



**May 1, 1995 we started CTS GROUP (then Wings & Wheels Express). Thanks also to the commitment of our employees and the trust of our customers, we have grown into a reliable and innovative service provider with a unique product line. Organically, we have embraced people and our environment in our growth. Local involvement and personal attention to employees, our customers and other stakeholders quickly became central.**

In recent years, awareness of the impact of our activities on the environment and our society has increased. This has led us to develop a detailed sustainability policy plan; a dynamic document that serves as a guideline for all the activities we undertake, and we are happy to share it with you. Not only to provide insight in our ambitions, but also because we need all our stakeholders to achieve them.

Our sustainability policy plan is based on 3 pillars: people, environment and management (according to the ESG principle).

- 1. Environment:** we are determined to minimise our carbon footprint and reduce the negative impact of our activities on the environment. In addition, we will design our logistics processes to minimise waste and operate as circularly as possible.
- 2. People:** we believe in the importance of our employees and the environment in which we operate. We are committed to sustainable employability and promoting job satisfaction. Developing talent and encouraging active sport are the pillars on which many of our social initiatives are based.
- 3. Management:** transparency and accountability are essential for a sustainable organisation. In the coming years, we will continue to build a transparent and future-proof organisation with a clear structure.

This document is the condensed version of our sustainability policy plan, focusing on our initiatives and ambitions. Our full report is available for download on our website.

**Miriam de Groot & Edwin Beentjes**  
Founders CTS GROUP



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**Moving towards a sustainable future together!**

# Sustainability initiatives

## Ongoing and completed initiatives

- Deployment of electric motor vehicles and part of the fleet running on HVO100 biodiesel (90% CO2 reduction compared to fossil diesel).
- By utilizing network distribution, we limit CO2 emissions.
- We offset the remaining CO2 emissions from our fleet in collaboration with Climate Neutral Group.
- Participation in the 'Connected Driving' pilot project in Amsterdam Westkant.

## Planned initiatives

- Achieving the third star in the Lean & Green program.
- Pilot project with solar panels on trailers.
- Increasing biodiversity around our company premises.
- Reducing paper usage through digitization.
- Expanding our partner network to reduce 'final mile' kilometers.
- Enhancing shipment data for better service and to prevent failed deliveries.
- Fleet replacement plan: all vehicles to be at least Euro 6 and expanding the number of electric vehicles.
- Collecting company clothing for material reuse.



## Ongoing and completed initiatives

- Collaborations with Paswerk Foundation, Werkvloer Foundation, and Ons Tweede Huis Foundation to promote the participation of employees with disabilities in the workforce.
- CTS GROUP Academy for the personal and professional development of our employees.
- Talent development: a 2-year learning trajectory for school leavers through Talentplan and support for young athletes on their way to the top.
- Vitality program and budget for employees through CTS GROUP Works!
- We support talent in various forms.

## Planned initiatives

- Internal communication in multiple languages to promote inclusivity.
- Personal development plan for every employee.
- Expanding training opportunities for all target groups.
- Workshops on physical strain and efficient use of tools, periodic safety training.
- Senior scheme: the option to retire earlier or continue working longer if desired.



## Ongoing and completed initiatives

- Establishment of a CSR (Corporate Social Responsibility) team.
- Making sustainability reports a regular part of management reporting.
- Feasibility study for a new self-sustaining company building.
- Offering customers the option to choose more sustainable transportation options.

## Planned initiatives

- Appointment of a CSR (Corporate Social Responsibility) team.
- Annual sustainability reporting (in accordance with CSRD).
- Expansion of cybersecurity measures.
- Implementation of ISO 14083.
- Integrating sustainability into supplier conditions.



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Are you considering our more sustainable transportation option in the future? Recently, we've introduced the option to reduce your CO2 emissions for a small additional fee per shipment. Interested in learning more? Contact your dedicated representative or email [marketing@ctsgroup.nl](mailto:marketing@ctsgroup.nl).