



**CONSTELLATION**  
COLD LOGISTICS

# Annual sustainability report

---

2022

# Introduction and message from the CEO

---

Dear readers,

As a one of the largest cold storage providers in Europe, Constellation has a material impact on the environment, the local communities in which we operate, and wider society.

We seek to make a positive impact where possible, in particular by minimising our energy consumption carbon emissions, but also through initiatives for employees and in our local community. We also monitor relevant ESG risks and opportunities on a regular basis, and factor these into our decision making. This is because we believe that it is in the best interest of our stakeholders and is valued by them, it contributes to the long term resilience and success of the business, and above all, it is the right thing to do.

Constellation has a firm-wide ESG policy which applies to all employees, contractors and other stakeholders. The policy is publicly available to all stakeholders on the Constellation website under [constellationcold.com/sustainability/](https://constellationcold.com/sustainability/), and sets out the principles, their implementation, reporting, disclosure, communications and training of Constellation's staff in relation to relevant ESG matters. The policy is reviewed annually.

During 2022 Constellation continued to work on sustainability-driven projects and investments, reporting, and policies. This includes investing a total of around €5m on sustainability related projects, which demonstrates our commitment to decreasing our carbon footprint. Progress on some of the key initiatives is outlined on the next page.

As we grow as an organisation, we will continue to invest in modernising and optimising our infrastructure and fleet, building robust governance, and support of local community organisations and charitable causes. Whilst I am proud of the progress we have made so far, there is still more work to do in the coming years for us to achieve our sustainability ambitions.

Thank you for reading our sustainability report.



*Carlos Rodriguez*

Carlos Rodriguez  
CEO, Constellation Cold Logistics

# Key ESG developments in 2022

---

## Key investments and projects

- We approved around €4m of investment to add additional solar panels in the UK and Norway at HSH and Glacio. These will generate over 20% of our current energy needs across the UK and Norway.
- We invested into optimising the energy efficiency of the plant at Val de Meuse, France including implementation of frequency control and optimisation on evaporators, compressors, and other equipment, and installation of a new modern condenser.
- We completed installation of new modern plant at Lintelo in the Netherlands, which will save 15-20% of the energy consumption there
- We invested ~€350k into 20 hydraulic generators for new trucks being ordered in the UK. This will reduce diesel required to power the refrigeration unit by 80-90%, and greatly reduce CO2 emissions and air pollution.
- We began planning / construction of several new sites across our network which will use modern sustainable plant and materials to ensure energy efficiency

## Changes to governance, reporting and policies

- We hired Carlos Rodriguez as our first group CEO for the first time, who will now have oversight and responsibility over group-wide ESG topics. Carlos will be supported by the local MDs on this who will continue to have responsibility over ESG in their respective geographies.
- We launched a group strategic plan which incorporates a multi-year energy saving program to be implemented across all sites. This will involve initiatives to improve energy efficiency and increase energy awareness of staff.
- We reviewed our ESG and Ethics in Business policies and made updates in line with industry standards and the evolving nature of our organisation.
- We reviewed and updated our risk register to reflect changing ESG risks.
- We rolled out a quality management system, to ensure consistent reporting of health and safety incidents at all sites
- We started reporting gender pay gap for the first time this year, along with our regular quarterly and annual ESG KPI reporting which several other key metrics material to our business. This will inform progress towards promoting gender equality, as outlined in our ESG policy.

