





**At Aztek Logistics, we use the term 'ESG' to describe a comprehensive set of environmental, social and governance matters impacting our company. We put these concerns at the core of our operations.**

## **What ESG means for us**

We are following a definition of ESG which defines the influence across the following issue areas linked to **E**, **S** and **G** respectively.



*More than just transport...*

### 1. Environmental:

Firstly, considering the environmental impact from our direct activities (directly caused by the company, e.g. through facilities and vehicles) Secondly, indirectly caused, (e.g. Diesel and LPG gas, packaging and waste) and Thirdly, caused by upstream and downstream activities, (e.g. the supplier's environmental impact, customers' energy usage)





# Aztek's environmental actions:-

- Our fleet of vehicles all run Euro 6 lean burn engines
- Deliveries are routed for reduced running, and drivers trained for efficient driving techniques
- Double-deck trailers used on regular routes to reduce emissions
- FORS GOLD accreditation means we have to submit our annual CO2 emissions to TfL
- Our electricity is 100% renewable due to solar panels, and at peak times we export electricity back into the grid.
- All warehouses and offices have LED sensor lighting, to reduce energy consumption
- LPG powered fork lifts are being replaced by Electric powered



*More than just transport...*



## Aztek's environmental actions:-

- We recycle all Cardboard, Plastic and paper waste
- We recycle all wood waste (broken pallets etc)
- We recycle all metal waste
- We have an approved list of suppliers
- Warehouses are unheated, and no mains gas used on-site

*More than just transport...*





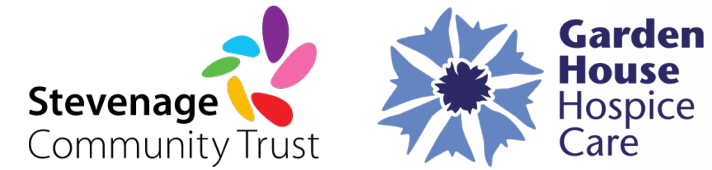
## 2. Social:

- a.** Diversity, Equity and Inclusion (DEI): integrating diverse and inclusive practices across all areas of the business (e.g. diversity across all levels of the organization, inclusive hiring practices)
- b.** Team and working environment: building a strong culture and being a conscientious employer and socially involved with the local population and businesses (e.g. pay gap, living wage, charitable and sponsorship events)
- c.** Responsible service-offering design: designing and offering services with consideration of the ethical and human implications on the end-user and society
- d.** Supply chain: working towards an ethical and environmentally resilient supply chain





# Aztek's social actions:-



- Sponsoring local roundabout's flower-beds for North Herts District council
- Sponsorship and donor to Stevenage Community Trust
- Support to the Garden House Hospice
- Donating storage area to the local NHS North Herts Ambulance service during Covid (and beyond)
- Sponsor of the local Bedwell Rangers Football Club.
- Adopting best practice as seen in our accreditations and membership of Trade Associations



*More than just transport...*



### 3. Governance:

- a.** Legal and regulatory: being on top of and aligned to the latest laws, regulations and compliance standards (e.g. GDPR, Trade Association membership, FORS – vehicle compliance, BRCGS – Food safety)
- b.** Governance: having appropriate governance structures in place, according to the company's stature (e.g. board structure, share structure); writing out a code of conduct (committing the company to high ethical standards); adopting a whistle-blower policy (as per BRCGS standards for food safety).
- c.** Data privacy and security: instilling a strong culture of trust, responsibility and best practice (e.g. with internal systems) around data





## Aztek's governance actions:-

- We want to be seen as a responsible operator and employer – our reputation depends on it
- We are willing to adopt best practice wherever possible, and have joined Trade Associations and committed to accreditations to ensure this
- We commit to regular audits at all levels (Transport / Warehousing / Accounts / Freight-Forwarding)



*More than just transport...*