



L.I.T. GROUP

SUSTAINABILITY AND CORPORATE SOCIAL RESPONSIBILITY



NACHHALTIGKEIT
SUSTAINABILITY

COMPANIES MUST TAKE RESPONSIBILITY

Sustainability is without doubt one of the global megatrends. The concept of »success at any price« has had its day. Companies who want to stay ahead of the competition these days must take responsibility. When choosing their service providers, many customers are increasingly looking at whether they operate sustainably. The same applies to young talents when choosing a job. The topic of sustainability has long been an important aspect here as well.

Certainly: An ecologically valuable company orientation has become a decisive competitive factor for the L.I.T. Group. For us, a logistics company operating throughout Europe with headquarters and origins in Brake, Lower Saxony, acting sustainably does not only mean focusing on the environment. It is important to handle resources responsibly across all levels and societies. This includes a social orientation as well as economic aspects.

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»Our activities have an
influence on the environment
and this must be compensated«

Fokke Fels,
Vorstandsvorsitzender der L.I.T. AG



EVERYTHING YOU NEED TO KNOW ABOUT THE L.I.T. GROUP IN 30 SECONDS



1988
founded in Brake



100%
owner-managed



€ 436,0 Mio.
Turnover in 2019,
unconsolidated



1.100 trucks
2.000 swap bodies
700 trailers



470.000 m²
logistics area



65 sites
in 13 countries



3.000+ employees
85 of them trainees



AWARDED
We are certified and
awarded several times



L.I.T. SCHOLARSHIP
for part-time Studies
at the DAV



HEALTHY
Occupational health
management

ECOLOGICAL SUSTAINABILITY

- + LEAN AND GREEN 1ST STAR-AWARD RECEIVED
- + ENVIRONMENTAL MANAGEMENT ACCORDING TO ISO 14001:2015
- + MEADOW ORCHARD TOGETHER WITH THE »RUDI-ROTBEIN-CLUB«
- + RENEWABLE ENERGIES AND IN-HOUSE PHOTOVOLTAIC SYSTEMS

CO₂ EMISSIONS REDUCED BY MORE THAN 20 PERCENT!

L.I.T. AWARDED WITH THE
LEAN AND GREEN 1ST STAR



By participating in the Lean and Green Initiative for green logistics, L.I.T. Spedition GmbH in cooperation with L.I.T. Cargo GmbH successfully reduced the greenhouse gas emissions of its own logistics processes by 20 percent. One of the biggest efficiency drivers is the expansion of rail transport, to a volume of almost 2.9 million kilometers per year (6.3 percent), the reduction in fuel consumption (4.6 percent) and the reduction in empty and detour kilometers (4.5 percent). With the Lean and Green 1st Star, GS1 Germany confirms the effective implementation of the measures and the successful audit of greenhouse gas reduction by TÜV NORD CERT GmbH.¹ Now the journey continues to the 2nd Star!

BECAUSE GOOD IS NOT GOOD ENOUGH!

ENVIRONMENTAL MANAGEMENT
ACCORDING TO ISO 14001:2015

Since 2012 the L.I.T. Group has had a certified environmental management system according to DIN EN ISO 14001 UM.² The companies of the L.I.T. Group have defined the reduction of CO₂ emissions and the saving of resources in their environmental goals. In 2019, the successfully implemented environmental services focused in particular on the reduction of greenhouse gas emissions as part of the Lean & Green initiative.



Robert Hennemann, Head of Driver Management, and Ingo Schreiber, Board Member of L.I.T. AG, are happy to pay a visit to the meadow orchard.

ENVIRONMENTAL PROTECTION ON THE OWN ROOF

L.I.T. RELIES ON RENEWABLE ENERGIES

Passenger and freight traffic is responsible for a significant part of global CO₂ emissions. As a logistics service provider operating across Europe, L.I.T. has a particular responsibility and work every day on reducing CO₂ emissions. But the goal cannot and must not be to behave in as little harm as possible – quite the contrary: creating added value. The first step here are the four photovoltaic systems on the roofs of the logistics properties in Brake and Minden. A large part of the electricity produced here is used for the company's own power supply. If they need more electricity than produced with the photovoltaic systems, it also comes from renewable energy sources for about 80 percent.

WE ARE WHAT WE DO

L.I.T. AND »RUDI-ROTBEIN-CLUB« FARM OWN MEADOW ORCHARD

Together for people and nature: With this motto the German Naturschutzbund Deutschland e.V. (NABU) inspires many people. Since 2014 the L.I.T. Group supports the association's »Rudi-Rotbein-Club« run by the Wesermarsch district NABU group in setting up and farming a meadow orchard. Together with

the children and youth group of the NABU Wesermarsch, the company set an example for rethinking and laid out a meadow orchard on a 1.4 hectare area. 30 fruit trees stand on the meadow near Elsfleth in the Wesermarsch and bear apples, pears, cherries, plums or walnuts, while the meadow is used as grazing land. Nes-

ting aids for birds have also been set up and two bee colonies have been domiciled. With the idea of inspiring even the youngest children for nature conservation, the L.I.T. Group has consciously chosen such a regional project. With this project, the company is starting nature conservation right on its own doorstep.



The majority of the self-generated electricity is used for the power supply of the L.I.T. Group.



SOCIAL SUSTAINABILITY

- + ECOVADIS SCORECARD RANKS CSR PERFORMANCE AT 85th PERCENTAGE RANGE
- + OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT OHSAS 18001/ISO 45001
- + AWARD AS TOP TRAINING COMPANY BY THE OLDENBURG CHAMBER OF COMMERCE
- + OCCUPATIONAL HEALTH MANAGEMENT
- + DONATION CAMPAIGN WITH WORLDVISION AND E.L.V.I.S. AG

SILVER MEDAL FOR CSR ACHIEVEMENTS

ECOVADIS SCORECARD
RANKS CSR PERFORMANCE
AT 85th PERCENTAGE RANGE



Since 2019, the L.I.T. Group has been a member of the EcoVadis supplier rating platform.³ This rating platform evaluates the global CSR performance of companies across all sectors and uses this to create an index that highlights and compares the performance of companies and contributes to a better network of partners. Currently, more than 33,000 companies worldwide are part of the initiative and have their engagement in this area evaluated. The L.I.T. Group achieved the 85th percentage rank in 2020, proving that its efforts regarding corporate social responsibility are far above average.

BETTER SAFE THAN SORRY

OCCUPATIONAL HEALTH AND SAFETY
MANAGEMENT OHSAS 18001/ISO 45001

Employee safety is always our priority. Especially in the warehouses, employees often come into contact with heavy and potentially dangerous (ADR) goods. To ensure that they are ideally protected while working, L.I.T. Lager & Logistik GmbH takes numerous precautions in terms of occupational safety. These precautions are not only measured by our own standards, but also withstand the demands of external bodies. Since 2019, the company is certified according to OHSAS 18001 / ISO 45001 occupational health and safety by the BGHW.⁴

TOP TRAINING AT L.I.T.

AWARD AS TOP TRAINING COMPANY BY THE OLDENBURG CHAMBER OF COMMERCE



The L.I.T. Group is one of the best training companies in the Oldenburg region. This is confirmed by the Oldenburg Chamber of Commerce, which awarded the company the „Top Training“ seal of approval in December 2018.⁵ This certificate proves an excellent training quality. During the assessment process, the Oldenburg Chamber of Commerce

conducted an on-site quality audit and spoke with trainers, training officers, trainees, Quality Management and Human Resources Development Representatives. The L.I.T. Group scored particularly well due to the individual and intensive support provided to junior staff, which includes extensive induction and regular feedback meetings. Very positive men-

tioned were also the training courses on company- and industry-specific topics, the opportunity to do internships abroad and the mentoring program. A special highlight is also the trainee truck, which is completely managed and driven by the trainees themselves.

AN APPLE A DAY...

OCCUPATIONAL HEALTH MANAGEMENT

Occupational health management plays an important role in the company. Cooperation agreements with various health insurance companies⁶ such as the HKK and AOK as well as the Qualitrain company fitness network, company runs, campaigns such as the AOK's „Cycle to Work“ program or yoga courses at the company headquarters, support and encourage employees in their sporting activities. But health management is not just about sports. At regular health days, the L.I.T. Group – in line with the

ideas and needs of its employees – repeatedly focuses on different topics. These can be stress factors, healthy nutrition or back-strengthening exercises for employees. Depending on the location and the different needs, there are various offers for the health and general well-being of the workforce. For example, mobile massages, free fruit and drinks, and flu vaccinations by the company doctor are in great demand.

PROVIDING HELP WHERE HELP IS NEEDED

DONATION CAMPAIGN WITH WORLDVISION AND E.L.V.I.S. AG

As an active member of the European Cargo Association of International Freight Forwarders (ELVIS AG), the L.I.T. Group regularly supports the network's fundraising campaigns. The commitment aims at supporting long-term projects together with World Vision Germany. During this cooperation, a maternity ward in Tanzania and a school in Sudan have already been established. The current project concerns the support of a school in Tanzania.



ECONOMIC SUSTAINABILITY

- + QUALITY MANAGEMENT SYSTEM ISO 9001 QM CERTIFICATE
- + GUIDED NAVIGATION
- + PATENTED EFFICIENCY CAB FOR ULTRALIGHT VEHICLES
- + AUTOMATION SOLUTIONS IN STORAGE LOGISTICS
- + ALTERNATIVE DRIVES
- + SUSTAINABLE CONCEPTS WITH EURO-COMBIS
- + COMBINATED TRANSPORT ON A NEW LEVEL



ONLY QUALITY RECOGNIZES QUALITY

QUALITY MANAGEMENT SYSTEM ISO 9001 QM CERTIFICATE

With the initial certification according to ISO 9001 QM⁷, the L.I.T. Group did the groundwork for a comprehensive purposive quality management in 2006. This certified quality standard is not only the basis for a sustainable Company alignment, but is integrated into the work processes long since. Transparent processes, obligatory work instructions and automation support all employees in understanding workflows and simplify the training of new employees immensely.

ROUTE OPTIMIZATION FROM A TO Z GUIDED NAVIGATION

Truck routes are planned on the basis of various target definitions, such as avoiding empty kilometers, low-wearing and fuel-saving routes, or precise arrival times. Normally, routes are planned manually by transport managers and with the help of navigation systems. This procedure is often not only very time-consuming, but also prone to error, since the typical navigation systems, which are also used privately, are not adapted to trucks, and special truck navigation systems are usually not able to include traffic information such as traffic

jams, etc. The Guided Navigation software used by L.I.T. develops the optimum route for each trip based on the defined goal criteria. This optimum is then used by all drivers and transport managers, eliminating the need for manual route planning. So Route optimization does not mean saving kilometers to the best of one's knowledge and belief, but thinking along with the driver from A to Z – and with the help of modern technology that links all available information.⁸



Arwed Butterweck, branch manager in Baunatal, was responsible for the development of the Efficiency Cab at the L.I.T. Group.

INNOVATIVE SLEEPING PATENTED EFFICIENCY CAB FOR ULTRALIGHT VEHICLES

The L.I.T. Group aims to position itself in a forward-looking way and not only react to current developments, but actively help designing them. Already in 2016, the Group therefore focused on an in-house development in order to be able to use the more fuel-efficient ultralight vehicles even better. One difficulty with ultralight vehicles is the very small cab. L.I.T. set itself the goal of finding a spacious, high-quality solution without compromising on load capacity. The resulting collaboratively developed top sleeper cab is larger than the previously

used sleeper cabs, yet more efficient. Thanks to its shape, which is optimally adapted to the cab, aerodynamics have been improved and fuel consumption reduced by up to ten percent. Previously wasted space on the sides and in the wind deflector is better utilized, giving drivers significantly more space and comfort. A real increase in the living quality while staying in the cab and an irrefutable example that personal comfort and performance-efficient structures do not contradict each other, but go brilliantly hand in hand.

FULLY AUTOMATIC AND DIGITAL AUTOMATION SOLUTIONS IN STORAGE LOGISTICS

Automation and digitization have become indispensable in logistics and form the basis for numerous functioning processes. Especially in the multi-user center in the GVZ Bremen, the L.I.T. Group relies on state-of-the-art equipment such as a fully automated autostore, 3D scanners or automated roller conveyor technology. This not only reduces the

error rate to a minimum and increases the efficiency of logistics processes, but also significantly improves transparency for customers – for example, thanks to automatically retrieved order data and quotas from the autostore system. The system stores small items in a very confined space. Robots drive on the surface of the system and automatically

access the goods when an order is received. They then take the products to the picking stations. Here, employees take over, grab the items from the bins and pack them. During this process all relevant data flows automatically into the warehouse management system and can be retrieved in real time.



With the autostore at the L.I.T. Warehouse in the Bremen GVZ, the company is taking an important step towards digitalization and automation.



GREEN LOGISTICS

L.I.T. COUNTS ON ALTERNATIVE DRIVES

A sustainable economy needs sustainable logistics. Alternative propulsion systems, thus meaning the decision not to use fossil fuels such as petrol and diesel, are one way of planning transport in a more resource-efficient manner. L.I.T. Group accompanies change from the very first moment and transports i.a. parts for the automotive industry. With LNG trucks. Above all, LNG vehicles do really well when it comes to taking a look at their environmental benefits. Here, e.g. CO2 emissions are between 10 to 15 per cent lower than for fossil fuels. Even

more impressive, is the fact that 95 per cent less fine particles are released into the air. In addition, noise pollution is cut by about half. With the goal of installing at least 200 LNG filling stations by the end of 2025, the network expansion throughout Germany is being driven forward. The L.I.T. Group can therefore already use its vehicles on significantly more routes than shortly after acquisition. With currently more than 40 LNG vehicles and the ambition to further expand the fleet, the company shows that alternative drives are no longer dreams of the future.⁹

LESS IS MORE

SUSTAINABLE CONCEPTS WITH EURO-COMBIS



Innovative commercial vehicles can make an important contribution to increasing efficiency in road haulage and transport chains. One example is the Euro-Combi, which can transport more cargo with less fuel consumption and are thus significantly more efficient than conventional trucks. The L.I.T. Group currently has two of these long trucks in operation in the automotive sector. Due to the larger volume of the vehicles, one vehicle accommodates a load volume that would utilize 1.5 standard trucks. This is not only more efficient and fuel-saving. Thanks to the reduced amount of trucks needed, it also discharges the environment and the traffic infrastructure – a win-win situation for people and the environment.



CLEVERLY COMBINED

COMBINED TRANSPORT ON A NEW LEVEL

Costs, quality and flexibility are the factors by which logistics solutions must be measured. Intermodal transport solutions offer a competitive alternative to classic road transport. Together with the rail logistics company Captrain Deutschland GmbH, the L.I.T. Group bundles the necessary know-how of rail and road in a joint company – SmartRail Logistics GmbH. The core of our solution is the optimal connection of freight rail and truck. To this end, the partners have further developed „classic“ combined transport and linked its technical and organizational areas. Thanks to innovative technologies such as last-mile locomotives, the latest transshipment methods and a modern IT system for the networking of all partners involved, the transport network not only operates highly efficiently, but is also significantly more environmentally friendly than would be possible with pure road transport.

