2023

Corporate Social Responsibility Report

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Introduction

Within the realm of international trade, we have become more aware of the interconnectedness of our world. As such, the context of Environmental, Social, and Governance (ESG) considerations is a critical lens through which organizations can be evaluated.

This inaugural Corporate Social Responsibility (CSR) report highlights the key areas of growth and opportunities within the landscape of ESG at TecEx.

This publication covers the reporting period of **2023**.

TecEx remains committed to aligning our Company strategy with the Ten Principles on human rights, labor, environment, and anti-corruption. This report provides insight into our progress, including our approach to relevant topics such as human rights, pay equity, and design for sustainability.

Through years of excellent service delivery, TecEx has also achieved official recognition from several bodies for financial and professional competence. We also adhere to various standards of excellence.

At TecEx, we believe that these are essential values for any business:

- **Quality**
- **Sustainability**
- **Security**
- **Partnerships**

We Take Business Seriously

TecEx's objective revolves around furnishing our clients with excellent services. Our meticulous quality control framework guarantees the alignment of our products with our customers' needs.

This is made possible by our adept team of experienced experts. Our quality management system has been certified on the **ISO9001:2015** standard.

Sustainability

Sitting at Bronze through an **Ecovadis** assessment, at TecEx, we understand our impact on the world, and we strive to improve this. This rating is based on four key areas,

- Environment
- Labour & Human Rights
- Ethics
- Sustainable Procurement

Our first order of business is to improve our reporting and transparency with all our stakeholders.

Safe and Secure Data

As with any shipment, we handle your data and professional information with care. Our in-house team of security experts constantly monitors our systems and always looks for room for any innovations. TecEx has a strong information security management system in place that protects our customers' data from unauthorized access, use, disclosure, disruption, modification, or destruction.

At the VATIT group level, our information security management system has been updated to conform to the updated **ISO27001:2022** standard.

Industry Memberships

We are proud to be a member of the most powerful network of independent freight forwarders, the **WCAworld**. This partnership enables us to partner with the best global logistics and freight providers and provide our clients with reliable service at scale.

Message From the CEO

Dear Stakeholders,

I am pleased to present our Environmental and Sustainability Report for 2023. In today's business landscape, prioritizing human and labor rights, ethical governance, sustainable procurement, and environmental concerns is paramount.

The abovementioned pillars of Corporate Social Responsibility are foundational to our corporate culture. We ensure that our operations worldwide respect the rights and dignity of all individuals, uphold the highest standards of integrity and transparency, responsibly source services to minimize environmental impact, support local communities, and prioritize reducing our environmental footprint through conservation and eco-friendly practices.

This report outlines our achievements, challenges, and ongoing commitments in environmental and sustainability initiatives. We remain steadfast in our mission to create a more sustainable future.

Sincerely,

Justin Treger
TecEx CEO

Human and Labor Rights

TecEx is committed to upholding and respecting human rights for all. Our approach to managing global operations is centered around ethical principles and integrity, ensuring a positive impact on the people and communities closely tied to our business.

To ensure that TecEx adheres to the highest human rights standards across the entire value chain, especially with regards to discrimination and harassment as well as diversity and inclusion, we have implemented an internal complaint mechanism that allows any employee to raise any concerns with regard to the following:

- Fair working conditions and freedom from extreme economic exploitation,
- Protection against forced labor, modern slavery, and human trafficking,
- Freedom of Association and the Right to Collective Bargaining,
- Integrity of life and health, including protection against torture and inhumane treatment,
- Occupational Health and Safety,
- Protection of children and freedom from child labor.

In respect of our external suppliers, TecEx is strongly committed to upholding human rights standards, i.e., human and labor rights throughout the entire value chain, and as such, is implementing stringent human and labor rights clauses into our supplier contracts.

We also have human rights questions embedded into our due diligence questionnaires when onboarding our suppliers.

SUSTAINABLE DEVELOPMENT GOALS

5 GENDER EQUALITY

Sustainable Development Goal 5

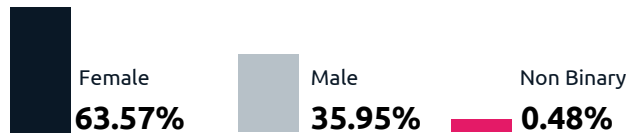Achieve gender equality and empower all women and girls.

EU Reporting Requirement

Social matters and treatment of employees diversity on company boards (in terms of age, gender, educational and professional background).

Harassment Policy

✔ All employees trained on Harassment

Gender Split

Female	Male	Non Binary
63.57%	**35.95%**	**0.48%**

Gender Split: Executive and Upper Management

Female	Male
51.43%	**42.86%**

Human and Labor Rights

Sustainable Development Goal 8

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

EU Reporting Requirement

Social matters and treatment of employees diversity on company boards (in terms of age, gender, educational and professional background).
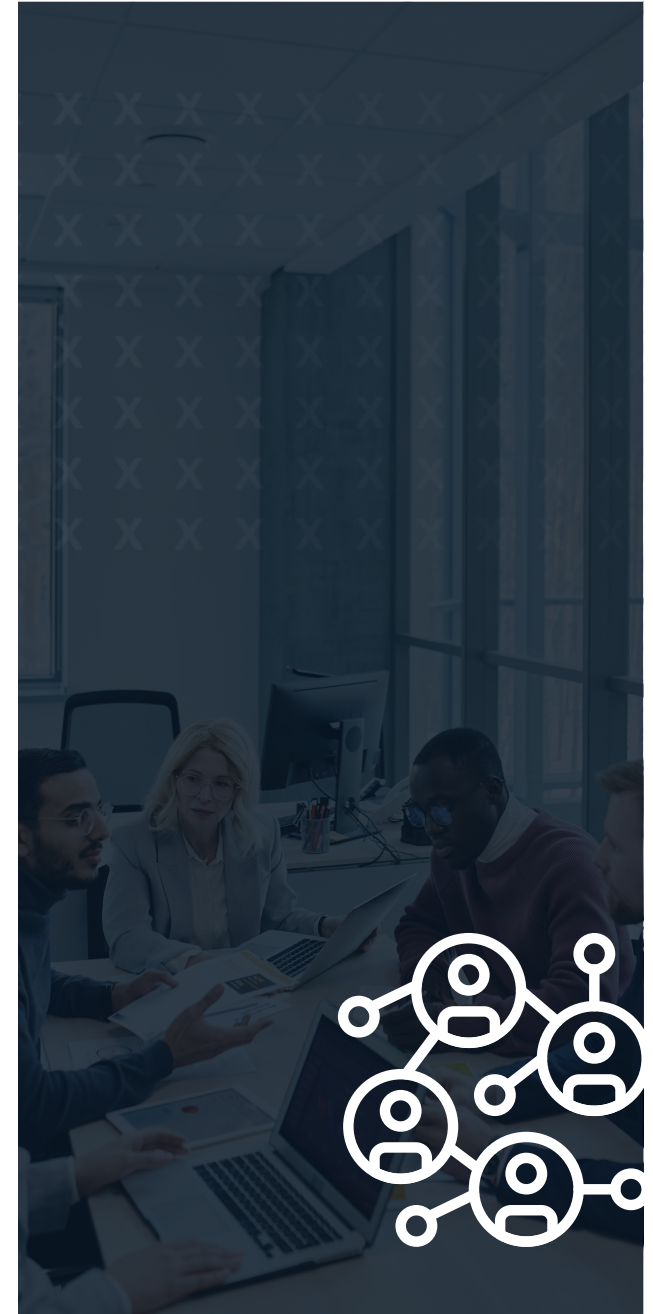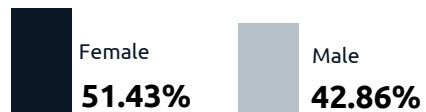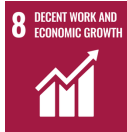
Employees under 30

313/420

under 30

Age Split:
Executive and Upper Management

7/33

under 30

NPS Promoter Score for off-boarded employees

48%

Promoters

Qualification Split

Highest Level of Education	# of Employees
NQF Level 8: Honours	166
NQF Level 7 Bachelor's Degrees and Advanced Diplomas	106
NQF Level 8: Postgraduate Diplomas and Professional Qualifications	90
NQF Level 9: Masters Degrees (Research and Coursework)	28
NQF Level 9: Masters Degrees (Research Only)	11
NQF Level 4: Grade 12 Certificate and FET (Private and Public) Certificate	10
NQF Level 8: Masters in Business Administration (MBA)	4
NQF Level 6: National Diplomas and Advanced Certificates	3
NQF Level 10: Doctorates/PhD	1

Qualification Split:
Executive and Upper Management

Highest Level of Education	# of Employees
NQF Level 8: Postgraduate Diplomas and Professional Qualifications	14
NQF Level 8: Honours	9
NQF Level 9: Masters Degrees (Research and Coursework)	3
NQF Level 7 Bachelor's Degrees and Advanced Diplomas	3
NQF Level 8: Masters in Business Administration (MBA)	2
NQF Level 9: Masters Degrees (Research Only)	1
NQF Level 4: Grade 12 Certificate and FET (Private and Public) Certificate	1
NQF Level 10: Doctorates/PhD	1
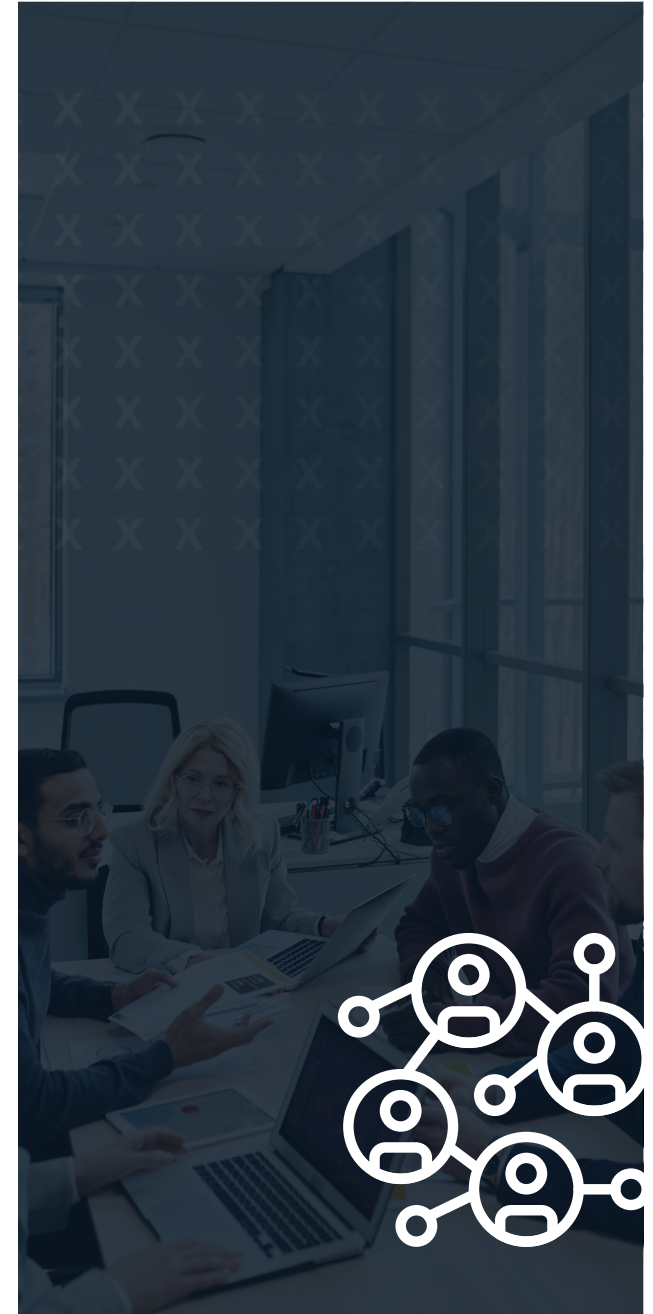
Environmental Protection

As adverse environmental impacts are visible across the entire value chain, TecEx is actively working towards tackling these impacts by upholding high environmental standards.

TecEx's internal Policy is committed to reducing the impact on our immediate environment by:

- We train, teach, and school our employees on our environmental objectives at the initial training stage and continuously throughout their careers at TecEx.
- Maximizing the effective use of our resources. We strive to achieve this by increasing communication and awareness of our efforts in accordance with this Policy and fostering responsible environmental behavior amongst staff, contractors, and suppliers at all levels.
- Promoting environmental stewardship and providing a safe and healthy environment for our employees, contractors, and other stakeholders.
- Managing, monitoring, and striving to reduce the quantity of solid and liquid waste at our office.
- Not only complying with the applicable law in all our operations but also minimizing the risks and impacts through the development of robust systems to implement, measure, monitor, and disseminate excellent environmental performance both within its operations and to the broader community.

As we are not a freight provider and thus do not own any freight assets (i.e., planes and trucks) ourselves, our current internal environmental policy does not provide for science-based greenhouse gas reduction targets, Carbon footprint monitoring, external verification, life cycle assessments, or environment initiatives and performances.

We are committed to delivering reporting on these targets first internally and then our supply chain where possible.
To uphold these environmental standards throughout the entire value chain, it is TecEx's external policy to integrate the following into the procurement process when choosing external suppliers:

- Inserting an Environmental Clause into our existing external supplier contracts.
- Requesting our suppliers to conform to this Policy, if possible, upon procurement.
- Request our suppliers' corporate responsibility policies or environmental policies, if any.
- Motivating our external suppliers to use renewable energy during their operations, where applicable.

We recognize that a large portion of our suppliers are small to medium-sized companies. We interact with them on a continual basis to facilitate growth, and in many cases, due to the size and location of our suppliers, strict adherence to policy is not always possible.

As our suppliers grow and the relationship matures, TecEx encourages measures to comply with environmental controls where possible.

The TecEx Environmental Goals for 2024:

- Engage further with our landlords on the provision of more comprehensive and accurate data to allow us to improve our Scope 1 and 2 emissions reporting.
- Engage with our supply chain to obtain the data required to expand our Scope 3 emissions reporting.
- Expand our reporting to include the emissions of our logistics providers.
- Establish a baseline from the new metrics for the 2024 reporting period.

13 CLIMATE ACTION

Sustainable Development Goal 13

Take urgent action to combat climate change and its impacts

EU Reporting Requirement
Environmental matters.

Calculations based on scientific evidence and best practice. Methodology breakdown available upon request.

Carbon Footprint

Parameter	Unit of Measure	Value
Scope 1 Emissions	tCO2e	1,42
Scope 2 Emissions	tCO2e	673,65
Scope 1 and 2 Emissions	tCO2e	675,07
Scope 1 and 2 Emissions Intensity	tCO2e/employee	1,61
Scope 1 and 2 Emissions Intensity	tCO2e/m2	0,12
Scope 3 Emissions	tCO2e	1 300,58
Business Travel	tCO2e	623,44
Employee Commutting	tCO2e	675,71
Waste Handling and Disposal	tCO2e	1,40

Environmental Protection

Water Footprint

Parameter	Unit of Measure	Value
Water Withdrawals	kilolitres	102,66
Effluent	kilolitres	3,79

Waste Footprint

Parameter	Unit of Measure	Value
Waste Generated	tonnes	3,15
Waste Landfilled	tonnes	2,81
Waste Recycled	tonnes	0,34

Air Pollution Footprint

Parameter	Unit of Measure	Value
NOx Emissions	tonnes	2,67
SOx Emissions	tonnes	5,20
Particulates	tonnes	0,47

Ethics

TecEx complies with all applicable laws, rules, and regulations when working on behalf of our clients, with regulatory agencies, and in the legal jurisdictions where TecEx conducts business. This includes laws and regulations related to:

- Labor and employment
- Health and safety
- Environmental protection
- Anti-corruption and anti-bribery
- Anti-money laundering
- Competition
- Intellectual property
- Data protection
- Consumer protection

Suppliers must also comply with TecEx's own policies and procedures, which are designed to ensure that TecEx's supply chain is ethical and sustainable:

- Suppliers must conduct their business in an ethical manner and act with integrity.
- TecEx will not use any supplier who does not maintain a high level of ethical standards as outlined in our Supplier Code of Conduct.
- Corruption, extortion, and embezzlement are prohibited. Suppliers must not pay or accept bribes or participate in other illegal inducements in business or government relationships.
- Suppliers must conduct their business in a fair and competitive manner, in compliance with all applicable anti-trust laws. They must also employ fair business practices, including accurate and truthful advertising.
- Suppliers must not use child labor and must not use any subcontractor who uses child labor.
- TecEx will not use any supplier who uses child labor or where one of TecEx's employees has been subject to a violation of harassment or discrimination.
- Suppliers must maintain the confidentiality and proprietary information of TecEx and its clients.

Sustainable Development Goal 16

Take urgent action to combat climate change and its impacts

EU Reporting Requirement
Anti-corruption and bribery.

Ethics Incidents vs Shipments

7/17574   or   **0.039%**

Incidents related to ethics violations such as bribery and corruption.

Sustainable Procurement

TecEx requires suppliers to explicitly acknowledge and adhere to the principles embodied in the TecEx Supplier Code of Conduct and to ensure that their own suppliers will also comply with these principles.

Suppliers must enter into non-disclosure and data processing agreements with their own suppliers and/or sub-processors to ensure that TecEx's entire supply chain is adequately protected.

We strive to maintain the standards we set ourselves across the value chain.

To facilitate this, we have developed a Supplier Code of Conduct included in all our contracts with our suppliers.

The TecEx Supplier Code of Conduct can be found on our website.

Metric

100%

\# of New or Requalified* Suppliers who have signed the TecEx Code of Conduct for the 2023 reporting period.

*Active or Reactivated Suppliers requalified on an annual basis.

Conclusion

TecEx has established policies to reduce the environmental, human rights, as well as health and safety impact we have while performing our services to our clients.

While all the controls are important, and they play an important part in the selection of our suppliers, due to the diverse and global nature of our business, strict enforcement is not currently always possible.

We are committed to actively working towards more strict compliance processes across all parts of the value chain.

TEC(EX) Learn more at **tecex.com**
or email us at **info@tecex.com**