in charge of developing these strategies within the company, in constant liaison with the company's founders.

Currently, we are members of ASECAM, a business association of the Camp de Morvedre region, through which we contribute to improving the quality of life of our closest community, as it generates spaces dedicated to promoting economic development, employment, professional training for companies, regional and municipal governments, as well as for other entities that have a clear desire for dialogue and the contribution of ideas and initiatives.

We also collaborate with the City Council of Almenara, in the Valencian Community, in the organization of sports activities and the delivery of presents and food during the Christmas season, just as we collaborate with the Food Bank of Valencia in the collection and transfer of food pallets.

Company policies:

- Code of Ethics
- Corporate Policy
- Environmental Policy



Contributing to Society

Social Actions

The following are among the social activities carried out during the year:



The **Ilumine le monde** project was undertaken to help young people in Senegal become self-sufficient in the labor market. The project is aimed particularly at young women in a position of vulnerability due to being victims of abuse. The objective is to integrate Senegalese women into the labor market through a candle-making workshop, so that they can contribute to their community's economy by selling their handmade products. In addition, 1,000 fruit trees were planted in the area, the benefits of which are expected to boost food production.



Another project initiated in Senegal was **Mandalas**, created to develop children's emotional intelligence and, at the same time, facilitate their access to education. Also, with a focus on the well-being of our people, an action plan to prevent sedentary lifestyles and stress began to be developed in 2022, from which actions will begin to take place in 2023, including sports competitions and relaxation sessions for our staff.



With the aim of promoting the welfare of our local society, Alianza Logistics collaborates with the City Council of Almenara, where our headquarters are located, every Christmas. We provide economic resources to collaborate with the purchase of food and toys for local people in need. One of the expected benefits of *Ilumine le monde* and tree plantations, including other areas besides Senegal, is to improve the lives of local communities and enhance their independence, under the motto inspired by the "teach a man to fish" proverb.

Contributing to Society

Social Actions



Our company reforested a 10,000 m2 native forest in a deteriorated area of Alameda (Malaga) and planted 1,000 fruit trees in Senegal, with one of the main objectives being offsetting CO2 emissions. With this, we have managed to offset the emissions derived from our headquarters in 2021. We plan to continue collaborating in new projects, with a local impact approach.



During 2022, we initiated partnerships with beekeepers in Senegal and Almenara to develop beekeeping projects that contribute to the health of bee colonies and native plant species. This action, together with the distribution of seed planting cards to children and our employees and the emissions offsetting project mentioned before, aims to generate a positive social and environmental impact that benefits our community and an increase in forested areas.



With the outbreak of the war in Ukraine, Alianza Logistics has partnered with Save the Children, creating a public challenge to raise funds for affected children and families. Thanks to this, and together with subsequent actions, we were able to send basic goods to Ukraine, such as medicines, food and thermal clothing, which were the main items in demand by the health services.

Contributing to Society

Social Actions

To summarize, among the most outstanding social interventions developed by Alianza Logistics during this year, we highlight the following:

- *Illumine le monde* project, helping young Senegalese women to achieve self-sufficiency in the job market and planting 1,000 fruit trees to help improve food production.
- *Save The Children* partnership to encourage people to contribute basic supplies for shipment to Ukraine.
- *Mandalas* project to develop children's emotional intelligence and promote access to education. Development of an action plan to prevent and avoid sedentary lifestyles and stress.
- Initiation of collaborations with beekeeping agents in Senegal and Almenara to develop projects that contribute to the health of bee colonies and native plant species. Distribution of seed planting cards to generate a social and environmental impact by contributing to forest regeneration.
- Delivery of 100 presents to children in vulnerable situations during the Christmas season, in coordination with the Sagunto hospital and the Castell Vell school.
- Awareness campaign with visual materials containing information on actions that can be implemented in daily life to reduce our impact on the planet. Launched during the month of November internally and then externally.



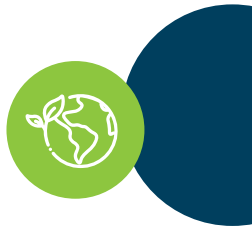
ENVIRONMENT

Climate Change
Circular Economy
Sustainable use of Resources
Protection of Biodiversity





Environment



We are aware that the industry to which we belong has a high impact on the levels of contamination of our environment, therefore, we understand the importance of making commitments that, based on our strategy, have an impact on each of our actions so that all of them are aligned with the Sustainable Development Goals.

In this sense, our Environmental Policy establishes the commitment we have as a company to avoid or reduce pollution and the depletion of natural resources, while also providing the necessary guidelines on environmental issues for our different stakeholders, with particular relevance, in this case, to our suppliers.

Alianza Logistics does not currently have a certified environmental management system; however, we integrate a series of good practices that promote environmental protection into our daily activities.

Likewise, during 2021 we began measuring our Carbon Footprint as part of our commitment to care for the environment, a calculation that, since its completion in 2022, is now the baseline that allows us to establish ongoing goals to reduce our impact each year.

The environmental impact we generate as an organization is most directly related to the consumption of electricity, which we can say comes mostly from renewable sources. In addition, we also consider the indirect impact caused by the emissions into the atmosphere that result from the transportation of goods by our carriers.

Company policies:

- Code of Ethics
- Corporate Policy
- Environmental Policy

Environment

Climate Change

Our company operates in different cities in Spain, specifically in Almeria, Almenara, Málaga, Sevilla and Valencia, therefore, in the analysis of our impact on climate change from energy consumption, we take into account the electricity consumption of all the operation centers of the organization.

Our business model makes it so that the emissions generated as a result of our transportation services are considered as indirect emissions, since the company does not assume the operational control of vehicles.

For this reason, Category 1 emissions, corresponding to direct emissions, are not included in the calculation of the Carbon Footprint due to, as mentioned above, the organization not using its own tractors or any equipment that uses fossil fuels (boilers, refrigeration systems, etc.). On the other hand, we do have our own trailers that are not included in the carbon footprint calculations since they do not have atmospheric emissions.





Climate Change

As for Category 2, the electricity consumption registered in the different facilities of the organization is covered. Also covered, in Category 3, are the indirect emissions derived from the transportation services provided with our subcontracted transporters.

Therefore, Alianza Logistics' Carbon Footprint measurement is based on the analysis of the direct and indirect emissions included in Categories 2 and 3.

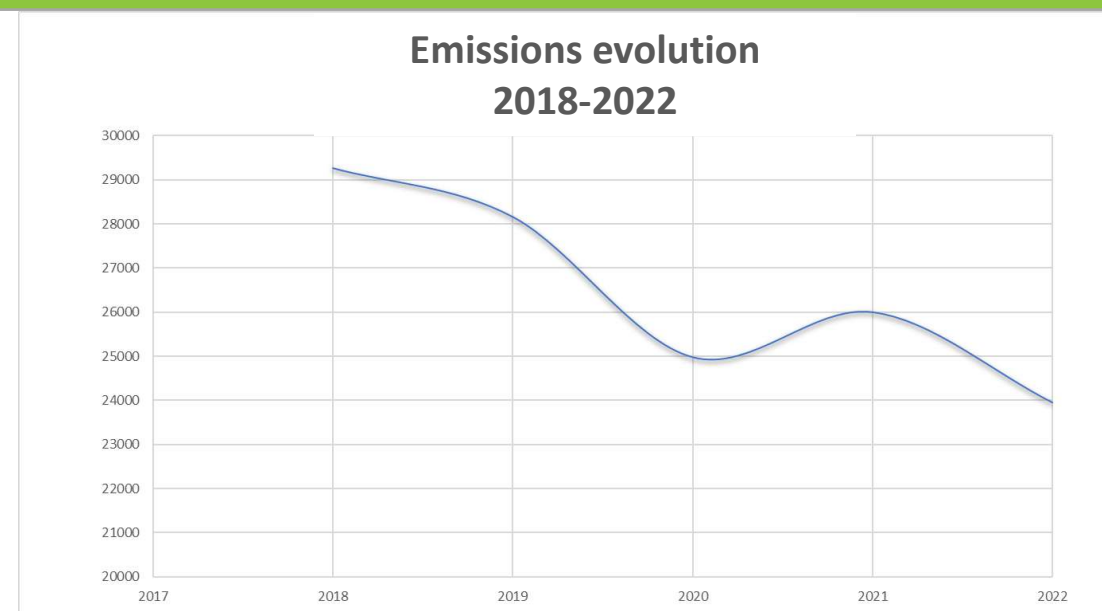
The Carbon Footprint measurement corresponds to the information related to the periods of January-December 2018, 2019, 2020, 2021 and 2022, which will also allow us to define a baseline in order to establish comparative analysis with respect to the evolution of emissions each coming year.

Carbon Footprint 2022		
Category 1	Direct emissions	0,00
Category 2	Power consumption	7,29
Category 3	Truck consumption	23.944
Total (tn CO ₂ -eq)		23.951

Year	TnCO ₂ -eq
2018	29.272
2019	28.169
2020	24.980
2021	26.001
2022	23.951

Carbon Footprint 2018-2022

Emissions evolution 2018-2022



Emission rate (2022)

0,1682

tn CO₂-eq/km driven in 2022

During the year 2022, we undertook an external audit of our measurements in order to verify the calculation methods we used and to assure the registration of every scope with the Spanish Ministry of Ecological Transition. For this purpose, a verification process was carried out based on the **ISO 14064:2018** standard, of which the result was satisfactory. The implementation of this standard has prompted us to implement a management system regarding our carbon footprint that continuously monitors its evolution and the effectiveness of the measures implemented on it.



Our reduction target:
25% by 2027 starting
from 2021.

By comparing emission intensity ratios for various years, we were able to see the **reduction in our emissions** over time. At the time of writing this report, we are in the process of collecting official data to establish the intensity rate for 2022.



Environment

Circular Economy

The concept of circular economy advocates for a consumption model that incorporates measures such as the reduction, reuse and recycling of waste. At Alianza Logistics, we promote a culture that favors the implementation of such measures. Therefore, we have developed internal communication strategies related to the promotion of good practices for waste management. Additionally, we have contracted a printing service through the company TECA Ofimática SL, which provides us with the necessary supplies while also ensuring the proper disposal of toner waste.

Internally, we are also progressively reducing the consumption of disposable containers by providing employees with reusable bottles. Waste segregation is properly arranged at all our sites.

Waste	2022	Total	Units
Paper and Cardboard	555	555	kg
Cleaning containers (RP)	42,56		kg
Toner	5	5	kg
Miscellaneous materials	134,24		kg
Urban Waste	94,24		kg
E-waste	0		kg
Total	0,83104	0,560	Tn

Recycling rate (2022)
0,71



Environment

Sustainable use of Resources

Water consumption

Although our water consumption is not considered to have a significant impact on the environment, Alianza Logistics considers water as a valuable resource, taking into account that the Mediterranean territory is considered a water scarce area. For this reason, we strive to make efficient use of this resource in our daily activities with the implementation of measures such as the installation of, for example, double flushing toilets, and measures to raise awareness of good environmental practices. The water used in our facilities comes from the public water supply network and the wastewater generated is treated by the local sewage system. In 2022, the consumption rate based on our activity index (number of trips) was of 0.0046 liters/km traveled.

Energy consumption

Energy management is a key factor in the impact of our core business on the environment, with a rate of 0.005 MJ per shipment recorded in 2022. This is why, as of 2022, four of our offices are powered by energy from renewable sources. In addition, we have implemented measures to reduce energy consumption through the use of LED lighting in our offices.

In that spirit, every year we join the awareness campaign launched by the WWF, 'Earth Hour', an initiative by which people, companies and institutions around the world turn off the lights for one hour to raise awareness of the impact of human activity on the environment, as well as the need to make a responsible use of our natural resources to minimize the consequent damage these actions cause.

197,9 m³

52.737 kWh total

42 % renewable



Environment

Protection of Biodiversity

Biodiversity plays an important role in adapting to the effects of climate change; the more we establish measures to help conserve it, the more we will contribute to a more sustainable future for all of us. Our offices are located in urban centers, so they do not affect protected areas.

Moreover, as a result of the 2021 Carbon Footprint calculation exercise, the several projects of planting forests in areas affected by desertification we have been involved in in order to partially offset emissions also favor the recovery of biodiversity in these areas.



In 2022, **10,000 m2 of native species** were planted in Alameda (Malaga) and **1,000 fruit trees** were planted in Senegal (Senegal).



ANNEXES



Annexes

Employment

Total number of employees per country:

Country	Staff
Spain	110
Total	110

Total number of employees hired by age:

Item	Staff	Youth employment rate (SL14)
<25 y/o	9	0,33
26 - 35 y/o	27	
36 - 45 y/o	40	
46 - 55 y/o	19	0,08
>55 y/o	2	
Total	97	

* Lack of data due to non-consenting employees

Youth employment

Item	Staff
<30 y/o	20

Senior employment

Item	Staff
>50 y/o	9

Total number of employees hired by gender:

Item	Full time	Part time	Staff	Rate (SL04)
Female	48	1	49	0.79
Male	61	0	61	
Total			110	

Total number of employees hired by occupational classification:

Item	Staff
Management	1
Operations	4
Finance	17
Sales	78
Marketing	2
Quality	3
IT	1
HR	2
Total	110

Equality in job stability: Turnover rate

Item	2022	Female turnover rate SL10	Total turnover rate SL22
Female turnover rate	10 %	1,10	0,09
Total turnover rate	9 %		



Annexes

Employment

Total number and distribution of employment contracts:

Item	Staff	Stability rate (SL17)
Indefinite full time	84	0,76
Temporary full time	25	
Temporary part-time	1	
Total	110	

Number of layoffs by gender:

Item	Staff
Female	0
Male	1
Total	1

Average remunerations by gender and wage gap:

Item	Value	Gap	Salary rate (SL03)
Female	42.520 €	8,5%	0,85
Male	50.274 €		

Number of people with disabilities hired:

Item	Staff
Total	0

Permanent contracts, temporary contracts and part-time contracts by gender:

Item	Male	Female	Total
Indefinite full time	46	38	84
Temporary full and part-time	15	11	26
Total	61	49	110

Job creation 2021/2022

Item	2021	2022	rate (SL45)
Female	40	49	0,05
Male	65	61	
Total	105	110	

Equality in new hires:

Item	Hiring rate (SL9)
Female (past 3 years)	27
Total	54

Annexes

Employment

Parental leave:

Item	2022	Rate (SL36)
Total employees using parental leave	2	1
Total employees applicable for parental leave	2	

Return rate after parental leave:

Item	2022	Return rate (SL20)
Employees returning accordingly	2	1
Employees expected to return accordingly	2	

Retention rate:

Item	2022	Retention rate (SL21)
Employees returning from >12month parental leave	5	1,67
Nº empleados que regresaron del permiso año anterior	3	

Maternity leave:

Item	2022	Rate (SL35)
Female employees using parental leave	2	1
Female employees applicable for parental leave	2	

Wage differential:

Item	2022	Wage differential (SL19)
Highest gross annual salary	191.180 €	13,66
Interprofessional minimum	14.000 €	

Fair pay rate:

Item	2022	Fair pay rate (SL18)
Lowest gross annual salary	19.215 €	1,37
Interprofessional minimum	14.000 €	

Number of managers from local communities:

Item	2022	Rate (SL42)
Valencian executives	5	1
Total executives	5	

Executive equality:

Item	2022	Rate (SL5)
Total female executives	1	0,2
Total executive members	5	

Board of Directors:

Item	2022	Female rate (SL7)	Independence rate (ET4)
Female board members	0	0	0
Total board members	2		



Annexes

Employment

Occupational Health and Safety

Occupational accidents, in particular their frequency and severity, as well as occupational diseases; disaggregated by sex:

Country	Leave	No leave	Sick leave	Deaths due to occupational accidents or diseases	Incident rate (SL26)	Accident rate (SL27)
Spain	1	0	5	0	10,64	0
Total	1	0	0	0		

Item	Days	Absenteeism rate (SL25)
Backed absenteeism	1484	0,05
Total contracted	28600	

Society

Contributions to foundations and non-profit entities:

Action	
Donation to the food bank	900 €
Food and gift to Almenara Town Hall	1.000 €
Gift donation to the children of the Castell Vell school	500 €
Collaboration with the Almenara Town Hall in sporting events.	500 €
Clothing donations to Caritas	200 €
Total	3.100 €

Human Rights

Employees covered by collective bargaining agreements by country:

Spain	100%
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*Still no collective bargaining system within the organization.(SL31)

Training

Training hours:

Item	Hours 2021	Hours 2022	Female rate (SL11)
Female	1.138	2.061	0,51
Male	2.334	2.007	
Total	3.472	4.069	Training rate (SL23)
			45,17

Item	Training rate	
No. of employees trained in ORP (SL24)	0	0
No. of employees trained in human rights (SL2)	26	0,24
No. of employees trained in anti-corruption (ET12)	26	0,24
No. of executives trained in anti-corruption (ET13)	0	0
No. of board members trained in anti-corruption (ET14)	0	0

Item	%
No. of employees periodically evaluated (SL29)	100%

* A 360º evaluation methodology has not yet been implemented; evaluation is conducted in specific performance areas. (SL30)

Annexes

Tax Information

2021	Economic value (SL38)	Profit/Loss	Income taxes paid (unearned)	Public Subsidies Received	Distributed economic value (SL39) (2021)	Retained economic value (SL40) (2021)
Total	65.344.152,30 €	739.747,07 €	-119.825,98 €	17.708,43 €	61.916.251 €	3.427.901 €

Suppliers

Average payment term to suppliers (days)(ET19)
110.5

Local suppliers (2022)	Total
Valencian Autonomous Community	411 (12%)
Total suppliers	3495
Rate (SL43)	0,12

Suppliers selected on social criteria (2022)	Total
Suppliers informed about ESG commitments	973
Total suppliers	3494
Rate (ET16)	0,28

* Accounts for 2022 have not yet been closed (SL38).

** Data internally audited before being published

*** Annual accounts publicly available at <https://alianza-logistics.com/en/get-to-know-us/>

Investment

R&D	Investment/Net sales rate (ID2)
125.694,76 €	0,0019

Innovation

Patents (ID1) (2022)	0
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Annexes

Profitability

Profitability I After-tax profit (ID3)	Profitability II EBIT (ID4)
20,52%	1,94 %

Indebtedness

Indebtedness (ID5)
12,43

Productivity

Productivity (ID6)	F-SCORE (Points for financial strength) (ID7)
8.331,02 €	5 puntos

Clients

Claims	Total	Rate (ET18)
Total	95	0,44
Satisfactory client resolution	42	

Government financial aid

Government financial aid rate (SL41)
0,0021

Tax disbursement

Tax disbursement rate (SL46)
0,092



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GRI 2 General Contents 2021			
Organizational profile and reporting practices			
2-1 Organizational details	15	ALIANZA LOGISTICS Corporate group Address: Victoria Kent, 30, 12590 Almenara, Castellón	
2-2 Entities included in sustainability reporting	15		
2-3 Reporting period, frequency and contact point	7	2022 (calendar year, closing on December 31). Annual cycle. Point of contact: calidad@alianza-gt.com	
2-4 Report update	14		
2-5 External verification		All information related to the GRI Standards in this table of contents has been externally verified.	
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