



Corporate Social Responsibility Report

# SUSTAINABILITY REPORT 2023/24





## Dear reader

Sustainability is a broad term. Especially for us as a family-owned company that operates in the transport and logistics sector in a variety of industries, both nationally and internationally, by road, rail and at 19 locations with almost 30 logistics centers, the focus on a sustainable strategy is indispensable. The diversity of the social, political and regional environments of the various locations and sectors make our day-to-day work exciting and challenging. Our broad entrepreneurial reach also brings with it a responsibility for social structures, political and societal developments and the environment. In line with our credo “We don’t think in quarters, we plan in generations”, we therefore take on the challenges, think today about the day after tomorrow and take conscious measures for a sustainable future with our commitment. Every day, we work on meaningful measures and ambitious goals to make our world a place worth living in for future generations.

In this report, we take a stand on current issues, on deliberately conducted analyses and focus on specific areas of sustainability that we can influence. We present goals, opportunities and effective measures with which we make our contribution as a family business.

Peter Galliker

Rolf Galliker

Esther Studer

# Content

## Galliker Transport AG

Family business .....	5
Services .....	7
Value chain.....	10
Corporate strategy / roadmap .....	11

## Sustainability report

Sustainability strategy .....	13
UN sustainability.....	14
Commitment according to the ESG principle .....	14

### Governance

We take responsibility .....	17
Quality management.....	18
Risk management.....	18
Certificates.....	20
Words on innovative thinking.....	21

### Social

Focus on people.....	23
Our values.....	24
Diversity and inclusion .....	25
Employer attractiveness.....	26
Occupational health and safety .....	26
Galliker Academy World.....	27
Human and employee rights .....	28
Successful rehabilitation after accident .....	29

### Environment

Green Logistics by Galliker.....	31
Science Based Targets Initiative .....	33
Mobility .....	34
Risks associated with climate targets .....	37
Opportunities associated with climate targets.....	37
Infrastructure and technology.....	38
Resources .....	39

### Green Stories

Employees .....	40
Mobility .....	42
Infrastructure.....	44
Galliker Holding AG .....	47

To improve readability, the simultaneous use of the language forms male, female and diverse (m/f/d) is avoided.

All personal designations refer to all genders.



**MOVING GREAT  
THINGS TOGETHER**



**Galliker Transport AG**

## Family business

**Founded in 1918, Galliker Transport AG has been continuously built up and developed together with strong employees. The small “haulage company” in Hofstatt has grown into a logistics company operating throughout Europe with 19 locations in 6 countries and its headquarters in Altishofen, Lucerne.**

Galliker Transport AG is still 100% family-owned today. Our financial independence allows us, as a traditional company, to invest independently in our future – today under the management of the third and fourth Galliker generations. Building on the knowledge and experience of our long-standing employees, we rely on young talent and the transfer of know-how and skills. In addition to employees, corporate and structural values are also very important: Cleanliness and tidiness are more than just a requirement in warehouses, at the office workplace and when maintaining the vehicle fleet. Order leads to structured action and creates trust, predictability and therefore also security. Investments in the

care and maintenance of infrastructure and vehicle fleets pay off and represent true sustainability.

### **Agile action with clear goals and strategies**

As a family-run company, our decision-making processes are short, which enables us to act efficiently and flexibly, take advantage of opportunities and strengthen our team spirit. We always treat our customers openly and fairly, focusing on joint, innovative and sustainable solutions. We always treat employees and partners as equals. This enables us to respond quickly and efficiently to changes in the market, environment or politics, but always in a well-thought-out and sensible manner.

### **A long-term view of career planning**

As an innovative, attractive and forward-thinking employer, we create a positive working environment that fosters our employees and makes their communities worth living in. Extraordinary goals should be achieved through joint commitment and a strong team spirit, creating added value for everyone involved. The slogan “Beyond logistics” ensures a clear presence in the transport and logistics market – as a

company with dedicated employees, the best infrastructure, clean vehicles and continuously optimized processes.



## Galliker is known for

- ✓ Market and customer-oriented services
- ✓ Respect for the environment
- ✓ Creating added value for our customers
- ✓ Motivated, qualified employees
- ✓ Quality at the highest level

**3,500**

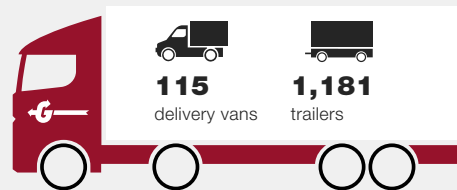
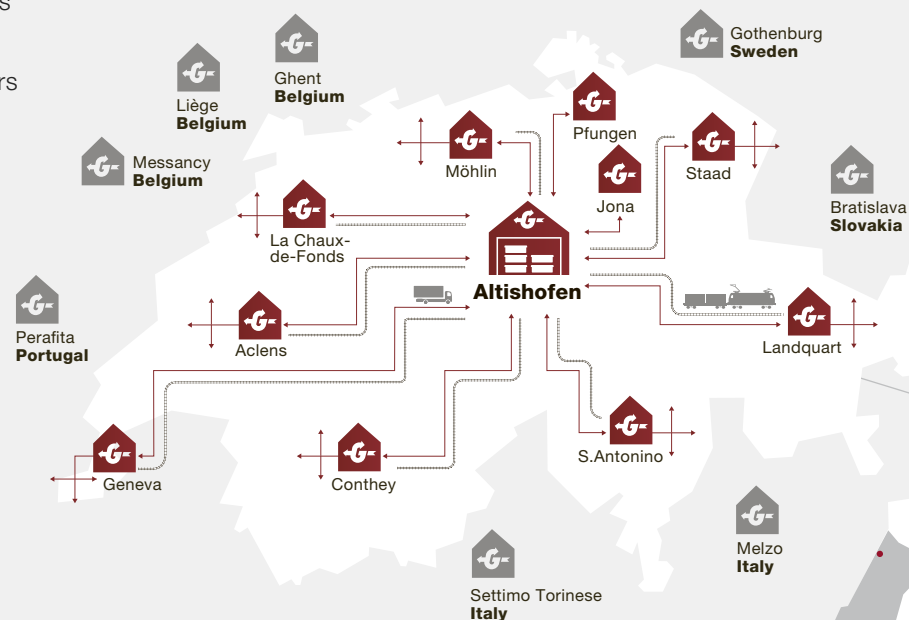
employees in total



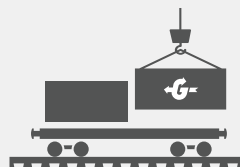
thereof in  
Switzerland

**3,000**

**19 branches**  
in 6 countries



**1,165** trucks



**40–50**  
railcars per day

**680,000 m<sup>2</sup>**  
of storage space

**18,000**  
covered parking spaces for customer  
vehicles in the Car Logistics area



**16,400 MWh**  
of electricity generated per year.  
This is enough to meet the electricity  
needs of 3,500 households.



## Services

Our many years of experience in transportation and logistics in a range of sectors, our partnership-based approach to customers and our innovative thinking have allowed us to develop a wide range of services in recent years. Constantly adapting to rapidly changing economic and social circumstances is the basis of our development: all services should meet the current market situation in the best possible way, but should also be implemented in a way that makes sense in the long term.

### Versatile industry solutions

Quality, sustainability and innovation are our top priorities when developing our range of services. We work closely with our customers to create new concepts that offer exciting opportunities. The different starting points of various industries and stakeholders pose constant challenges – these can only be overcome through the targeted use of competent specialists and state-of-the-art technology. In addition, partially and fully automated logistics processes enable a high level of efficiency in process execution.



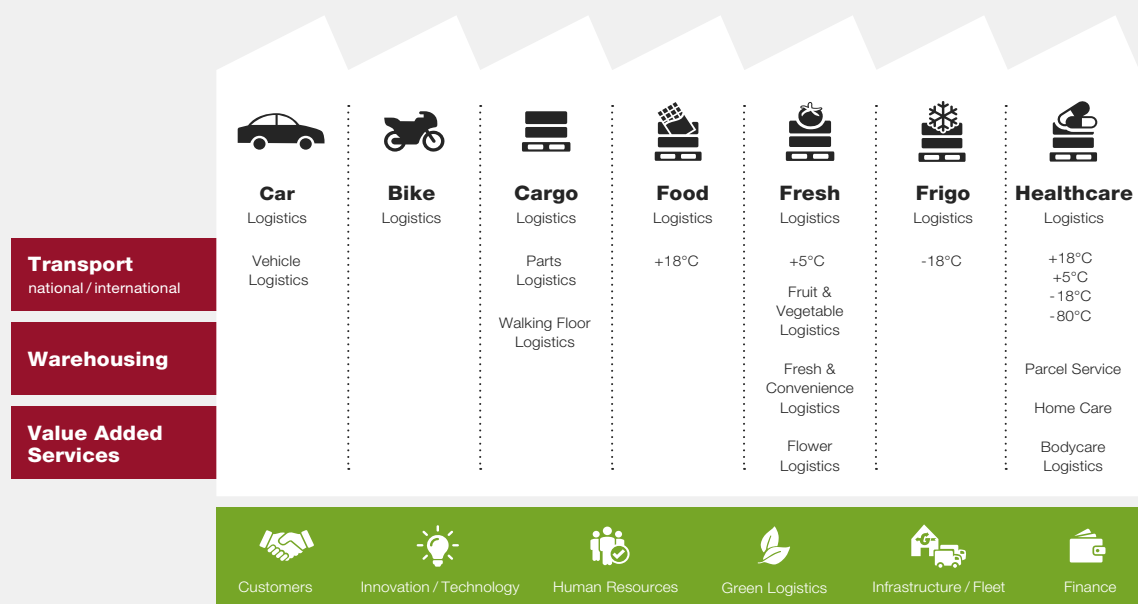
### Temperature-controlled logistics: food, fresh, frigo

We successfully use our national and international network of branches for the logistics of foodstuffs in various temperature zones. The closed cold chains cover the entire process from the takeover of sensitive goods from production, through storage and transshipment, to final delivery. Customer-oriented additional services in the area of customizing / packaging round off our comprehensive range.

### Cargo Logistics

Galliker's own network of branches enables a smooth, 24-hour pick-up and delivery service for goods throughout Switzerland. Picked up today, moved overnight by rail between the individual branches, delivered punctually tomorrow as requested in the final distribution. Our friendly, experienced employees get the diverse shipments to the right place on time, whether in a remote Alpine valley or in a vibrant city center. Professional warehousing and specific value-added services complete our comprehensive range of services.

### Service overview



### Fields of activity

- › throughout Switzerland and Europe
- › cross-industry

### Temperature ranges

Ambient	15 – 18 °C
Fresh	2 – 5 °C
Frigo	-18 °C / -80 °C

### Co-Packing by Galliker

- › Display construction
- › Customization
- › Production of multipacks
- › Labeling and pricing

### The highest quality and safety standards / norms

- ✓ GDP / GMP according to Swissmedic
- ✓ ISO 9001 / 14001 / 45001 standards
- ✓ FSC 22000
- ✓ Bio regulation / Bio-Suisse / Demeter



### **Car Logistics**

With our modern fleet, we ensure reliable and punctual deliveries of cars and commercial vehicles. Before the vehicles are delivered to the car dealers, a large number of them make a stopover with us – either just for temporary storage or, if necessary, for stock maintenance or processing work to keep the vehicles in optimal condition and deliver them “number-ready” directly to the showroom or to the customer.

### **Bike Logistics**

Under the brand Galliker Bike Logistics, we offer our customers a complete all-round service: from transportation to storage and workshop services for motorcycles from a wide range of manufacturers.

### **Healthcare Logistics**

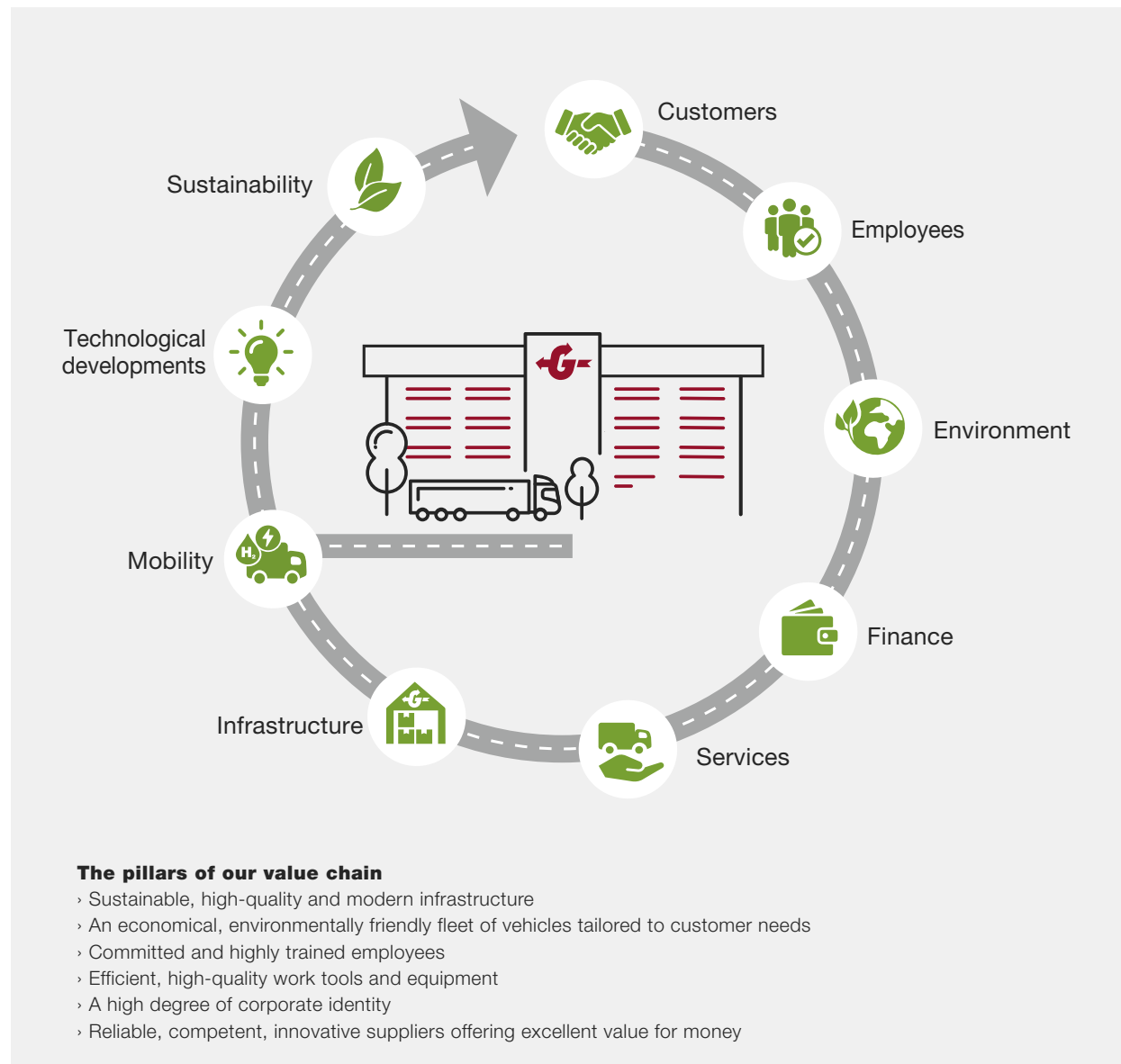
Transportation, warehousing and order picking of pharmaceuticals, medical and pharmaceutical products and medical devices place the highest demands on safety, reliability and quality. Specifically for the handling of pharmaceutical products, qualified employees, state-of-the-art logistics facilities and vehicles, combined with intelligent IT systems, are the basis for logistics solutions that are individually tailored to customer needs in accordance with GDP/GMP guidelines.



## Value chain

In over 100 years, we have grown from a small haulage firm to an internationally active logistics company. Clearly structured processes are therefore essential to keep our own value chain efficient as the company grows and to integrate us profitably as a service provider into the value chains of our customers.

Despite the ongoing growth, globalization and pressure to innovate, we remain true to our core values: dedicated employees, top infrastructure, a modern fleet and sustainable and innovative transport and logistics solutions are the cornerstones of our value chain and thus of our success. Our goal is to be recognized as a trustworthy and reliable partner for our customers, employees, authorities and society. We want to add value not only within our own company, but also as part of a larger system and as a pillar in the value chains of our customers.





## Corporate strategy / roadmap

**With a clear corporate strategy, strong values and a focus on long-term partnerships and customer and supplier relationships, we work towards clear goals in various areas of the company.**

We maintain and profitably expand our partnerships with our customers by providing reliable transportation and logistics services. We quickly identify and evaluate opportunities to implement appropriate innovations and seek to collaborate with start-ups and universities. Our activities and projects are designed to add value for all parties involved and to impress with high efficiency and reliability.

We attach great importance to a positive corporate culture and motivated employees. Ideas and suggestions for improvement arise from employee involvement and close customer contact. The “Galliker Roadmap” also serves as a compass to help us master future challenges and to successfully act on the basis of our values and principles.



We strive for proactive communication with our **customers** and ongoing assessment of our services, as well as swift action in the event of discrepancies or changes. This ensures maximum customer satisfaction and lasting customer loyalty.



We promote clear, fair and respectful interaction among **employees** at all levels. Close, proactive cooperation within and between teams is the basis for shared success. We also invest in promoting diversity, in implementing and continuously developing training and continuing education programs, and strive for a healthy balance in working conditions.



In our **environment**, we actively respond to changes in the global economy and current affairs, monitor political movements, assess trends and act quickly and agilely. Regulations and government requirements should be critically questioned; if necessary and useful, we advocate for changes.



In the area of **finance**, the focus is on cost optimization through increased support for controlling. BI-supported data models and key figures are continuously being developed and established.



Our range of **services** is constantly being developed in line with trends and customer needs. Existing processes are optimized to achieve a positive effect on efficiency and sustainability.



We are constantly adapting our **infrastructure and vehicles** to take advantage of new opportunities in alternative energy sources and optimized energy use. We follow technological developments closely and invest in line with our business needs.



We promote **technological development** by implementing user-friendly and well-planned systems. This ensures stable and reliable infrastructures as well as the best possible safety standards.



We are continuously working on ambitious **sustainability** targets – we are a pioneer in our industry, acting proactively and thinking ahead.



An aerial photograph of a highway interchange. A semi-truck with a white trailer and a red cab is driving on a curved ramp that separates a two-lane road from a multi-lane highway. The surrounding area is lush with green trees and grass. The text "Sustainability report" is overlaid in the bottom left corner.

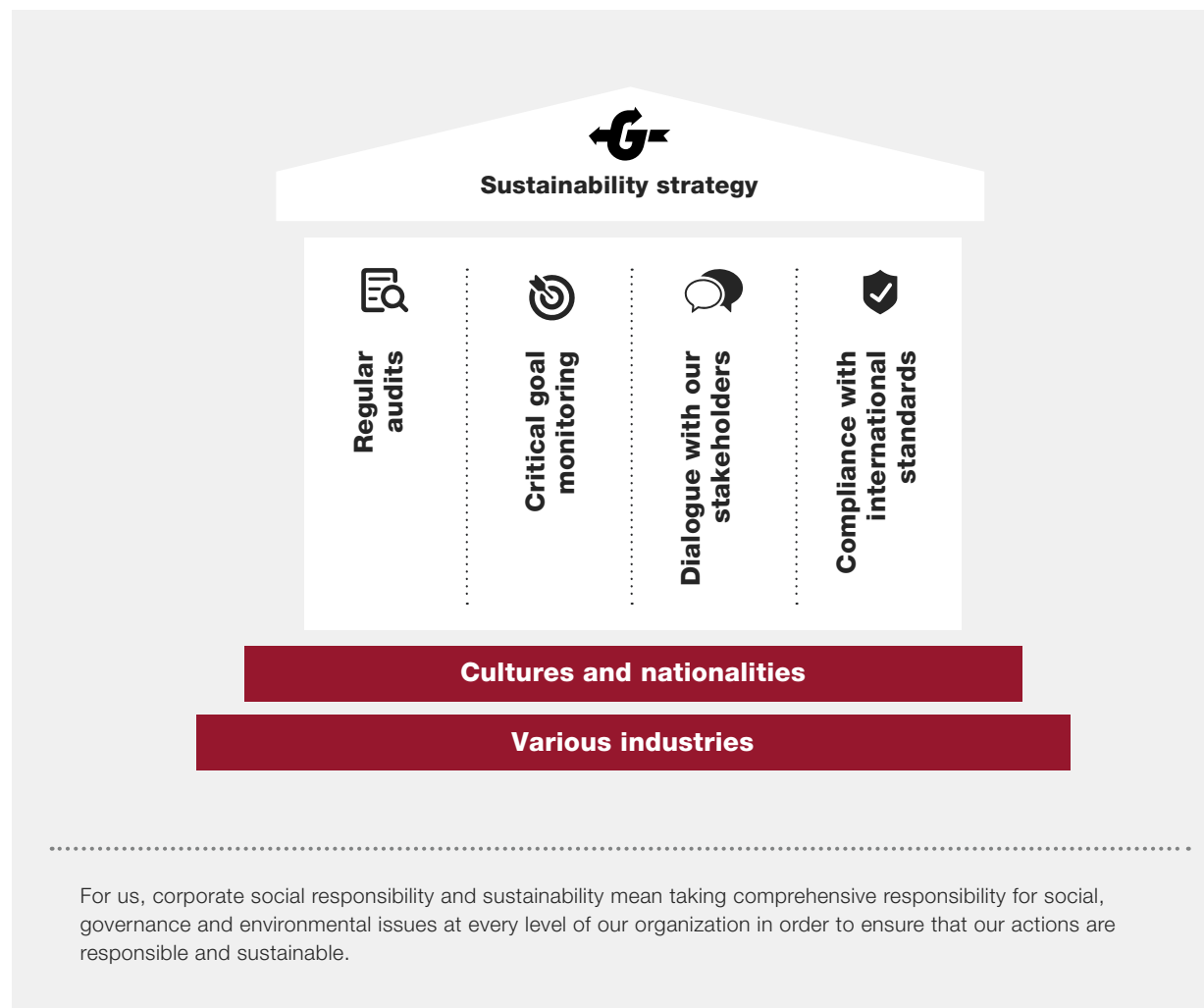
# **Sustainability report**



## Sustainability strategy

Due to our cross-industry, cross-border and cross-cultural activities, we bear not only a local responsibility but a much broader one. We live up to this responsibility in various areas – in corporate governance as well as in the social and ecological realm, we endeavor daily to identify changes and trends and, based on a realistic risk assessment, to respond with appropriate measures.

To ensure this, the topic of sustainability is embedded in our company at various levels, and responsibilities are clearly structured. Regular audits, critical assessments of our measures, an ongoing analysis of the CO<sub>2</sub> footprint of our various areas, a lively, regular dialog with our stakeholders and alignment with internationally applicable standards characterize our commitment to sustainability.



## UN Sustainability

**With the 17 Sustainable Development Goals, the United Nations presents “a global plan to promote sustainable peace and prosperity and to protect our planet” as part of the 2030 Agenda.**

These goals serve as a basis for us to plan our own commitments in a targeted manner in line with our business activities and the social and political en-

vironment, to take appropriate action and to define our individual goals. This is how we ensure that the relevant social, political and environmental topics are consistently covered. Based on our business areas and the resulting spheres of influence of our company, there are certain focus areas to which we pay primary attention. We do this in the knowledge that we can exert a relatively greater leverage with our measures in the prioritized areas.



## Engagement based on the ESG principle

**We work according to the ESG principle in order to summarize the relevant aspects of sustainability in a meaningful way. ESG stands for the areas of environment, social and responsible corporate governance. In combination with the UN sustainability goals, the following focus topics arise, which mainly influence our objectives and our action planning.**



Our business activities are based on the principles of the United Nations Global Compact and contribute to its sustainability goals.





## Governance

Comprehensive sustainability management requires the consolidation of all levels of sustainability and the interests of the stakeholders involved at a central point in the company, so that meaningful, risk-conscious decisions can be made and measures introduced on the basis of the “big picture”.

- › Clear responsibilities of the sustainability areas in the corporate structure
- › Conscious risk management
- › Preventing corruption, bribery and money laundering
- › Clarifying conflicts of interest
- › No anti-competitive behavior
- › Customer and supplier relationship management
- › Data security
- › Complying with tax and other financial obligations



- › Reducing CO<sub>2</sub> emissions
- › Meaningful waste management and recycling
- › Promoting product and service innovation
- › Increasing environmental awareness internally and externally



- › Promoting employee engagement
- › Diversity and gender equality
- › Community engagement
- › Ensuring the health and safety of our employees
- › Respect for human and labor rights



## Environment

Taking into account environmental aspects and the conservation of our natural resources and the environment as a whole is a matter of course for us in our day-to-day business.



## Social

Motivated, satisfied employees and a safe, protected working environment are our focus. We open doors to training and further education, thus providing a strong basis on which we build entrepreneurial activities.

8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS



## Corporate management

Governance

“The trick is to meet the demands of all stakeholders to an extent that ensures sustainable business success. This requires a clear strategy and consciously assigned responsibilities within the company – only in this way can we think big while also paying attention to the smallest of details.”

**Rolf Galliker, Chairman and COO**

## We take responsibility

Our extensive international structures require a clear organization of responsibilities in order to meet all the demands of our stakeholders, including employees, customers, partners, politicians and society.

### Management

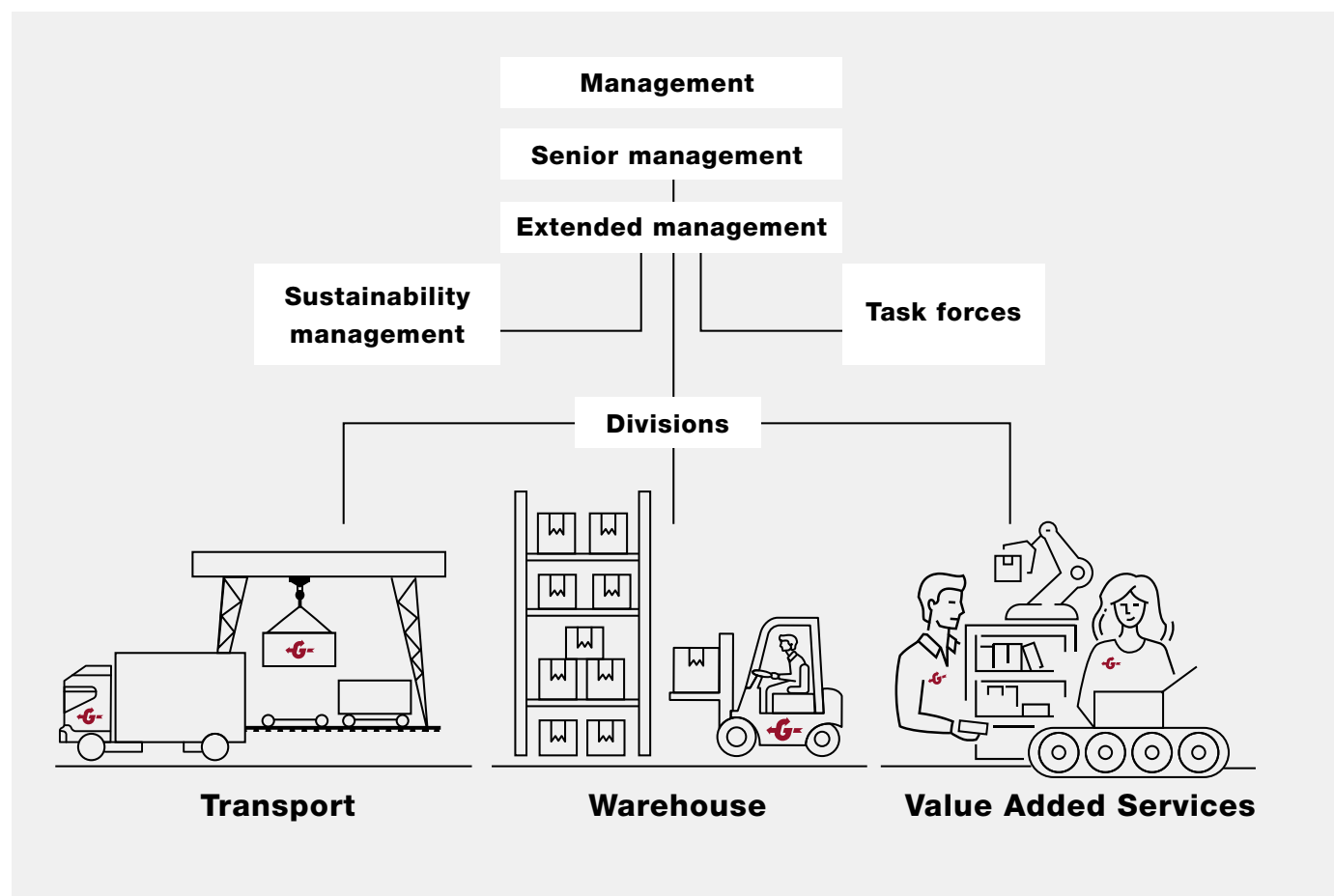
At the management level, it is ensured that all topics are correctly assigned within the company as a whole and weighted in line with the overall strategy.

### Sustainability management

The sustainability management team is responsible for implementing the measures defined in the sustainability strategy. Its task is also to report results, changes in circumstances, risks and opportunities to the management.

### Task force

In close cooperation with sustainability management, the task forces act independently in their specialized areas in order to address specific priorities.



### Divisions

Objectives and measures are communicated in a top-down manner in all services and at all locations. The implementation according to the ESG structure as well as the reporting of the local situation is done in a bottom-up manner – this promotes the

balance between holistic entrepreneurial thinking and individual, market- and service-dependent local circumstances.



## Quality management

**Our quality management ensures compliance with the specified, externally and internally defined standards and guidelines. Certain processes, as well as audits and training, contribute to this assurance. The principles of quality assurance, product safety and occupational safety are therefore among the cornerstones of our working methods and are reflected in the certifications that we continuously renew and expand.**



### External audits and inspections

In order to meet generally applicable standards and norms, we regularly undergo audits to obtain various certifications and permits (see page 20).

### Auditing of partners and suppliers

To ensure compliance with our own guidelines along the entire value chain, we regularly audit our partners and suppliers. This includes checking compliance with our Supplier Code of Conduct.

### Training and education

Our employees are trained by internal and external bodies to comply with standards relating to safety, behavior, fair and just mutual treatment, and general compliance with the Code of Conduct. Regular eLearning modules and targeted internal and external training ensure that this knowledge is maintained and kept up to date.

### Whistleblower reporting

Should violations of rules and guidelines be discovered, these incidents can be reported to the company through a variety of well-known and anonymous channels.

## Risk management

**Changes in the corporate and social environment, in processes or in infrastructure that are implemented for the benefit of sustainability can also entail risks. Realistically assessing these risks is just as important as being open to change in the first place.**

Sustainability risks are key risks that companies face in times of rapid change. High expectations from society, politics and the economy regarding objectives and their achievement can trigger rapid action, which in turn can have an impact on the company and its economic success. As a systematically important company, we must therefore fulfill our responsibility to consider all measures in the context of the risk they entail in an entrepreneurial sense.

### Business Continuity Plan and task forces

With the Business Continuity Plan (BCP), we ensure that our activities can continue even in the event of risks materializing. Specialized task forces, consisting of internal or external trained experts, develop

action plans according to the existing assessments of the individual hazards and risks. The BCP is therefore a representation of how we can cope with events that threaten our existence and ensure the continuity of our systemically important business activities.

### Cyber security

As a central division, IT is exposed to high risks. With the increasing cybercrime, the growing dependence on digital tools and the increasing amounts of data, the need for security is constantly increasing. We are therefore committed to dealing with this responsibility consciously. The integrity and security of data and information depends on the vigilance of employees and on a secure IT infrastructure. Galliker provides a modern and secure IT infrastructure. Training in all aspects of data handling is also mandatory for all Galliker employees.

### Information security

Cyber security goes hand in hand with the company's general information security. To ensure that we meet the requirements for the protection of our information in the long term, we are certified according to ISO / IEC 27001:2022 (01 / 2025). This certification confirms that Galliker has a functioning management system for information security (ISMS).



## Certificates

**We place a high value on systematic progress and demonstrable results in all areas.**

We practice proactive environmental management to ensure that we treat the environment with care. In addition to our most important resource – our motivated and qualified employees and our exemplary managers – we rely on globally recognized standards and expert partners to help us achieve our environmental goals.

### Certificates

- › ISO 9001 Quality management system
- › ISO 14001 Eco management system
- › ISO 45001 Occupational health and safety management system
- › FSSC 22000 Food safety
- › Bio-regulation / Bio-Suisse / Demeter

- › Swissmedic GDP / GMP authorizations
- › Sedex Ethical Base Code / SMETA Declaration
- › Ecovadis sustainability rating
- › Carbon Disclosure Project (CDP)
- › NQC Supplier Assurance
- › CO<sub>2</sub>-certificate from EnAW (Energieagentur der Wirtschaft)
- › Science Based Targets Initiative (SBTi)
- › Tisax: Information Security Management System Standard
- › Wood label FSC / HSH / PEFC
- › Air freight / Regulated Agent
- › ISO/IEC 27001:2022 information security management system (01/2025)
- › ISO 14083:2023 Galliker Green Compass CO<sub>2</sub>-monitoring (08/2024)





## Words on innovative thinking

**Innovation – an overused term that is now almost routinely found in the visions, strategies and values of modern companies. This is also the case with us – but that is precisely why we go one step further. We don't just write innovation on our company flag, but we actually live it in our daily lives, and have done so for years, if not decades. But what does innovation mean in our actions and in the responsibility of a traditional family business, as I would also describe us?**

“Innovation is the ability to see change not as a threat but as an opportunity.”

Steve Jobs

This quote from Steve Jobs is an example of how he got to the heart of innovative thinking. Without wanting to emulate Steve Jobs, or another smartphone on the market, we live this value of openness to change in exactly the same way – every day and in all our activities.

In the more than 100 years of our existence, not only our company and the market have been constantly changing – the nature of the changes has also changed. Everything has become faster, bigger, felt more important, because today we persuade ourselves that we have no time left. In line with these megatrends, we have also adapted – but have never lost our composure in our activities. With an awareness of our traditional core values, appreciation of our employees, partners, customers and nature, and great respect for cultures and nationalities, we are dealing with the trends of today. We make the decisions about which measures we would like to use to support trend reversals with patience and forbearance. Our projects are always planned with the long term in mind and have a long history of planning, risk assessment and conscious decision-making. The innovations we are presenting today are the result of excellent collaboration with equally innovative partners and the active support of our management, our executives and all our employees. At the same time, however, these innovations are also a starting point for even greater thinking and essential milestones on the way to achieving major goals. Let's continue to achieve great things together.

**Peter Galliker, CEO & Board of Directors**





## Social

“At Galliker, we take responsibility for our employees. We ensure that fair working conditions prevail in all national and international branches and that codes of conduct and values are actively adhered to and practiced.”

**Esther Studer-Galliker,**  
Finances & Board of Directors

## Focus on people

**A safe and supportive working environment built on integrity is the basis for shared success. We take responsibility for providing our employees with such an environment through a range of measures.**

At Galliker, we are proud to offer our employees a safe, healthy and supportive work environment in which everyone can reach their potential and in which employees' initiative and initiative are expected and appreciated. We do not tolerate any unwelcome behavior that creates an intimidating, offensive or hostile work environment and thus does not comply with our values and our Code of Conduct. Instead, we encourage and expect mutual respect between employees and between our company and our customers and business partners. We set an example in this regard, communicate it to our employees through training, and check compliance with the guidelines by means of supplier audits at suppliers and partners. We emphasize our ethical responsibility and fair working conditions with Sedex Global and Ecovadis certifications.

### Code of Conduct

Galliker's Code of Conduct is always based on applicable law and regulations, which we comply with at all times. We also follow numerous additional codes and recommendations from industry associations, the UN, the OECD and other organizations. With our own Code of Conduct, which all employees agree to uphold when they join the company, we also ensure compliance with the requirements set out in the Code of Conduct throughout the entire value chain by means of a "Supplier Code of Conduct". Employees are encouraged to report any non-compliance with the values set out in the Code – to enable them to do so anonymously and as securely as possible, we offer an internal whistleblower management service (whistleblowing@galliker.com).



### The Code of Conduct covers the following topics

- › Compliance with laws and regulations
- › Free and fair competition
- › Bribery and corruption
- › Conflicts of interest
- › Safe and fair working conditions
- › Human rights
- › Forced labor, child labor and human trafficking
- › Discrimination
- › Safety and health
- › Protection of information, data and assets
- › Environment
- › Response to violations (whistleblower)



Further details on the topics covered can be found in the document under the following link:



ecovadis

[www.sedexglobal.com](http://www.sedexglobal.com)  
[www.ecovadis.com](http://www.ecovadis.com)



## Our values

**We are an innovative, attractive and forward-thinking employer. Our working environment is inspiring, supportive and positive. We want to achieve extraordinary goals together with ease and joy, create added value for all partners involved, and achieve great things together in all respects in a mindful and conscious manner.**

### **familiar** – We ...

- ... are all on first-name terms
- ... treat each other with respect, kindness, support and helpfulness
- ... have an open door policy at all levels
- ... treat everyone else the way we would like to be treated ourselves

### **remarkable** – We ...

- ... are down-to-earth, simple and honest
- ... are incomparable, original and extraordinary
- ... are uncomplicated, pragmatic, simple and reliable
- ... are organized, clean and well-groomed

### **conscious** – We ...

- ... think holistically, consciously and in a balanced way
- ... strive for a better quality of life for all
- ... see ourselves as part of the “big picture”

### **sustainable** – We ...

- ... plan and think in terms of generations
- ... provide added value for our customers
- ... think of a healthy world tomorrow
- ... invest in new, clean technologies and processes of the future

### **forward-looking** – We ...

- ... are refreshing, progressive and courageous
- ... are breaking new and unconventional ground
- ... enjoy new things
- ... anticipate expectations and think ahead



## Diversity and inclusion

**For Galliker, it is of utmost importance to attract and promote talented employees. We are committed to unrestricted openness towards nationalities and cultures.**

More than 50 nationalities are represented among our employees – a broad range of languages in public and internal channels, as well as local and international activities for teams and departments, supported by the new employee platform Glix, promote cultural exchange. The workforce is made up of 16% women and 84% men. The percentage of women among our driving personnel is around 7%. The gender distribution is due to the fact that most of our areas of activity are traditionally male-dominated occupations. We are striving to make our occupations attractive to women in particular. The percentage of women on the Board of Directors is 20%, and on the Executive Board, 30%.

### Employee retention and knowledge transfer

For the long-term and sustainable development of Galliker, we consider it essential to retain knowledge and skills in the company through employee retention. We achieve this through strong leadership, individual career paths and further training.

The success of these measures is reflected in the fact that we have a large number of long-standing employees. More than a third of all employees have been with our company for over 10 years, and one in six has been with us for over 20 years. The fluctuation rate fell by 2.42 percentage points compared to 2022 and amounted to 10.77% in 2023.

### Cultural backgrounds as a success factor

We see the diversity of our employees as a key success factor. The different backgrounds, perspectives and experiences help us to generate new ideas, make balanced decisions and understand our customers' needs as fully as possible.

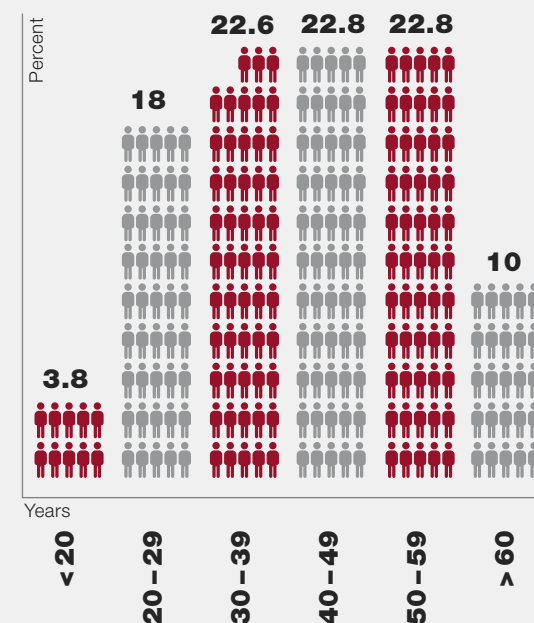
### Inclusion of people with disabilities

We want to live up to our social responsibility as an employer and offer people with disabilities access to the primary labor market whenever possible. To do this, we work closely with specialized institutions such as the Brändi Foundation and the IV (Swiss Invalidity Insurance).

We offer foreign-language employees free language courses, both in person and with the help of a language-learning app.

### Our age structure

Our employees have a balanced age structure. One in five people is under 30 years old, which speaks to the consistent development of young talent.





## Employer attractiveness

### Dialogue with employees

Regular communication with our employees at all levels is an integral part of our corporate culture. To this end, we use formal channels such as the regular exchange of ideas with our drivers, our MARE suggestion scheme, the Glix employee platform and the regular employee appraisals. We also try to give informal discussions with employees the necessary space.

### Remuneration

We comply with the applicable national legislation in all countries. Remuneration is based on local standards; regulations and applicable minimum standards are met or exceeded. 90% of employees are employed on a monthly wage. Unskilled employees in their first three years of service and temporary staff are employed on an hourly wage. Internal and external audits ensure that any unexplained wage differences between men and women are uncovered and that measures can be taken if necessary.

## Occupational safety and health protection

**We are responsible for the health and safety of all our employees and do everything to ensure it.**

By prioritizing and adhering to safety requirements in planning and operations, we ensure that our work environment meets the applicable health and safety requirements. We comply with the guidelines of Suva (Swiss Accident Insurance Fund) and the other relevant safety regulations in the respective countries, in particular with regard to dangerous goods, food and pharmaceutical products, as well as the corresponding national and international laws, norms and standards.

### “GoSafe” safety concept

With GoSafe, our active and ISO 45001-approved accident prevention concept, we have been able to significantly reduce the number of occupational accidents per 1000 employees in recent years. The goal for the coming years is to further reduce the number of occupational accidents to below 80 events per 1000 employees.

### Decline in the absentee rate

The absenteeism rate has also fallen over the past three years and currently stands at 4.30 % (2022: 5.14 %; 2021: 4.91 %). This means that we are slightly above the Swiss average, but well below the industry average. In order to further reduce the number of days lost, particularly due to illness, we want to anchor the consistent implementation of return-to-work discussions even more firmly. In addition, we are supported by an external case management service for the care and reintegration of those affected. In addition, we have set up two sheltered workplaces in collaboration with Suva. More are to follow if possible.



## Galliker Academy World

**We strive for targeted training and further education to ensure that our employees develop in line with requirements and that they become more aware of quality and sustainability. The Galliker family's dedicated and motivated workforce is the result of ongoing employee development and the versatile training of apprentices in all our professional fields.**

### Apprenticeship training

For many years, Galliker has been particularly committed to promoting young talent. More than 140 young talents are trained at Galliker in 17 different occupations and prepared for a promising future. In 2023, over 95% of the apprentices who started the program successfully passed the qualification process (41 out of 43 apprentices), and 31 of them remained employed at Galliker after completing their training, which corresponds to a continued employment rate of 75%. The goal of the qualification process is a 100% success rate.

### Lateral entrants programs

Our in-house career transition programs enable interested employees to acquire the necessary qualifications for the relevant occupation or even to obtain an official vocational qualification. We currently offer such programs for logistics, driving personnel and truck mechanics.

### Training and development of employees

Ongoing employee training and development is a key success factor in meeting constantly changing and growing requirements at all times. This is achieved through e-learning, on-site courses and external courses. Our Driver Academy is accredited to provide the mandatory training for professional drivers (CZV courses) internally.



#### Driver Academy

Our in-house driving school

#### Transport Academy

Further training for dispatchers and drivers

#### Logistics Academy

For the training of optimal logistics solutions

#### Technical Academy

For technical and mechanical trade

#### IT Academy

Learning and working at the cutting edge of digitalization

#### Business Academy

Getting to know the corporate world and process-oriented work



Learn more

“With our Galliker Academy World, we promote sustainability by continuously optimizing our processes.”

## Human and employee rights

**We respect human and employee rights and comply with national and international regulations and guidelines. To ensure that these are also observed by employees who work for us through personnel leasing companies, we only work with personnel leasing and recruitment companies that have an official license in the respective country.**

### Social commitment

Many of our employees are involved in local associations, often on a voluntary basis. We strive to make a positive impression in the regions where we operate and support regional cultural, social and sporting institutions and events.

### Facility for whistleblowers

Our Code of Conduct requires all employees to report violations of the values set out in the Code immediately. To do so, employees have various options, such as informing their direct supervisor, a higher-level manager, a member of the Executive

Board, the Human Resources department, the Compliance Officer or a dedicated e-mail address.

### Social auditing by SMETA

The Sedex Members Ethical Trade Audit (SMETA) is a leading global social audit for evaluating company sites and suppliers and strives for continuous optimization of working conditions throughout the supply chain.



### Galliker's business ethics are in line with SMETA requirements

- › All human rights are granted.
- › Year-end reviews are conducted and analyzed.
- › Freedom of association and the right to collective bargaining are respected.
- › The working conditions are safe and hygienic.
- › No child labor is used.
- › The legal maximum working hours are observed.
- › There is no discrimination practiced.
- › A management system is in place.
- › There is no inhumane or brutal treatment.



[www.sedexglobal.com](http://www.sedexglobal.com)



## Successful rehabilitation after accident

**After an accident, Sepp Sattler's life changed fundamentally – with a great deal of support from clinics, insurance companies and us as an employer, he also managed to find his way back into working life thanks to his own great willpower.**

At the beginning of 2022, Sepp Sattler, our most experienced driver in international transport, had to have his right foot amputated after an accident and a subsequent severe infection. His return to work took more than a year and was marked by a difficult journey through the hospitals, a stay at the Suva Bellikon rehabilitation clinic, getting used to life with a prosthesis and, above all, the long step back into the cab of his beloved truck. Sepp Sattler always had only this one goal of returning in mind – there was never a plan B for him. The most difficult part was regaining his driving license, because the contradictory practices of individual cantons and experts almost drove him to despair.

It was always clear to everyone involved that Sepp Sattler would return to work as a driver for Galliker. With the combined efforts of the transport management and Galliker driving school, as well as external case management support, but above all with Sepp's own iron will, he has made a successful return.

Fifteen months after the amputation, he is back on the road in Europe without any restrictions. We are delighted that Sepp is back and that he is a valued member of our team.





## Environment

“With clean technologies and good concepts, people with vision and an awareness of sustainable economic activity – together we can make it happen.”

**Peter Steinmann,**  
Head of Quality Management

**Galliker Car Terminal**

## Green Logistics by Galliker

**With “Green Logistics by Galliker”, we pursue the goal of continuously reducing the harmful effects of logistical processes on the environment and the consumption of non-renewable resources.**

Our openness and willingness to embrace new ideas – in other words, our pioneering spirit – drives us to constantly review and implement innovative, sustainable ideas in all our activities. We pursue a



clear strategy, in which the issue of environmental sustainability is firmly anchored, against the background of our cross-divisional corporate goals. In this area, we not only align ourselves with our internal standards, but we are also willing to work with ambitious official initiatives, such as the Science Based Targets Initiative, and to pull out all the stops to do our best to contribute to the common goal of achieving environmental targets.

By working closely with customers, suppliers and, above all, partner companies involved in development, we are committed to giving innovative ideas a chance and setting a good example every day.

In recent years, numerous “green stories” have emerged in the areas of employees, mobility and infrastructure, which we have only been able to implement together, thanks to close cooperation with our innovative employees, our customers and business partners, as well as support from the government. We see the new technological possibilities as an opportunity. We want to use these as our contribution to a sustainable future.

### Green Logistics by Galliker means

- › shifting transports from road to rail thanks to our own branch network
- › using trucks with the latest drive technology in the EURO 6 emission category
- › investing in new vehicle drive technologies; using trucks with electric and hydrogen drives
- › installing photovoltaic systems on the roofs of all logistics buildings
- › training employees in economical, ecological driving
- › using digital tools to increase the efficiency of transportation (telematics, scheduling, planning)
- › careful use of resources
- › investing in sustainable building technology

### Green Stories

Galliker Green Logistics is not just a paper concept – the strategy and the resulting measures are practiced in our company every day. You can find the stories that arise from this on pages 40 to 44.



**Employees**



**Mobility**



**Infrastructure**



## Green Logistics by Galliker

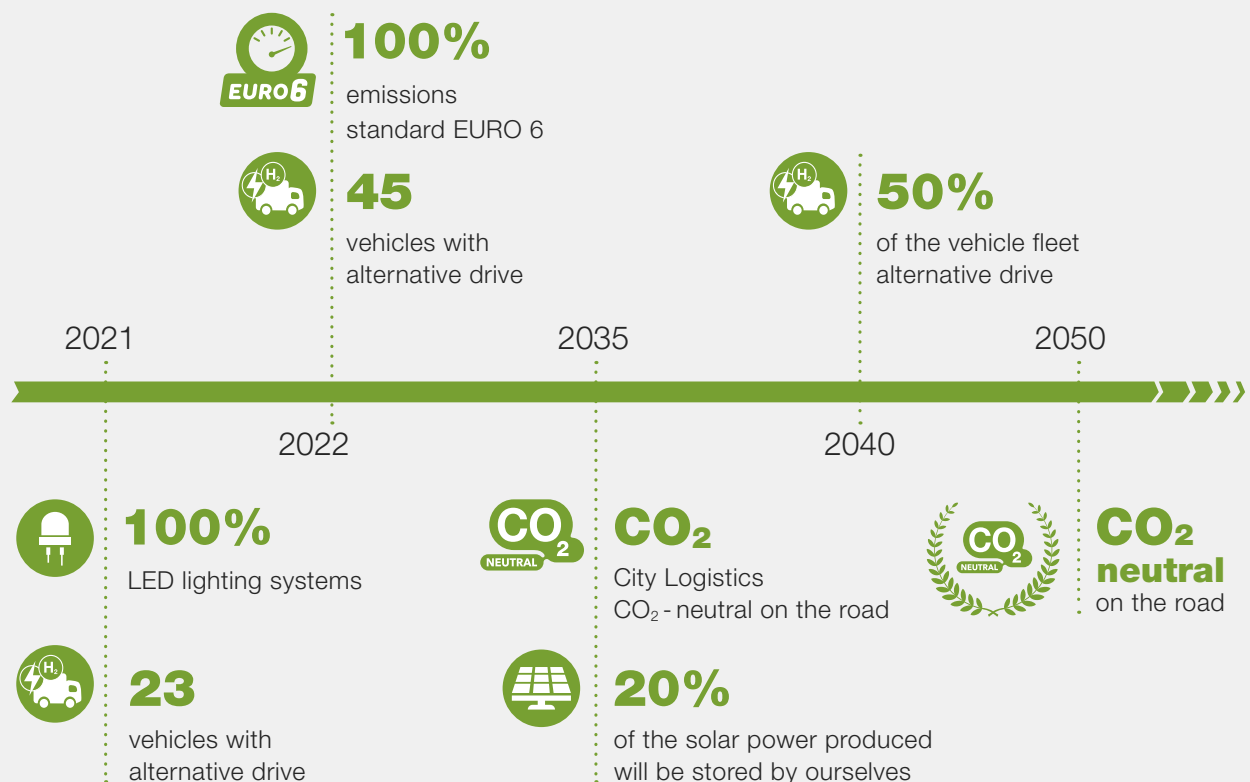
### Galliker Green Logistics Support Association

Together with committed partners who think sustainably, our major goal is to be CO<sub>2</sub>-neutral for our customers by 2050 at the latest. This is the origin of the idea of the Galliker Green Logistics development association.

Thanks to the commitment of the partners of the association and the Galliker company, 5,353,973 kg of CO<sub>2</sub> had already been saved by December 31, 2023.



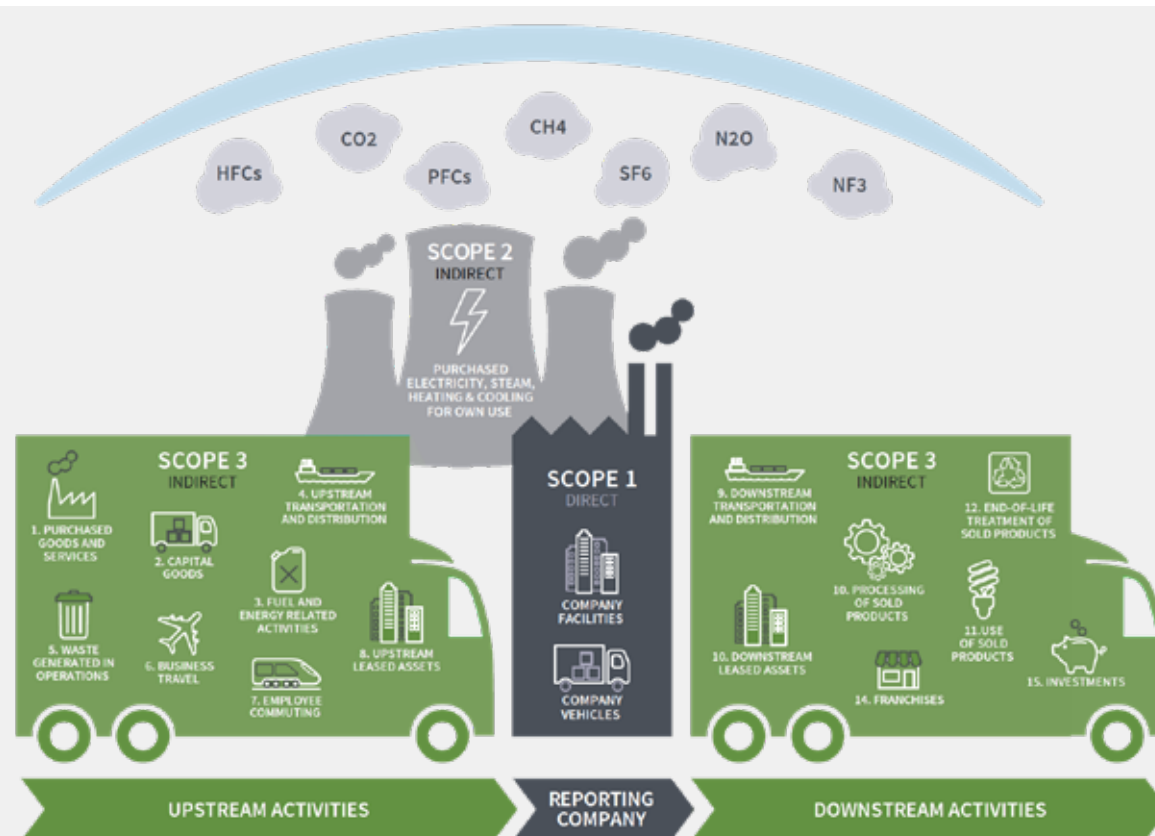
ISO 9001  
ISO 14001  
ISO 45001



## Science Based Targets Initiative

The Science Based Targets initiative (SBTi) stands for a clear, science-based target for a CO<sub>2</sub>-neutral economy. SBTi shows its member companies which measures are useful for achieving CO<sub>2</sub> neutrality in a sustainable and economically sensible way.

We are the first Swiss transport company to commit to the ambitious goals of the Science Based Targets initiative (SBTi) as part of the Science Based Targets initiative. In accordance with the SBTi guidelines, we undergo an annual analysis of our carbon footprint in all three areas, known as Scopes 1, 2 and 3. The analysis showed that the road kilometers of our transport vehicles account for the largest share of the total impact at 84%. While the vehicle fleet should be maintained in view of the systemic importance of our services, it is also important to sustainably reduce its CO<sub>2</sub> emissions per kilometer driven. Only in this way is it realistic to achieve the net-zero target by 2050. See also Green Logistics Targets page 32.



### Analyzing scopes

The majority of emissions in our business areas fall under Scope 1 (72.1%), while Scope 2 (0.6%) and 3 (27.3%) account for less than a third of the total. This prioritizes the areas and determines the resulting measures.

### Current status according to SBTi report 2023

- › 45 % of the roof area is covered with solar cells
- › 90 % of buildings heated with renewable energies
- › Waste heat is consistently utilized
- › Use of rainwater for car washes and toilet flushing
- › Environmentally friendly shrink films are increasingly being used

## Mobility

**We have set ourselves the ambitious goal of reducing our CO<sub>2</sub> emissions by at least 3% annually. We plan to achieve this by continuing to develop our vehicle fleet and deploying it in a targeted manner.**

When modernizing our fleet, we rely on the innovation of the latest vehicle generations and thus on future-oriented, environmentally friendly systems. The entire Galliker vehicle fleet is equipped with networked telematics.

### Modern vehicle technology

As of June 2024, we have 68 fully electric heavy commercial vehicles, one fully electric vehicle with a maximum gross weight of 3.5 tons and six hydrogen trucks in Switzerland. Vehicles with alternative drive systems already make up 10% of the entire Galliker fleet in Switzerland. The rest of the fleet consists of diesel-powered vehicles with the Euro 6 emission standard.

### Our own truck repair shops

With our own truck garage, we ensure that every vehicle is checked every 10 weeks to guarantee a well-maintained fleet.

### National vehicle fleet

**90%**

of our commercial vehicles meet the Euro 6 emissions standard



**10%**

of our commercial vehicles are run by an alternative drive system

- › **68 Electric trucks**
- › **10 E-car-transporters**
- › **6 Hydrogen trucks**
- › **1 Electric 3.5 t**

### International vehicle fleet

**98.5%**

of our commercial vehicles meet the Euro 6 emissions standard



**1.5%**

of our commercial vehicles are run by an alternative drive system

- › **5 Electric trucks**
- › **1 E-car-transporter**

All figures as of the end of June 2024



### Networked communication

The POD (Proof of Delivery) app transmits transport orders directly to the driver's smartphone – with the route-optimised route, trips become sustainable and efficient. A telematics system in the vehicle enables a transparent planning and deployment system for scheduling, which in turn leads to efficient utilisation of the vehicle fleet and minimised empty kilometres.

### Conscious driving and speed reduction

Our drivers are trained in anticipatory, considerate and sustainable driving in our regular internal training sessions and the obligatory CZV training courses. Since 2018, we have also been driving our vehicle fleet at a maximum speed of 85 km/h.

### Use of HVO diesel

Since 2022, we have been using HVO diesel to fuel our commercial vehicles with combustion engines (HVO: hydrotreated vegetable oil = hydrogenated vegetable oil). HVO burns much cleaner overall than fossil diesel. The fuel is produced from vegetable waste and thus from renewable raw materials – the CO<sub>2</sub> that is released during combustion was already included in the cultivation of the vegetable oils. This means that it is an ideal substitute for fossil diesel.



### Limitation

Maximum speed of  
85 km/h for lorries

### 2 litres

of diesel saved  
per 100 km

### 16,000 kg

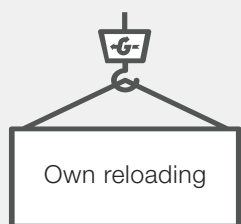
CO<sub>2</sub> saved  
per year



### Eco-Drive

Galliker attaches great importance to sustainable and conscious driving. This leads to a reduction in fuel consumption and thus to a reduction in CO<sub>2</sub> emissions.

## Combination road / rail



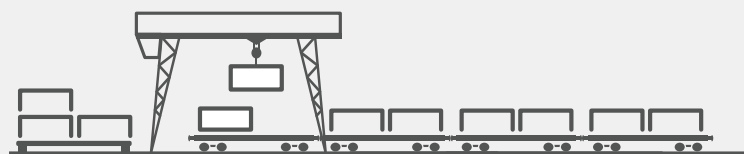
**4,275 t**  
less CO<sub>2</sub> per year



**16,903**  
fewer lorry journeys



**40–50 rail wagons** per day



**1,436,313 l**  
less diesel per year

## Savings from shifting freight to rail

	2019	2020	2021	2022	2023
 Number of lorry journeys saved	11,332	16,272	16,910	18,898	16,903
 Tonnes less CO <sub>2</sub> emissions	2,635	3,582	4,274	4,555	4,275

All figures as of the end of 2023

## Risks associated with climate targets

Climate change and the associated environmental measures give rise to risks that may directly or indirectly affect our services. Based on a risk assessment by the responsible internal units (see page 18), the following risks have been categorised as relevant:



### Increasingly uncertain weather conditions

Temperature fluctuations, gusts of wind, hail, heavy rain and, as a result, flooding have increased in recent years. If they continue to increase, the risk will also increase that such weather conditions will unexpectedly affect our business activities or cause financially relevant damage.

### Availability of energy

A switch to renewable energies, be it HVO, hydrogen, electricity or other innovative energy suppliers, is always associated with the risk of availability – a switch that is too rapid could jeopardise the deliverability of new energies and thus threaten the entire system.

### Costs due to process changes and alternative raw materials

Developments, changes in raw material sources and the procurement of new technologies are cost-intensive – the willingness of the market to bear such cost increases is questionable and can lead to conflicting goals in the strategy.

### Unknown effects of innovations

Technical innovations and the procurement of previously unknown raw materials have only been tested for a short time. The long-term effects of many new technologies are not yet known.

## Opportunities associated with climate targets

Alongside the risks, the changes also bring opportunities – the following areas were categorised as relevant.

### Strong positioning

The pioneering role that we are able to play thanks to short decision-making paths and innovative partnerships strengthens our position and credibility in the market as a modern, forward-looking company.

### Market-oriented service forms

The changing demands of customers and stakeholders on logistics and transport services can often only be met if you are prepared to drive change and break new ground – by taking measures to achieve climate targets, we are automatically adapting to market needs.



## Infrastructure and technology

**We consistently use the latest technologies and environmentally friendly products and materials in new builds and renovations.**

In view of our responsibility towards future generations, Galliker plans its infrastructure with foresight and places great value on the use of ecologically advanced building materials, energy systems and technologies. We attach great importance to an energetically optimal and sustainable construction method. Only natural refrigerants are used in all our refrigeration systems. The waste heat that is generated is consistently used for heating buildings or for heating domestic water. The portfolio of photovoltaic systems is constantly being expanded. Buildings are optimally connected to each other in order to achieve an even higher degree of self-use of electrical energy.



of buildings are heated with renewable energies

**66%** of the roof surfaces are equipped with solar cells

**100%** of the lighting systems have already been converted to LED

**75%** lower power requirement for lighting

### Refrigeration systems

only natural refrigerants in use

All figures as of the end of June 2024

## Resources

### Sustainable packaging and containers

We endeavour to use recyclable, sustainable packaging materials or reusable containers wherever possible, together with our customers. We also ensure that waste is systematically separated throughout our company.

### Clean vehicle fleet

We attach great importance to a clean and well-maintained fleet. Our vehicles are regularly cleaned in our own modern truck wash. We use mostly rainwater and biologically recycled water for this.

### Use of electric industrial trucks

95% of the industrial trucks (hand pallet trucks, order pickers, forklift trucks, cleaning machines, etc.) used in our warehouses and on our transshipment platforms are electrically powered.

### Operating resources

The Galliker Group handles the resources used very carefully and sustainably, in compliance with the legal requirements of SDR/ADR and the Chemicals Act. Whenever possible, natural resources are used. We also ensure that the resources are handled correctly in accordance with the information on the safety data sheet, and we are committed to providing our employees with sustainable training.

### Workplaces

All workplaces – whether in the office, workshop, logistics or driver's cab – are of the highest standard in line with today's requirements. In particular, we pay attention to progressive, modern, ergonomic and health-promoting workplaces. We also pay attention to the indoor climate and the exchange and/or supply of fresh air – for example, all office premises put into operation from 2024 will be equipped with a CO<sub>2</sub> meter.



### Packaging

Professional recycling of packaging material



### Pre-treatment of waste water



### Rainwater

for car washes and toilet flushing



### Recycling

Professional recycling of the separate materials: paper, wood, cardboard, plastics, chemicals, glass, metal, batteries





**Green Stories – Employees**





Green Stories  
Employees

## Sustainable company vehicles emphasise green logistics

Over the past two years, 50% of the company's executive vehicles have been replaced by electric vehicles – and the plan goes even further.

In addition to our commercial vehicles, we began replacing our employees' company cars with electric vehicles two years ago. This is how we are consistently implementing our green logistics strategy and expanding its goals and measures to the administrative areas of the company...



find out more



## Green logistics at home: the same principle applies to large and small systems

Michael Vogel has been with Galliker for 17 years. He has also been inspired by green logistics in his private life, to make sustainable investments.

A good two years ago, Galliker's workshop manager, Michael Vogel, decided to install a PV system at his home, followed a little later by the upgrade to a battery storage system. He is proud when he talks about the system – a glance at his house in Altishofen illustrates the enthusiasm that continues to grow with increasing use...



find out more



## Roadshow Climate & Energy Swiss Museum of Transport

As part of the 'Experience Energy' exhibition at the Swiss Museum of Transport, the Galliker e-truck will be going on a roadshow from autumn.

In collaboration with the Canton of Lucerne, the Swiss Museum of Transport is organising a roadshow to raise public awareness of climate change, climate protection and mobility through renewable energies. The roadshow will stop at various locations. The truck, designed as an escape room, can be booked by schools and local authorities alike...



find out more







## Green Stories – Mobility





## A partnership in the name of sustainability

In June 2024, we were able to put four Volvo FH Electrics into operation for our Galliker branch in Italy.

The expansion of the international electric fleet is a further step in the direction of Green Logistics by Galliker, in the implementation of innovative and sustainable transport and logistics solutions. The FH electric tractors were configured with a nominal power of 540 kWh, a gross train weight of up to 44 tonnes and the FH Globetrotter cabin...



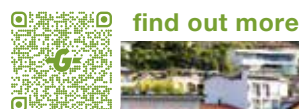
find out more



## Galliker is on the road in Ticino with ten electric commercial vehicles

Following the first e-lorry in October 2022, new vehicles with electric drives have been continuously added to the Ticino fleet.

A fast charging station was installed in S. Antonino to ensure that the e-trucks can be supplied with sufficient power. This enables Galliker to meet the power requirements of its growing e-fleet. The charging station has a capacity of 400 kW and makes it possible to charge even large batteries extremely efficiently and quickly...



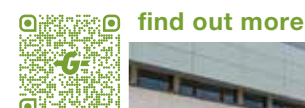
find out more



## With the electric truck to B. Braun in Melsungen (D)

The pilot test of the first international fully electric transport for B. Braun in October 2023 was a success.

With a transport from the production site in Escholz matt to Melsungen (D), we were able to show the logistics and transport world that electric mobility is also absolutely suitable for international long-haul routes. The electric truck completed the return journey fully loaded with B. Braun products very successfully...



find out more







**Green Stories – Infrastructure**





## The tenth PV system on the Galliker site in Altishofen is in operation

The tenth PV system on the roof of the LC5 at the Galliker headquarters went into operation in September 2023.

The installed capacity of around 820 kWp and the expected production volume of over 1,000 MWh will make a significant contribution to covering the future electricity demand necessary for the expansion of electromobility. Like most of our PV systems, this system is also integrated into our own medium-voltage electricity grid on the site...



find out more



## Area-South: medium-voltage power grid incl. battery storage

One year after the medium-voltage power grid went into operation at our northern site, the second site grid went into operation.

The network in the southern part of our site in Altishofen/Dagmersellen went into operation on October 24, 2023. It connects all the buildings of our Car Logistics in Altishofen/Nebikon, as well as the workshop operations and the administration building. With the aim of being able to use the solar power we produce ourselves in all buildings...



find out more



## Pioneering pilot project: This Mega Charger turns night into day

Starting in spring 2024, Galliker will use Desi-gnwerk's Megawatt Charging System to store its own solar power.

Solar power is mainly available during the day in good weather, when the transport fleet is on the roads – while charging at night brings neither sunshine nor heat. The DW battery storage system turns night into day and enables the electric truck fleet to be charged at night as well...



find out more









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