

# ARIJUS UAB SUSTAINABILITY REPORT 2022

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# 1 ARIJUS: THE STORY OF SUCCESSFUL FAMILY BUSINESS





## ARIJUS: THE STORY OF SUCCESSFUL FAMILY BUSINESS

Arijus is one of the largest cargo transportation and forwarding companies in Lithuania, operating since 1992. The company is a pioneer in containerised cargo transportation in the country.

Arijus can be described as a story of a successful family business. The beginning of this story dated back to 1992, when Arijus Ramonas, the director general of Arijus, established a company in Kaunas that became the representative of “Maras linija” container shipping line in Lithuania. It was the first business of its kind in the history of independent Lithuania.

Today, 31 years later, Arijus UAB is one of the logistics leaders in Lithuania. Its team consists of more than 370 employees working in 13 companies of the group in Lithuania, Latvia, Estonia, the Netherlands and Germany. During this period, the experienced, innovative and courageous Arijus team attracted many large and successful ocean shipping companies to the Port of Klaipėda and the region, established the first short-distance shipping line in Lithuania, was the first in the country to implement the shuttle container train project and carried out a test shipment.

Today, the company provides door-to-door logistics services worldwide. It carried out freight forwarding by sea, road transport, railway, air and combined transport, professionally transports dangerous and oversized cargo, provides storage, vessel chartering, customs brokerage and other logistics-related services.

Arijus UAB has won many significant awards – the titles of the Exporter of the Year and the Lithuanian Forwarder of the Year, the gold medal of the Lithuanian Product of the Year Awards, etc.







## FOREWORD BY THE COMPANY HEAD

We all probably heard about the chaos caused by disrupted supply chains during the pandemic. Logistics and transportation are part of this chain. Global events and processes have a direct impact on our business, because we are a link, or a bridge, between various countries and economies.

It is not for nothing that when analysing economic cycles, experts pay significant attention to the indicators of the logistics sector – they are the first to signal any coming changes. In addition, it has been recognised that good indicators of this sector always allow us to assert that the state of the economy as a whole is also in order. Therefore, Arijus' goal today is to continue leadership in the business, maintaining the stability of its financial results and the sustainability of all activities.

We believe that progress in sustainability or ESG (Environmental Protection, Social Responsibility and Governance) is the path to leadership. On the one hand, it is an analysis and evaluation of one's impact on the environment, on the other hand, it is an active search for new opportunities and more advanced solutions. Not only for own benefits, but also for partners, customers and communities. We understand our influence on the free movement of goods and services, international trade, labour employment and various unique projects that require the expertise and technology of our specialists (for example, to transport parts of wind turbines).

Thus, our services are needed by various companies – from trade to industry, construction or energy. We strive to do our job perfectly every day, because we are responsible for many different projects.

We also understand the impact of our activities on the environment. We are part of a large process, and by being smart and ambitious we can reduce our footprint and that of the entire freight chain. Therefore, we pay consistently more attention to the ESG, we are interested in good practice and communicate with partners. We also look at our business strategy through the prism of the ESG. This allows us to highlight the most important achievements, facts and data, as well as future perspectives and goals in the field of sustainability.

Europe is determined to be a leader in green changes, to achieve climate neutrality in the economy, and to invest billions of euros in new technologies.

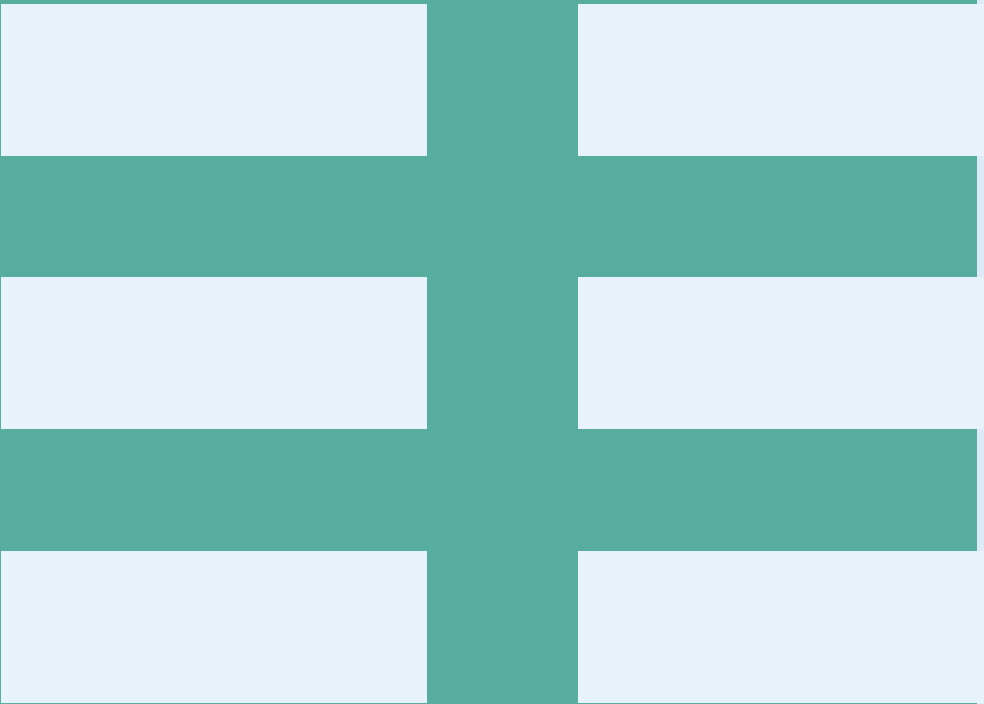
Innovation and purposeful changes have always been the axis of strategy of Arijus group of companies. This is evidenced by the ever-growing list of our activity certificates, the implementation of legal requirements ahead of time, the set of the company policies and simply our everyday decisions.

In more than 30 years of operation in the market, we have learned to anticipate most obstacles and challenges. We learned to prepare for it, to overcome it, and to adapt. We find or create a path. With this first sustainability report, we begin the story of how we are on the path to sustainability, what we see ahead, and how we are committed to meeting the ESG challenges – environmental protection, social responsibility and governance.

Yours faithfully,  
**Arijus Ramonas**  
Director General of Arijus UAB

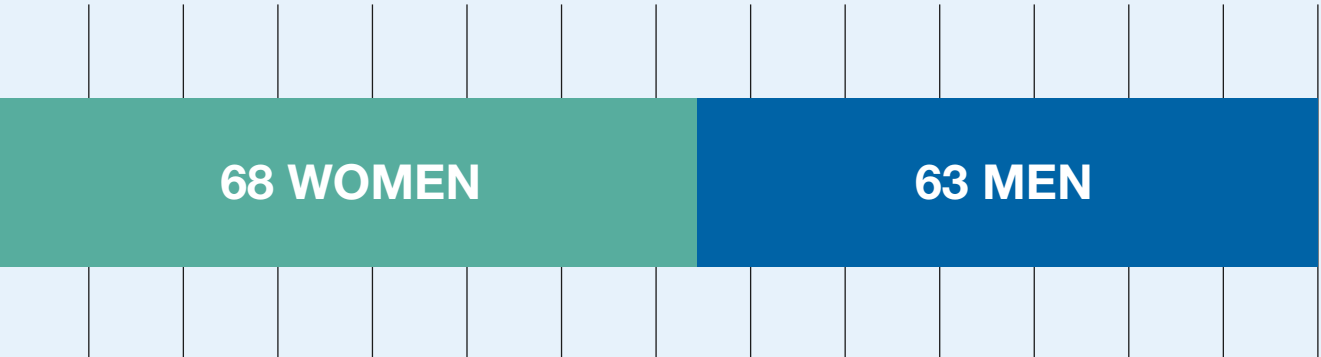


# 2 OUR SOCIAL IMPACT



- 2.1. OUR STAKEHOLDERS
- 2.2. TEAM
- 2.3. SAFETY IS CRUCIAL
- 2.4. CONTINUOUS IMPROVEMENT

NUMBER OF EMPLOYEES IN ADMINISTRATION – 68 WOMEN, 63 MEN



198 male drivers, 3 female

From the very first days, Arijus has been working in a socially responsible manner, taking care of its employees and following ethical work practices. Taking international practice into account, we decided to give meaning to our long-standing operating principles and get certified according to the SA8000 standard. This standard was chosen because it is the only social responsibility standard under which certification is carried out.

The SA8000 certificate confirms that we are ethical and socially responsible. It testifies that we adhere to our values, viewpoints and take social responsibility.

Obviously, this process was more than just a formality – we used this opportunity to learn and improve while implementing the standard.

OCCUPATIONAL SAFETY ISSUES

2020	2021	2022
0	0	0

Arijus UAB became the first transport company in Lithuania to be awarded the SA8000 social responsibility certificate. According to the data as at August 2023, only six companies in Lithuania are holder of this certificate.

In pursuit of SA8000 certification, we reaffirmed that we have always moved in the right direction in fostering our organisation’s ethics and social responsibility. It concentrates and unites our employees and determines their loyalty.



**SA8000** is a social responsibility certificate based on the conventions of the International Labour Organization (ILO), the Universal Declaration of Human Rights and the United Nations Convention on the Rights of the Child. Aspects assessed in the certification process include child labour, compulsory and forced labour, health and safety, freedom of association and right to collective bargaining, discrimination, disciplinary practices, working hours, remuneration, and management.

## OUR STAKEHOLDERS

We understand that not only strategy, appropriate decisions or market rules are important in our activities. The most important aspect is our stakeholders and dialogue with them, as this helps ensure a harmonious and sustainable business environment. Proper assessment of stakeholder needs allows us to effectively adapt to changing market conditions and ensure that our operations are aligned with and meet the expectations of all stakeholders.

Transparency and accountability to employees and partners have always been enshrined in our values. Therefore, we periodically provide information about our activities to stakeholders who are interested and request information.

During meetings with employees, managers review quarterly, half-yearly and annual performance results. We share information with financial institutions, banks and leasing companies. We provide customers and partners with relevant information as needed.

We do not have a board or a supervisory board in the organisation, but in order to involve employees in the creation and implementation of the company's strategy, we have created the Team of Strategists.

We are committed to open dialogue with all stakeholders – employees, suppliers, customers, credit institutions, insurers and supervisory authorities – State Tax Inspectorate, SoDra, Customs Department and Labour Inspectorate.

We value the discussion that takes place during meetings, and we also actively provide information on our website, in the media and on special platforms – the portal of the Centre of Registers at [registrucentras.lt](http://registrucentras.lt) and the company's register portal at [rekvizitai.lt](http://rekvizitai.lt).

### Active dialogue with stakeholders is supported by associations of which we are members:

- **Lineka** (Lithuanian National Association of Forwarders and Logistics) – A. Ramonas is a member of the Presidium and Vice President;
- **LLAEA** (Lithuanian Association of Shipping Agents and Forwarders) - A. Ramonas is a member of the Board;
- **Linava** (Lithuanian National Road Carriers Association);
- **LGSPA** (Lithuanian Defence and Security Industry Association);
- **LPK** (Lithuanian Confederation of Industrialists);
- **LiMa** (Lithuanian Marketing Association);
- **KPPAR** (Klaipėda Chamber of Commerce, Industry and Crafts);
- **British Chamber of Commerce;**
- **TIA** (Transport Innovation Association);
- **FIATA** (International Federation of Freight Forwarders Associations);
- **agent networks;**
- **WWPC** (Worldwide Project Consortium);
- **PLA** (Project Logistics Alliance);
- **GLA (Global Logistics Associates);**
- **Kaunas Carriers Club;**
- **Customs Practitioners Association;**
- **American Chamber of Commerce Association.**

We are also members of agent networks.



**SQAS** is the Safety & Quality Assessment System, like a safety report card for companies operating in the chemical industry. It is a comprehensive evaluation system

that checks how safe and environmentally friendly the company's operations are. Think of it as an inspection to ensure that a company is maintaining high standards of safety, quality and environmental responsibility. It is a way of proving that companies are doing business the proper way, protecting people and the planet.

Arijus has had this rating since 2013.



TEAM

In 2022, the Arijus team employed 378 specialists – we have maintained this number of employees for the third year in a row. Each of them is a specialist in their field and we are happy with their decision to link their future with Arijus.

The majority of the team is made up of men, who find the logistics business more attractive for historical reasons. However, we emphasise that all provisions in the organisation’s hiring processes are gender neutral. We are also proud that in our organisation, regardless of gender, we pay all employees the same wage for the same work or work of equal value.

According to Eurostat, in 2021, the wage gap between men and women in the private sector in Lithuania amounted to 14 per cent. The situation in Arijus companies is different – here the salary balance has already been achieved. It should be noted that the average salary of women is even higher than that of men. As at June 2023, women’s wage was EUR 2,736.79, men’s – EUR 2,592.71 (overall average – EUR 2,621.32).

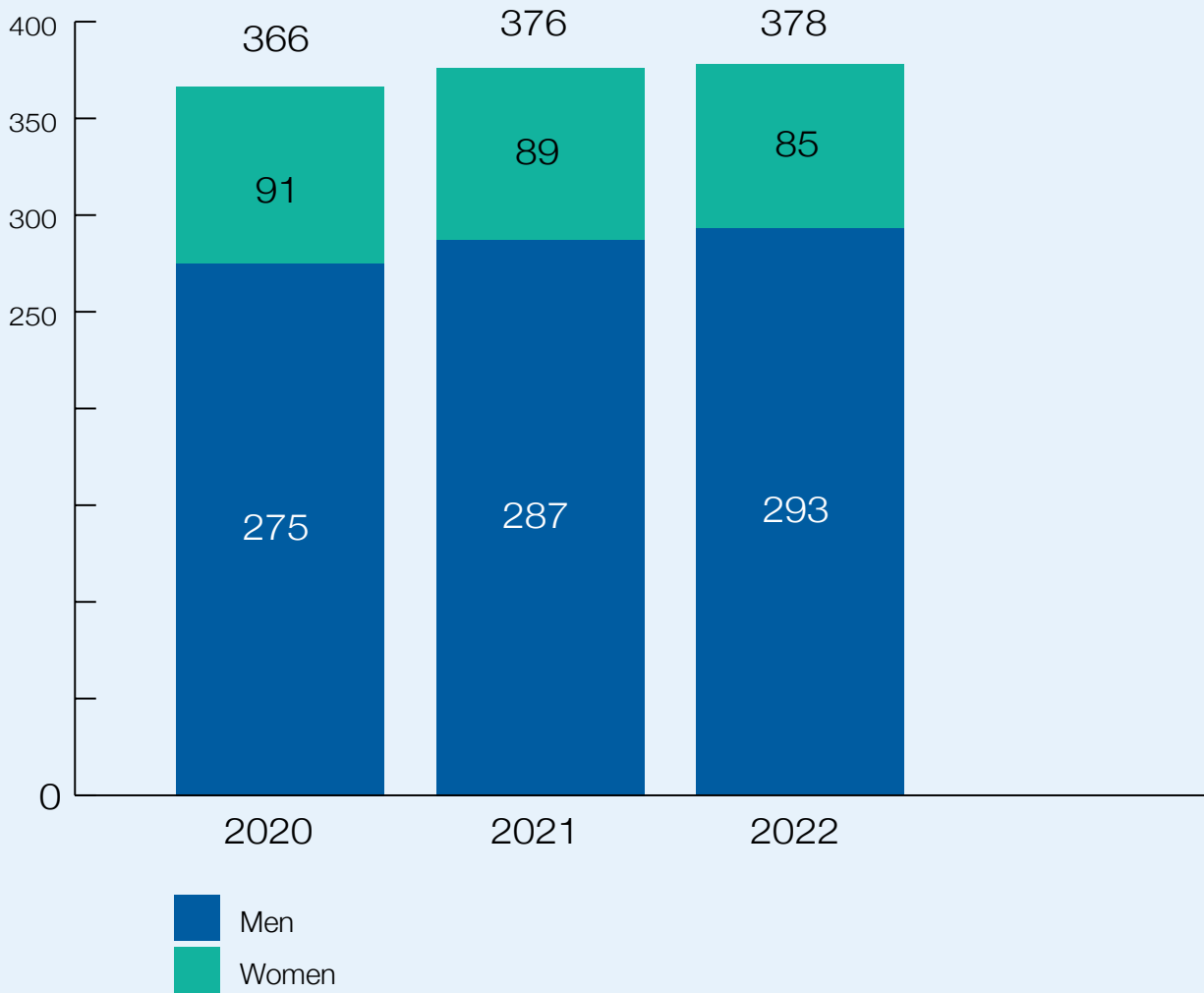
All employees are provided with additional health insurance, various health examinations are carried out free of charge, and to prevent seasonal diseases, employees are offered vaccinations. We encourage employees to pay attention to their well-being and health through various social initiatives.

In accordance with our Equal Opportunities Policy, we ensure that persons with special needs can work in Arijus companies. In the organisation, we create an environment where everyone can reveal their abilities and develop competencies.

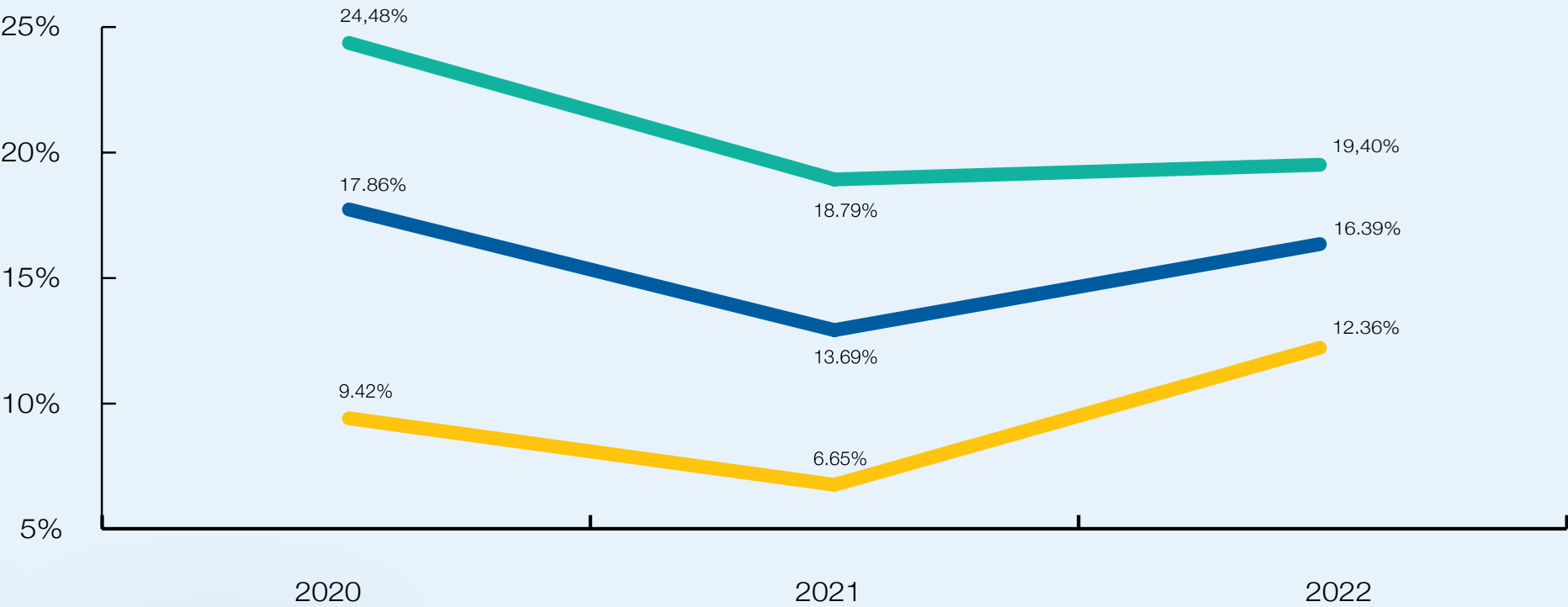
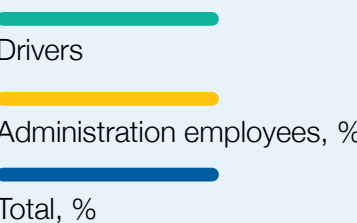
NUMBER OF ARIJUS EMPLOYEES



NUMBER OF EMPLOYEES AND GENDER BALANCE IN THE ORGANISATION



NUMBER OF EMPLOYEES AND GENDER BALANCE IN THE ORGANISATION



SAFETY IS CRUCIAL

Security is an area where there can be no compromises or bypasses. Approved occupational safety instructions and implementation of the SQAS (Safety and Quality Assessment System) strengthened our commitments and their quality. Our goal is to ensure an integrated approach to operations and the well-being of all stakeholders. We take care of the safety of our employees the same way we take care of the safety of our customers.

We focus a lot of attention on occupational safety and health training for employees, which are held regularly. We periodically prepare Behaviour Based Safety (BBS) training; It is no less important that our employees know how to use work equipment correctly and handle cargo properly.

Every day we participate in road traffic and we expect that Arijus drivers demonstrate impeccable etiquette and set a good example for the traffic participants in the transport sector. We invest in driver training continuously and consistently, because safe employee journeys and a better driving culture on the roads of Lithuania and other countries are important to us.

These commitments are the cornerstone of our pursuit of quality, safety and sustainability within the company. It is an integral part of our daily work.

REPORTED OCCUPATIONAL SAFETY ISSUES

2020	2021	2022
0	0	0

CONTINUOUS IMPROVEMENT

Various internal trainings and trainings organised with external partners strengthen and expand our competences and show the way to new projects.

Before 2022, we counted only external trainings, however, from 2023 we are also starting to count the hours dedicated to internal training – customer service, economical driving or other topics. We feel that employees want to be more and more involved in the community life by participating in various volunteering projects, etc., therefore, we grant them the opportunity to spend 2 paid days a year on volunteering activities.

Employee feedback is very important to us. Starting 2023, we will conduct a periodic survey of employee satisfaction

and engagement, which will involve all employees of the group, including drivers and forwarders. We also always conduct employee opinion surveys after internal company initiatives, events and trainings. It is important for us to know how employees value their working conditions, environment, and organisational culture. The insights of colleagues help the organisation to discover new ways of improvement.

By actively implementing our Transparency and Trust Policy, we ensure opportunities for employees to make complaints, including anonymous reports, about the risk of corruption, unethical behaviour, etc. The procedure for examination of complaints is regulated in the Internal Work Regulations.

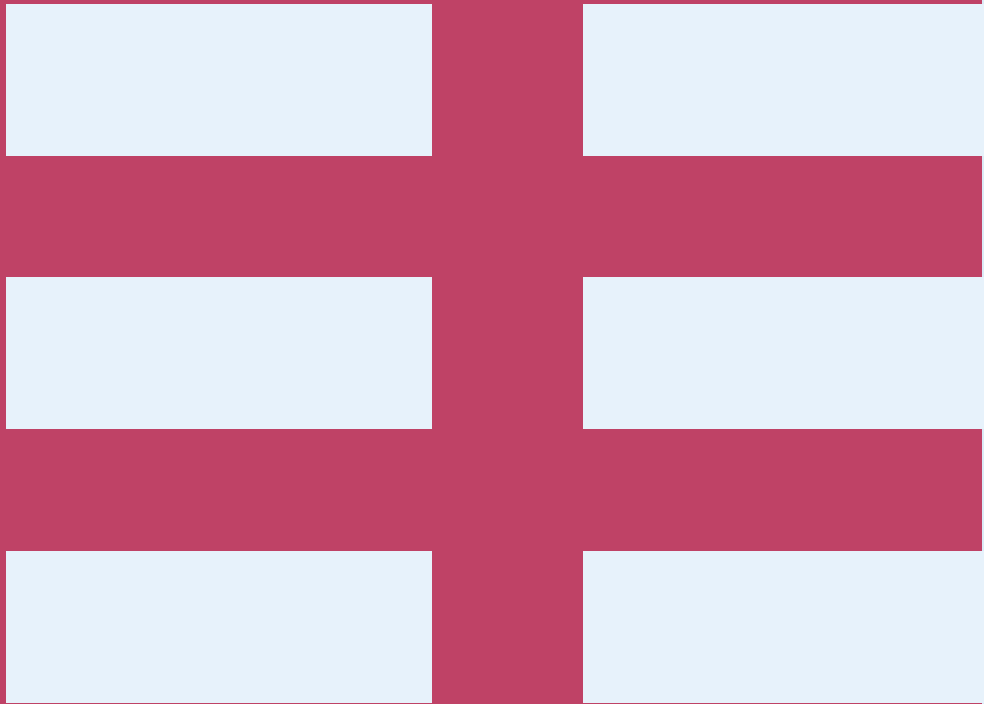
NUMBER OF HOURS DEVOTED TO TRAINING OF ARIJUS EMPLOYEES

	2022	PER EMPLOYEE
DRIVERS	1586 h	6,9 h
ADMINISTRATION EMPLOYEES	124 h	1,2 h
MANAGERS	281,5 h	8,28 h



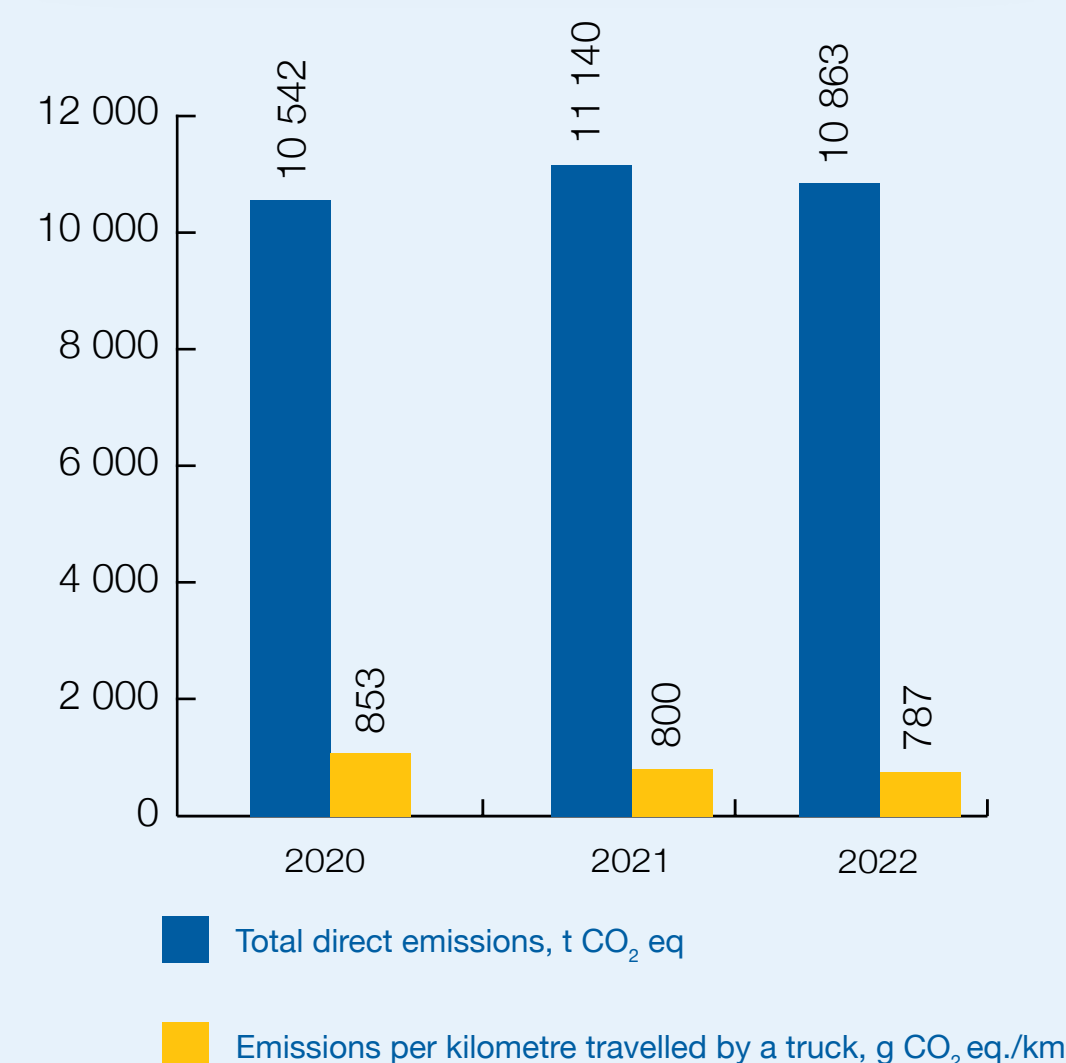
# 3

# OUR IMPACT ON THE ENVIRONMENT



- 3.1. TRANSPORT FLEET EMISSIONS
- 3.2. HOW WE USE ELECTRICITY FOR ADMINISTRATIVE ACTIVITIES
- 3.3. HEATING OR COOLING ENERGY CONSUMPTION IN THE ORGANISATION'S OFFICES
- 3.4. WATER CONSUMPTION
- 3.5. PAPER CONSUMPTION
- 3.6. BUSINESS TRIPS

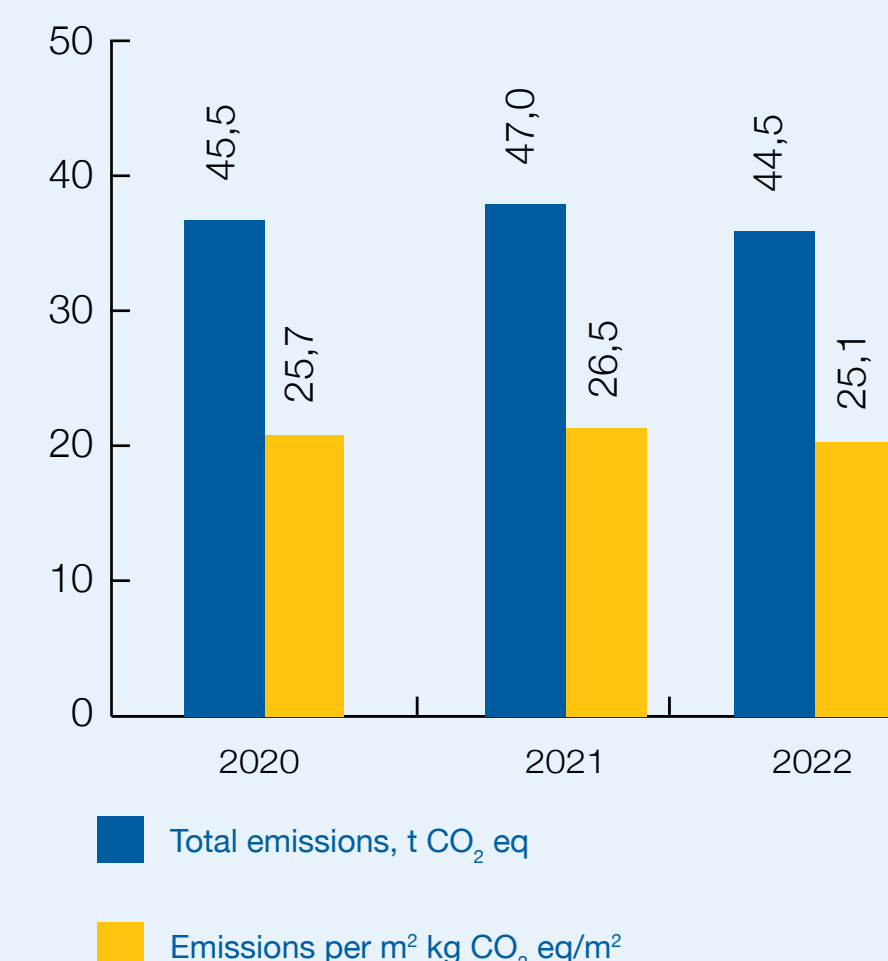
**Scope 1 emissions: pollutants directly entering the environment due to our activities or come from the use of fuel in cars and trucks**



Measures to reduce emissions from trucks or heavy goods vehicles are important to reduce the environmental and human health impacts of road transport. These measures include technological innovations, operational process changes and regulatory measures. Namely:

- stipulating the culture of economical driving;
- compliance of the company's own truck fleet with the requirements of the EURO 6 standard;
- interactive monitoring and control of driving efficiency;
- regular truck maintenance, which can increase truck performance and reduce fuel consumption;
- route optimisation.

**Scope 2 emissions: indirect emissions from our operations, include the consumption of electricity and district heating in the company's operations**



Although costs and building emissions are not significant, the company applies energy efficiency guidelines. The international energy use standard ISO 50001 has also been implemented. This standard helps the company manage its energy consumption more efficiently and reduce energy costs and GHG emissions.

We report data on direct and indirect emissions (Scope 1 and Scope 2 emissions) from energy consumption, and next year we intend to do detailed calculations and report figures for indirect emissions (Scope 3 emissions) across the supply chain.



## TRANSPORT FLEET EMISSIONS

Climate change is one of the biggest dangers and challenges of our time, and its effects affect many different areas of our lives. Although transport provides enormous socioeconomic benefits, we pay a high price for the convenience of transporting goods: the transport sector is one of the biggest polluters of the environment worldwide. This is because the vast majority of vehicles are powered by petroleum products, which, during combustion, emit pollutants and greenhouse gases (GHGs) that accelerate climate change. In 2021, the transport sector in Lithuania accounted for 30 per cent of the country's total emissions.

By managing the impact on the environment, Arijus assumes responsibility in the field of environmental protection and adheres to the precautionary principle, which helps to ensure compliance with legal acts and other regulatory requirements. For this purpose, the company has implemented a management system in accordance with the requirements of the international standard ISO 14001:2015 and follows the provisions of the social responsibility standard SA8000.

Arijus contributes to long-term climate change mitigation goals and has started to assess its GHG emissions. This process is becoming increasingly important not only for environmental reasons, but also for business competitiveness and legal requirements.

The company's GHG emissions are assessed according to the international Greenhouse Gas Protocol (GHG Protocol)

and are calculated by assigning the sources of GHG emissions into groups according to emission levels.

We plan, implement and evaluate our activities according to international standards. As a result, we are competitive throughout Europe and gain the trust of our customers and partners. By trusting each other, we can talk openly about the environmental impact of supply chain participants, share experiences and best practices. Therefore, our colleagues in foreign offices no longer ask why we clean the environment in the spring, because they know about the Let's Do It (Lith: „Darom“) tradition – just like the entire country, our team contributes to the environmental management initiative.

However, our practice is even more important in the optimal management of batteries, old tires and other vehicle waste. We regularly return truck waste to suppliers for disposal. The waste generated during the repair of passenger vehicles and trucks is taken care of by our partners – repair garage services.

We look forward with determination as we nurture our good environmental practices. We clearly see how and where we can improve, and we define it in our company's strategy.

The transition to less polluting vehicles and renewable energy sources is a long-term goal of Arijus company, which reflects society's expectations regarding the future of the transport and logistics sector.



**ISO 14001** standard is the Earth-friendly cousin of ISO 9001. Its purpose is to help organisations take care of the environment. It is like a manual for companies, providing guidelines on how to reduce their environmental impact. It encourages you to identify and control your environmental impact, such as reducing waste and energy consumption. ISO 9001 focuses on quality, while ISO 14001 is a green path to a cleaner and greener future for companies.

Arijus has been following this standard since 2007.

<sup>1</sup> GHG emissions are calculated by multiplying performance data by a standard emission factor. Total emissions are expressed in tonnes of CO2 equivalent (t CO2 eq). Activity data comes from commercial invoices. We use the emission factor indicated in the official sources – the Lithuanian National Accounts Report or the UK Department of Environment, Food and Rural Affairs (DEFRA).



HOW WE USE ELECTRICITY FOR ADMINISTRATIVE ACTIVITIES

	2020	PER EMPLOYEE	2021	PER EMPLOYEE	2022	PER EMPLOYEE
ARIJUS UAB, KAUNAS, KWH (ESO)	30 950	2381	33 794	2600	28 759	2212
ARIJUS UAB, KLAIPĖDA, KWH	80 098	900	78 090	877	77 203	867

*\* In our Klaipėda office electricity is also used to charge electric cars.*

In Klaipėda, the companies Kontransa, Marikonta and Arijus Transport are located in the same premises as Arijus, so electricity consumption is calculated jointly for all companies.

Several companies under one roof are an opportunity to take advantage of economies of scale and optimise energy costs, as well as to ensure smoother mutual cooperation and communication. Therefore, shared premises for us mean more energy savings and more synergy.





# HEATING OR COOLING ENERGY CONSUMPTION IN THE ORGANISATION’S OFFICES

	2020	PER EMPLOYEE	2021	PER EMPLOYEE	2022	PER EMPLOYEE
„ARIJUS“, UAB, KAUNAS	-		-		-	
„ARIJUS“, UAB, KLAIPĖDA, KWH	129 465	1455	150 419	1690	138 542	1557

# WATER CONSUMPTION

GRI 303-5	2020	PER EMPLOYEE	2021	PER EMPLOYEE	2022	PER EMPLOYEE
„ARIJUS“, UAB, KAUNAS	87	7	71	5	107	8
„ARIJUS“, UAB, KLAIPĖDA	1380	16	1380	16	1380	16

PAPER CONSUMPTION

	2020	PER EMPLOYEE	2021	PER EMPLOYEE	2022	PER EMPLOYEE
„ARIJUS“, UAB, KAUNAS	70	5	70	5	145	11
„ARIJUS“, UAB, KLAIPĖDA	480	5	510	6	460	5

Our offices in Latvia, Estonia, the Netherlands and Germany rent their premises. According to the contract, the part of utility services is included in the total rental price, so we do not know the exact annual data. We aim to have this information in the future.

The company has implemented the ISO 50001 (energy use management systems) standard. In order to better and more sustainably control energy consumption, we collect electricity, water and fuel consumption data. The collection of this data makes it possible to take targeted actions in order to reduce energy consumption in our activities. We constantly apply rules of responsible behaviour that include work with computers, heating, batteries, lighting, paper use, water and cooling.



**ISO 50001** is like an energy saving map. It provides a path to help organisations manage and reduce energy consumption. Think of it as a set of tools that companies can use to work more efficiently, reduce energy costs and reduce their carbon footprint. It is like a guide to help companies save the planet and save money.

Arijus has been following this standard since 2022.



# BUSINESS TRIPS OF OUR TEAM

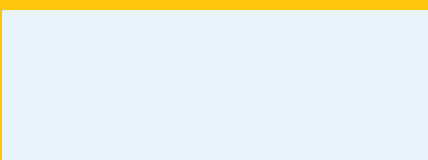
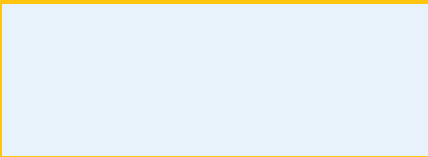
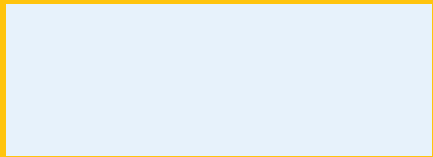
We are logistics professionals, our path stretches across Lithuania and crosses national borders. Driving is our job. The purpose of administrative staff business trips is to build business relations, discuss cooperation opportunities with existing and future clients and otherwise represent the interests of Arijus. The trips of the special projects department employees are especially important during planning – we have to prepare the way for a smooth journey of cargo to the customer’s door.

For Arijus drivers, business trips are an everyday thing. This is their craft and we pay them a fair wage for it. We are monitoring the trends of autonomous transport, but for now, truck drivers are irreplaceable operators of trade roads for us, the country and the world.

	2020	2021	2022
ADMINISTRATION	45	60	40
FORWARDING DEPARTMENT	0	28	78
FINANCE AND RISK MANAGEMENT DEPARTMENT	2	0	2
SHIPPING LINE SERVICE DEPARTMENT	21	20	23
OWN VEHICLES DEPARTMENT	51	140	79
MARKETING	47	4	46
SPECIAL PROJECTS DEPARTMENT	752	755	1117
KONTRANSA UAB	14	14	38
MARIKONTA UAB	7	6	10
ARIJUS TRANSPORT UAB	25	53	58
BUSINESS TRIPS OF COMPANIES’ ADMINISTRATION	964	1080	1491
ARIJUS UAB DRIVERS	39599	40086	40549
ARIJUS TRANSPORT UAB DRIVERS	3935	3570	3557
BUSINESS TRIPS FOR COMPANY DRIVERS	43534	43656	44106
ALL BUSINESS TRIPS	44498	44736	45597

4

TRANSPORT  
FLEET  
SUSTAINABILITY



	TOTAL VEHICLES, PCS.	TOTAL FUEL CONSUMPTION, L	FUEL CONSUMPTION PER VEHICLE, L	TOTAL VEHICLES, PCS.	TOTAL FUEL CONSUMPTION, L	FUEL CONSUMPTION PER VEHICLE, L	TOTAL VEHICLES, PCS.	TOTAL FUEL CONSUMPTION, L	FUEL CONSUMPTION PER VEHICLE, L
	2020			2021			2022		
1. ADMINISTRATION:									
1.1. NUMBER OF DIESEL VEHICLES	35	53875,04	1539,29	42	77468,93	1844,50	40	72436,28	1810,91
1.2. NUMBER OF PETROL VEHICLES	11	13198,45	1199,86	12	14680,89	1223,41	15	19159,97	1277,33
1.3. NUMBER OF HYBRID VEHICLES	7	12148,58	1735,51	10	25421,79	2542,18	12	32946,81	2745,57
1.4. NUMBER OF ELECTRIC VEHICLES	0			0			0		
2. LOGISTIC OPERATIONS									
2.1. DIESEL TRUCK	151	3918415,00	25949,77	156	4109324,00	26341,82	167	3999564,00	23949,49

With almost 170 vehicles, not only is there a big responsibility for the CO2 footprint, but also a huge potential for change. The development of electric vehicles has long been in our sight, and we are constantly delving into the advancement of hydrogen technology. We are always open and ready to try innovations in our field.

Obviously, practice shows that when conducting tests, one has to remember the thought of the famous inventor Tom Edison about 10 thousand discovered methods that do not work. We have repeatedly experienced that the conditions for the implementation of some advanced solutions are not yet favourable, and the environment or existing infrastructure is not prepared and not adapted to the changes.

However, you cannot discover new ways without trying – we apply this principle both when testing electrically powered trucks on Lithuanian roads and when carrying out other projects. We are convinced that every innovation can find its niche, where it will be used most effectively. Such niches abound in the transport and logistics sector, as do opportunities to transform this branch of the economy into a greener and more environmentally friendly one.

Every year, we modernise our fleet of vehicles and raise the qualifications of our drivers. In 2022, our fleet consisted of modern and EURO 6 compliant Mercedes Benz, Volvo, Scania, DAF and MAN trucks.

Fuel for passenger cars is calculated based on the amount filled.

The fuel consumption of trucks is calculated based on the distance travelled.

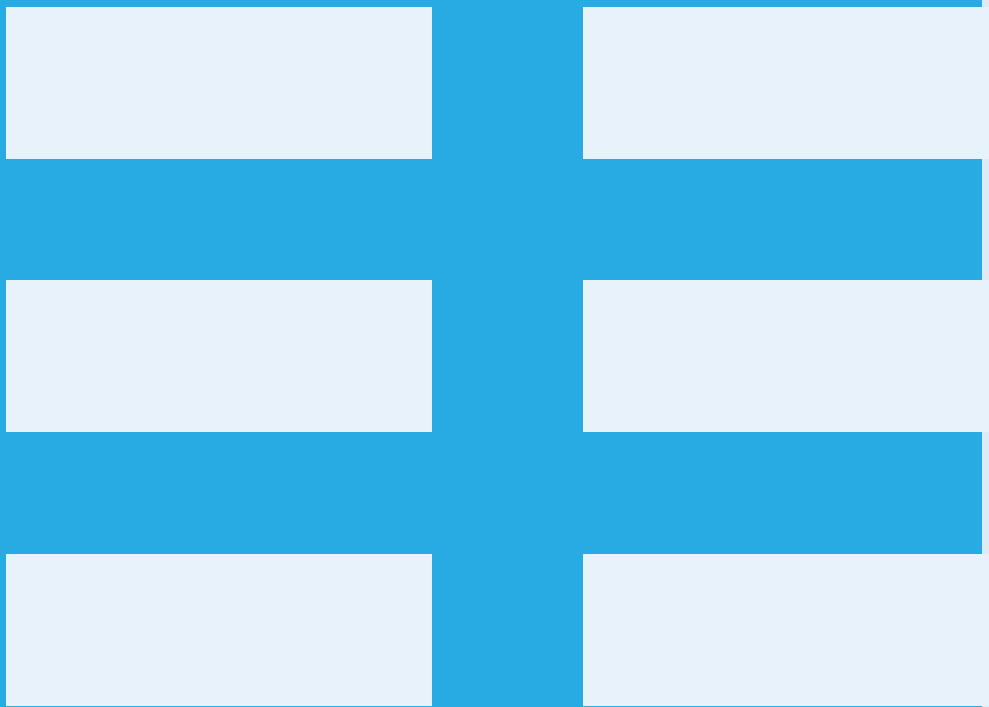
Biofuels make up a maximum of 8% (EN 590 standard) of diesel.

We believe that every step we take counts in increasing sustainability. Even if very common or quite simple: we all sort the waste and return the beverage deposit packages to their collection points.



# 5

# OUR GOVERNANCE

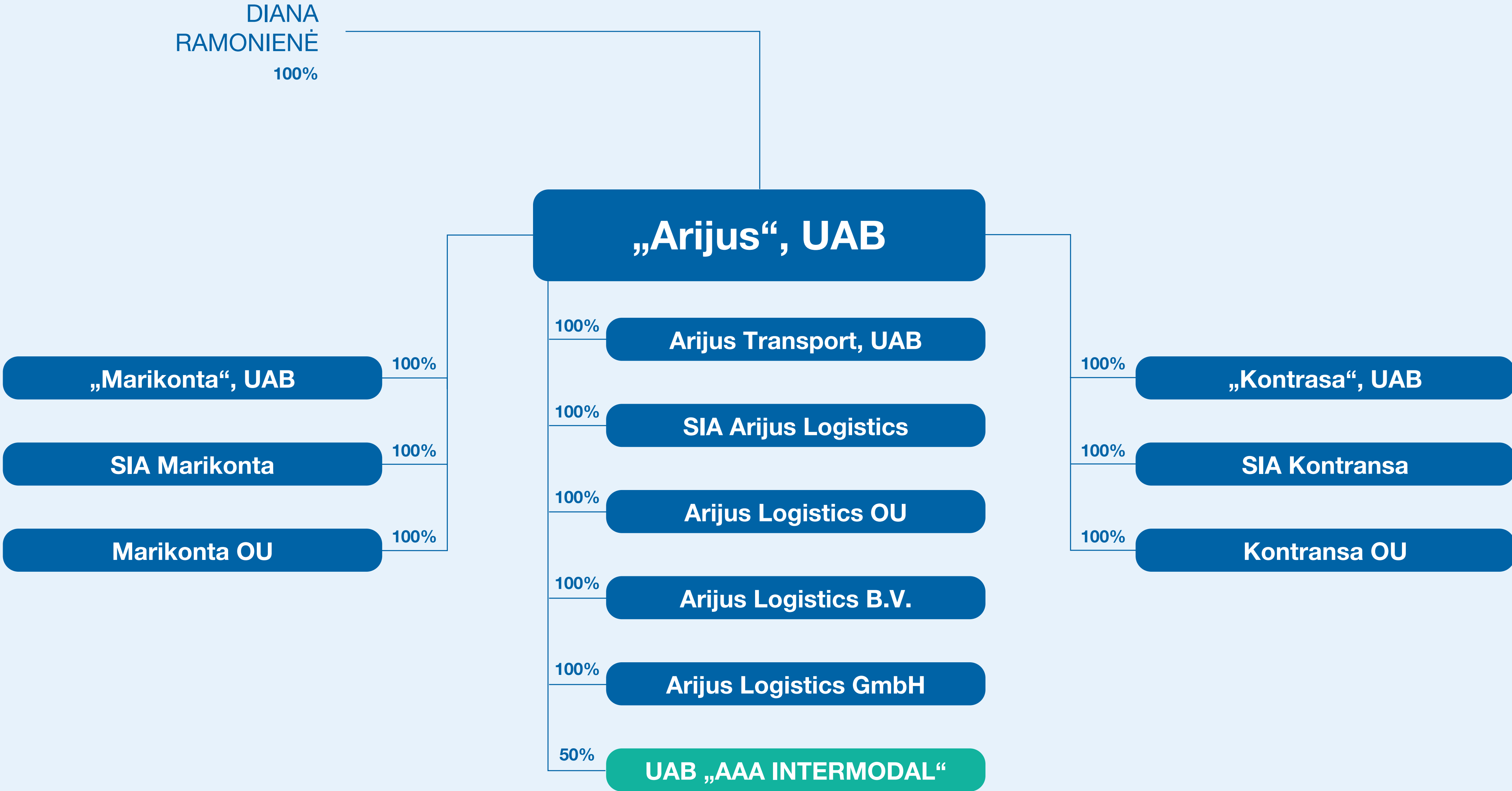


5.1. WE ARE PROUD OF EVERYONE

5.2. HOW OUR ORGANISATION WORKS

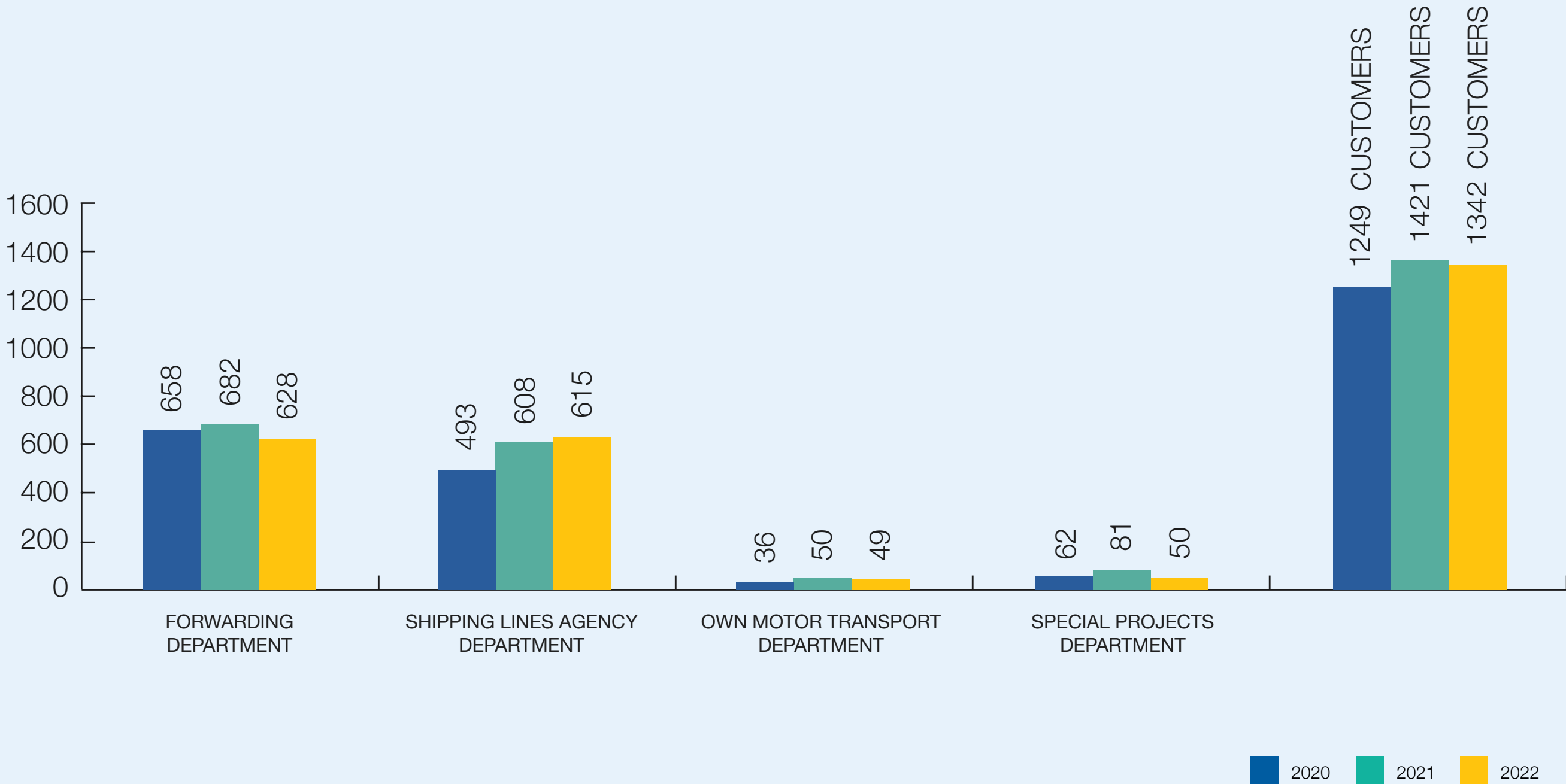
5.3. SERVICES

SHAREHOLDER AND GROUP COMPANY TREE

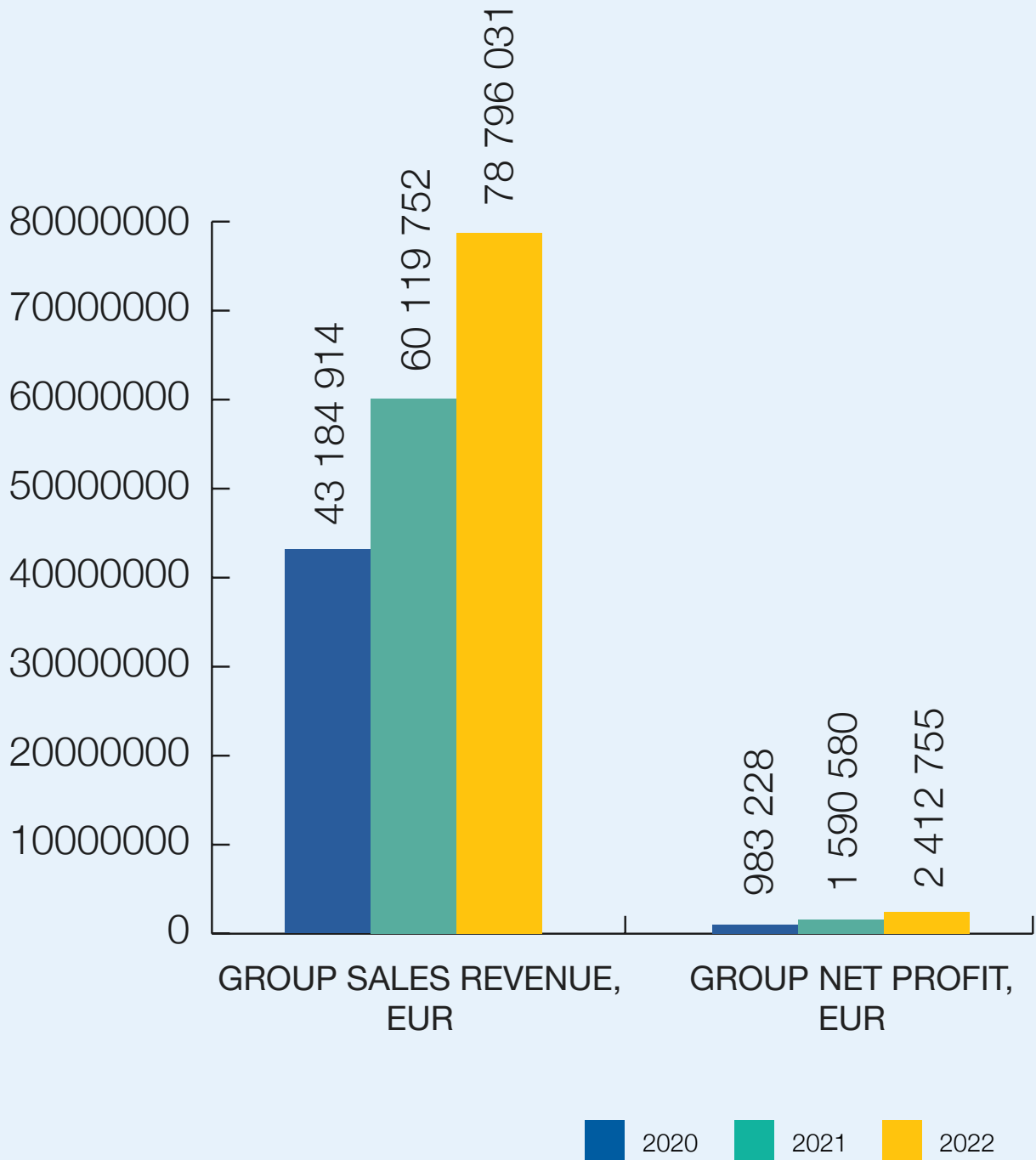


\*AAA Intermodal is in liquidation.

NUMBER OF CUSTOMERS



GREAT ACHIEVEMENTS



The companies of the Arijus group are created and developed in such a way that we can extract the greatest possible synergy of activities and find the best and most convenient solutions for our customers. That is why our vision is **logistics solutions at the click of a button**.

By understanding the needs of the market and customers, we can offer a complete package of logistics services and various solutions. This is our path to our goal of increasing sales in all companies of the group.

We are strengthening our competences and company structure in order to increase business digitisation (development of IT systems), creating start-ups, increasing the share of low-emission vehicles in our transport fleet, installing charging stations, developing a service sales strategy, analysing green energy development opportunities, etc.



## WE ARE PROUD OF EVERYONE

In addition to the aforementioned SA8000 certificate, our company holds the ISO 9001 quality management system certificate, ISO 14001 environmental management system certificate, ISO 50001 energy management certificate, and SQAS safety and quality assessment certificate (related to transportation of dangerous goods), etc. All these certificates are significant because they create added value, provide access to local and global markets, reduce risks in terms of quality, safety and the environment, help to prove that we operate sustainably while ensuring quality and safety, responsibly and ethically, and they help to improve.

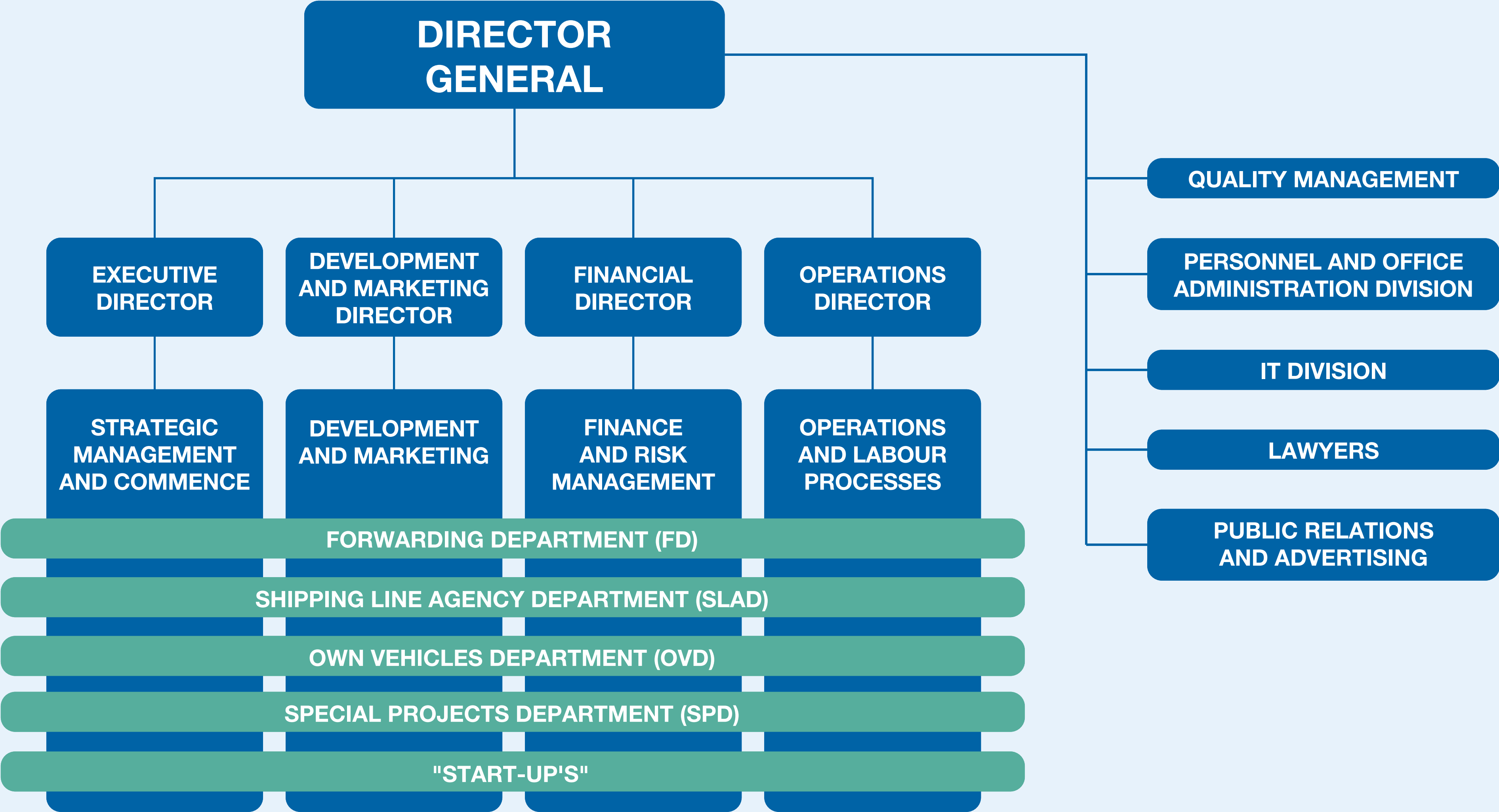
- **SA8000 certificate** – since 2023
- **ISO 9001 certificate** – since 2004
- **ISO 14001 certificate** – since 2007
- **ISO 50001 certificate** – since 2022
- **AEO certificate** (customs facilitation / safety and security) – since 2013
- **SQAS certificate** – since 2013

It should be noted that we carefully protect sensitive data. The protection of candidate, employee and customer data is part of our Personal Data Retention Policy. Based on this policy, we ensure privacy and data security. We take care of the data and handle it responsibly in accordance with the description of the procedure for implementation of the Policy.





HOW OUR ORGANISATION WORKS



# HOW OUR ORGANISATION WORKS

Strategy preparation is the task carried out not only by Arijus managers. We appreciate the fact that different specialists of our team are involved in the process that is important for the entire company, sharing their insights and ideas.

We value inclusion and create our annual budget according to the bottom-up principles, first accepting proposals from lower-level managers. Only then do we discuss priorities and seek consensus on our next year’s financial direction.



**ISO 9001** is like a set of rules by which companies can achieve the best result in the field of quality. We use this standard to ensure that our products and services are of the highest quality.

It is like an action plan – how to do work efficiently, manage accounting and fix all the problems along the way, it is like a company’s GPS, guiding it towards better quality and happy customers.

Arijus has been following this standard since 2004.







**AEO** (Authorised Economic Operator) standard is like a golden ticket for international trade companies. This is a special status that simplifies customs procedures and increases safety and security. It is like a VIP pass for companies, which allows you to go through customs checks faster and ensure greater security of goods. This helps companies to save time and strengthen trust of authorities and partners.

Arijus has had this rating since 2013.

SERVICES

CARGO FORWARDING	Many years of experience in the transport sector and professional team meet all customer needs. The network of reliable partners around the world helps to implement optimal logistic door-to-door solutions – by sea, rail or road transport.
SHIPPING LINES AGENCY	We have extensive experience in the short-haul shipping market, and together with a network of partners we find the best logistic solutions in Europe. We transport cargo in various containers from port to port or from door to door. We also provide customs and other services.
OWN VEHICLES	<p>Every year, we modernise our fleet of vehicles and raise the qualifications of our drivers.</p> <p>Our fleet consists of modern and EURO 6 compliant Mercedes Benz, Volvo, Scania, DAF and MAN trucks. All vehicles are equipped with technologies that ensure efficient operation – tablets and the latest IT systems. We perform interactive monitoring and control of driving efficiency. We transport all types of cargo, including dangerous goods (ADR). The cargo is insured with third-party liability insurance according to the CMR convention.</p>
OVERSIZED CARGO	<p>It is a comprehensive cargo transportation service. In order to provide this service and ensure quality, special and well-maintained equipment, permits, prior agreements, specially trained drivers and cargo escorts are required.</p> <p>We transport oversized and heavy cargo by road, rail and sea transport. We choose the optimal route for your cargo. Then we coordinate and prepare the documents related to cargo transportation, coordinate the permits required for transporting cargo through the territories of Lithuania, Latvia, and Estonia, and organise cargo escort.</p> <p>We provide loading, fastening and storage services for oversized cargo in Lithuania, Latvia and Estonia, or we ship cargo from door to door.</p>

SERVICES

WAREHOUSING	We can offer warehouses throughout Lithuania and Europe for safe storage of cargo and logistics. Long-term and short-term storage services are provided in our warehouses.
CUSTOMS BROKER	We work with road, sea, railway and air transport, as well as with the cargo and goods information system KIPIS installed in the Port of Klaipėda. We prepare customs documents, cargo and accompanying documents in accordance with the requirements of valid legal acts. We represent clients in customs, prepare documents for import, export and transit procedures, and advise on various issues of customs procedures. We provide the services of a customs broker in the Port of Klaipėda – since 2013, we have been awarded the AEO certificate “Customs Facilitation / Safety and Security”.
SPECIAL PROJECTS	<p>Our special projects team implements non-standard, unusual, extraordinary and unprecedented projects.</p> <p>The specifics of implementing special projects are more complex and require exceptional team abilities and competencies. Individual innovative solutions are applied to these projects, allowing them to be carried out efficiently and with high quality.</p> <p>We prepare and transport NATO cargo. We set up mobile camps and carry out all necessary port operations.</p>
OTHER SERVICES	<div><div><ul style="list-style-type: none"><li>Cargo insurance</li><li>Ship agency</li><li>Ship chartering</li></ul></div><div><ul style="list-style-type: none"><li>Sale of sea containers</li><li>Sale and rent of semi-trailers</li><li>Training centre</li></ul></div></div>

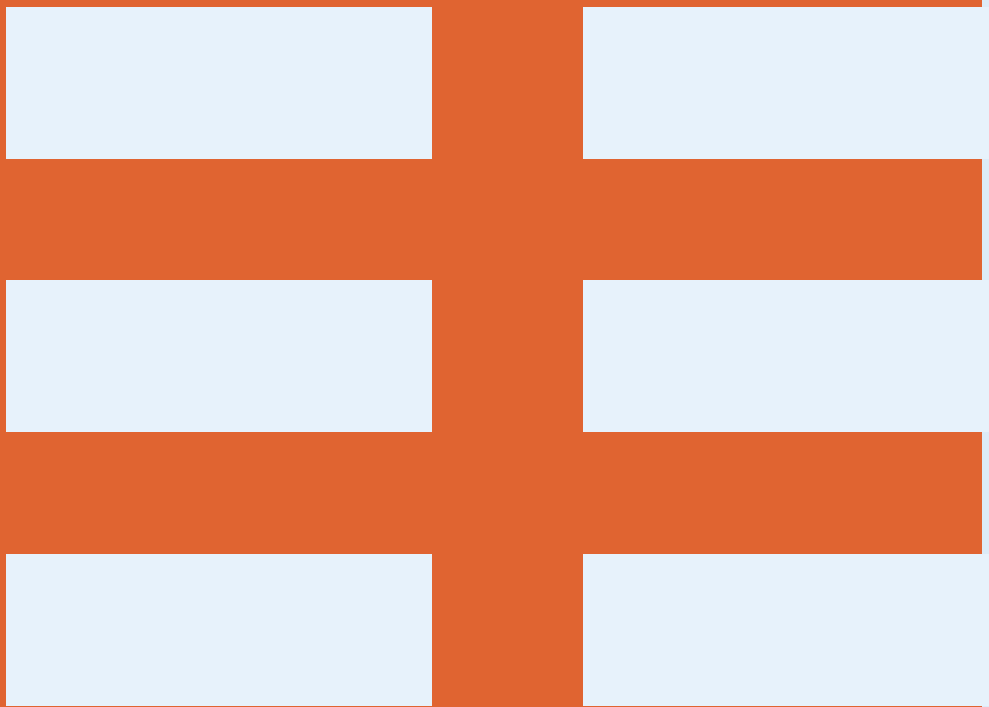
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# THANK YOU FOR READING

6.1. ABOUT THIS REPORT

6.2. LIST OF GRI INDICATORS

6.3. CONTACT DETAILS





## ABOUT THIS REPORT

You have just read the first sustainability report of Arijus group of companies, which we prepared based on the guidelines of the Global Reporting Initiative (GRI). Rasa Ruzgailė, our Quality Systems Manager, is responsible for sustainability in our organisation. With her help, we set out in the report how we are implementing sustainability changes that matter to everyone in our pursuit of business leadership – adapting to environmental challenges and creating long-term value for all stakeholders. We choose this path based on the principle *Aut inveniam viam aut faciam* (Latin for “I shall either find a way or make one”).

Various social responsibility initiatives are not something new to us. From the very beginning, we perceive our organisation as an active member of a harmonious and cooperative society.

This is precisely why we support the dolphinarium of the Lithuanian Sea Museum – we are the patrons of the dolphin Aria; we participate in the professional volunteering project “Who needs it?!” (Lith: „Kam to reikia?!“); we support the “Golf from the Heart” (Lith: „Golfas iš širdies“) charity and support fund; we support the annual “Run of Hope” (Lith: „Vilties bėgimas“) in Klaipėda; we are participates in free blood donations; we support the “Fulfilment Action” (Lith: „Išsipildymo akciją“) by organizing Pie Day; we knit blankets and socks for premature babies; we are patrons of the pier sculpture “Walking with Fish” (Lith: „Pasivaikščiojimas su žuvimi“); we established Aušaitis VšĮ, which supports children with various developmental disorders and their families.





## ABOUT THIS REPORT

This report presents the activities of Arijus UAB carried out in 2022. The sustainability report is prepared once a year. In this report, we present non-financial responsible business information to our stakeholders: customers, employees, business and social partners, and the public.

The report was prepared taking into account the principles of the United Nations Global Compact and the Global Reporting Initiative (GRI) guidelines. The recommendations for disclosure of information related to sustainability prepared by the Bank of Lithuania were also taken into account.

The report is published on Arijus website. The report is unaudited.

Comments or questions from all stakeholders can be sent to the common e-mail address of Arijus UAB at [info@arijus.lt](mailto:info@arijus.lt).





LIST OF GRI INDICATORS

GRI	NAME	SUSTAINABILITY REPORT PAGE(S)
GRI 2. GENERAL INDICATORS		
2-1	INFORMATION ABOUT THE ORGANISATION	4, 22
2-2	ENTITIES INCLUDED IN THE SUSTAINABILITY REPORT	21
2-3	REPORTING PERIODICITY, FREQUENCY AND CONTACT PERSON	28, 29
2-6	ACTIVITY AND VALUE CHAIN, OTHER BUSINESS RELATIONSHIPS	4, 26
2-7	PERSONNEL	7, 9
2-9	MANAGEMENT STRUCTURE AND COMPOSITION	21, 24
2-22	SUSTAINABILITY STRATEGY STATEMENT	5
2-23	COMMITMENTS IN COMPANY POLICIES	7, 10, 23
2-26	SUPPORT AND PROBLEM-RAISING MECHANISMS	10
2-28	MEMBERSHIP IN ASSOCIATIONS	8
2-29	STAKEHOLDER ENGAGEMENT	8
GRI 3. MAIN TOPICS		
3-3	MANAGEMENT OF MAIN TOPICS	9, 12, 19, 21
GRI 201. RESULTS OF ECONOMIC ACTIVITY		
201-1	ECONOMIC VALUE CREATED AND DISTRIBUTED	22
GRI 302. ENERGY		
302-1	ENERGY CONSUMPTION	14, 15, 19

GRI	NAME	SUSTAINABILITY REPORT PAGE(S)
GRI 303. WATER AND SEWAGE		
303-5	WATER CONSUMPTION	15
GRI 305. AIR POLLUTION		
305-1	DIRECT (SCOPE 1 EMISSIONS) GHG EMISSIONS	12
305-2	DIRECT (SCOPE 2 EMISSIONS) GHG EMISSIONS	12
GRI 401. EMPLOYMENT		
401-1	ADMISSION OF NEW EMPLOYEES AND CHANGE OF EXISTING ONES	9
401-2	FULL-TIME EMPLOYEES RECEIVE BENEFITS THAT ARE NOT AVAILABLE TO TEMPORARY EMPLOYEES	9
GRI 403. OCCUPATIONAL SAFETY AND HEALTH		
403-1	OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT	10
403-5	OCCUPATIONAL SAFETY AND HEALTH TRAINING	10
403-9	OCCUPATIONAL INJURIES	7, 10
GRI 404. TRAINING AND EDUCATION		
404-1	AVERAGE NUMBER OF TRAINING HOURS PER EMPLOYEE PER YEAR	10
404-2	PROGRAMMES FOR IMPROVING EMPLOYEE SKILLS	10
GRI 405. DIVERSITY AND EQUAL OPPORTUNITIES		
405-2	RATIO OF WOMEN'S AND MEN'S BASIC SALARY	9
GRI 418. CUSTOMER PRIVACY		23



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