

# Corporate Sustainability Report 2023



# Contents

- Blackstone Shipping at a glance
- Message from our Leader
- Sustainability highlights 2023
- Progress in the areas of commitment
  - Work & Business
    - core values in business
    - emission transparency & reduction
    - responsible employer
  - Community
    - gender equality
    - corporate social responsibility
  - Environment
    - green forwarding
    - eco-office
    - green partnerships
- Emission Data & Insights
- Photo Gallery
  - Forward Together - Sustainable Future

# Blackstone Shipping at a glance

Blackstone Shipping is a Future Ready Logistics Solution Provider and a Supply Chain Partner offering global logistics excellence through rich industry expertise, best-in-class customer service and leading-edge technology. Combined with years of experience, we provide customized, cost effective and comprehensive logistics solutions carefully designed to efficiently manage your supply chain. We have a multi-disciplined, diverse, talented work force of dedicated staff spread across Asia, Europe & the Americas;

We strive to offer sustainable Logistics Services, integrated with seamless real-time data flow, powered by disruptive digital technologies, focusing customer success;



Founded in  
2019



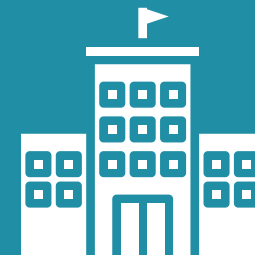
3000+  
Customers



22  
Offices



11  
Countries



Global HQ  
Antwerp



250+  
Employees



30000+  
Shipments

# Message from our leader

I am proud to present Blackstone Shipping's 2023 Corporate Sustainability Report.

This year, we have advanced our mission to connect the world sustainably and innovatively. We remain committed to Customer Success, focusing on emission visibility and transparency, and assisting customers with emission measurement, planning, and avoidance.

In 2023, we have strengthened our community engagement by supporting social causes and empowering our workforce, fostering a culture of growth and inclusion. Our CSR program, "**Forward Together**" has made significant strides in supporting the education of underprivileged children and their families. Additionally, our participation in green initiatives, such as beach cleaning, highlights our dedication to environmental stewardship.

Our focus on technology, innovation, and customer success drives us towards net-zero operations. Looking ahead, we will continue to explore innovative solutions and advocate for industry-wide advancements in environmental and social governance.

Thank you for your continued trust and partnership.

Sincerely,  
Chandra  
CEO

# Sustainability

## HIGHLIGHTS 2023



### CARBON EMISSIONS

34581 MTCO2e of Emissions  
Scope 1: 737 MTCO2e - 2,13%  
Scope 2: 707 MTCO2e - 2,05%  
Scope 3: 33137 MTCO2e - 95,82%



### CORPORATE SOCIAL RESPONSIBILITY

Initiated CSR Program by financially supporting 2 old age homes in Tuticorin & active participation by the team in Beach Cleaning activities for 1 day.



### ECO OFFICE

No Plastic bottles  
Go Car-free & use public tpt wherever possible  
Purchase of EVs for office cars, wherever possible  
Avoid Short-haul flights  
Use recycled products  
Use minimal paper



### EMPLOYEE SATISFACTION

MEANINGFULNESS  
ANNUAL EMPLOYEE SURVEY  
Achieved 82% participation in our annual employee survey



### EMPLOYEE HEALTH CHECK

FREE MASTER HEALTH CHECK  
85% Completion of Master Health Check for employees above the age of 40



### GENDER DIVERSITY

WOMAN IN LOGISTICS  
21% of our global team is female

## Our Priorities

### Doing business per Core Values

Trust & Respect, Honouring Commitment and Customer Success stands as our core values. We believe in doing business with integrity. Our strong set of ethical standards governs how we operate

### Enhance Transparency

We provide superior visibility by making Emission reports directly accessible for customers on our customer portal.

We offer a clear understanding of emissions data, empowering our customers with the knowledge to make informed decisions.

### Building a Healthy Organisation

Employee health & well-being is of prime importance

8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



3 GOOD HEALTH AND WELL-BEING



# Work & Business

We believe in conducting business according to our core values, emphasizing integrity & ethics. Digitalization and eco-friendly practices are major drivers on our daily work. We focus on CO2 accounting and management, providing customers with superior visibility on their emissions and assisting them in CO2 planning and avoidance. We encourage employees to adopt environmentally friendly and healthy lifestyles to create a healthy organization.

## target 2023

Publication of customer wise emission report

Initiating customer-specific projects for reducing land side emissions

Initiating free master health check ups for employees above 40

## status 2023

Integrated the emission calculation tool in our sustainability module to enable automatic display of emission data in each invoices & customer portal

Initial study conducted on alternative routes at origins.

85% of staff above 40 years of age completed the free master health check up

## target 2024

Enabling land side emission data calculation for both origin & destination side to provide door to door emission reports

Encourage active sports vide regular outdoor team building activities & ensure 100% free master health check ups for employees above 40

Kickstart atleast one project to reduce overall landside emissions

# Community & Social Responsibility

Blackstone Shipping is a people business, and our employees are our most important asset. We value gender equality across our organisation. Our employees drive the success of our company, and we have a commitment to support the growth of each individual and our company. By this way, we grow the communities we grow in. At Blackstone Shipping, we understand that our responsibility extends beyond the realm of business. We are committed to conducting our operations in a way that benefits not only our company, but also the environment and the communities where we operate.

## Our Priorities

### Gender Equality

We champion gender equality and believe in empowering women throughout our organization. Their contributions are vital to our success, and we're committed to fostering their growth and development

### Corporate Social Responsibility

Our Corporate Social Responsibility (CSR) initiatives focus on promoting sustainable practices, supporting local development, and empowering individuals.

We believe in giving back and creating a positive impact on the world around us. Through our CSR programs, we strive to be a responsible corporate citizen and contribute to a better future for all.



### target 2023

25% women employee globally

Initiate employee job satisfaction survey

Initiate CSR program focussing support to local communities in terms of time & money.

### status 2023

21% of global employee are women

Global Employee Satisfaction & Meaningfulness Survey completed with 82% completion rate.

CSR program launched by donating to old age homes at Tuticorin, India and active participation by team members in 1 day beach cleanup activities.

### target 2024

target to achive 25% women participation in global workforce

To perform Global Employee Satisfaction & Meaningfulness survery for 2024 and achive above 90% completion

Initiate CSR Programmes focussing Education Support for underpreviledged children & families



## Our Priorities

### Green Forwarding

Strive to reduce logistics-related carbon emissions by optimizing routes, using eco-friendly transport, and investing in fuel-efficient technologies

### Eco Office

We implement energy-saving measures, reduce waste, and encourage recycling in our offices to create sustainable workplaces.

### Green Partnerships

As a member of the CCWG - Smart Freight Centre, we collaborate with industry leaders to promote sustainable shipping and transparent emissions reporting.



# Environment & Our Planet

At Blackstone Shipping, we lead by example, taking impactful action, connecting and empowering people, and using our voice to drive change. We advocate for collective action within the logistics sector, understanding that transformative change is achieved through unity. Committed to reducing our environmental impact, we actively address climate change and support decarbonization in transport and logistics. In 2022, we joined the Smart Freight Centre, a Clean Cargo Work Group (CCWG) initiative promoting transparency of emissions and sustainable shipping in the freight industry. By setting industry benchmarks and fostering collaboration, Blackstone Shipping aims to create a lasting positive impact on the environment and our planet.

## target 2023

Continue to work on reducing overall emissions

Initiate Eco-Office Program to reduce emissions under Scope 1 & 2

creating partnerships for exploring alternative transport solutions

## status 2023

Conducted discussions & meetings with potential clients towards sustainable shipping & reducing their overall emissions.

New Eco-Office idea targetted and initiated

Explored new partnerships wrt Zero-Emission alliances & networks

## target 2024

SBTi based near-term & long term carbon reduction target is to be set and a net-zero road map to be derived.

Green Forwarding Product to be launched

Eco-Office Policy to be launched.

Continue to explore networks pertaining to Sustainable Shipping.



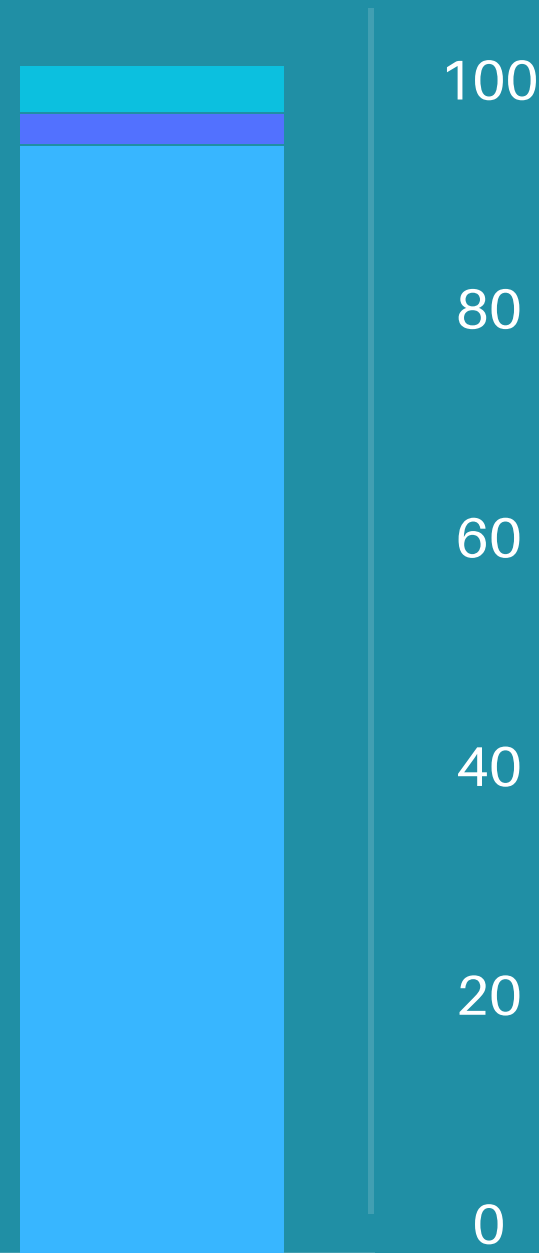
# Emission Insights 2023

	Year	Baseline	Current
	<b>Businsss Data</b>	<b>2021</b>	<b>2023</b>
	Nr of Employees	89	250
	Nr of Offices	7	20
	Upstream Transports	21000+	39000+
<b>Scope</b>	<b>Emission Data</b>	<b>2021</b>	<b>2023</b>
1	Owned Vehicles	67	737
2	Electricity	18	707
3	Purchased goods & services	17	57
3	Capital Goods	27	35
3	Upstream Transportation	17786	32990
3	Employee Transport	26	28
3	Business travel	14	27
	<b>TOTAL Emissions (MTCO2e)</b>	<b>17955</b>	<b>34581</b>

# Emissions Breakdown 2023

## MTCO<sub>2</sub>e emissions 2023

- A** Scope 1  
737 MTCO<sub>2</sub>e
- B** Scope 2  
707 MTCO<sub>2</sub>e
- C** Scope 3  
33137 MTCO<sub>2</sub>e



### SCOPE 1 EMISSIONS

direct emissions that occur from sources that are owned or controlled by the company.

### SCOPE 2 EMISSIONS

indirect emissions of the company, which come from the generation of purchased electricity, steam, heat and cooling consumed by the company. The operational control still lies with the company, but the emissions are released somewhere else.

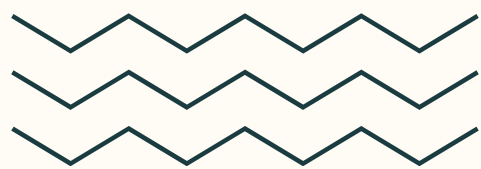
### SCOPE 3 EMISSIONS

indirect emissions along the value chain that are the consequence of company activities but occur from sources not owned or controlled by the company. Here, the company has neither operational control nor are the emissions released within the company's assets.



# FORWARD TOGETHER

Blackstone Shipping - Corporate Social Responsibility



Beach Cleaning  
Tuticorin, India



Blood Donation  
Cochin, India



# SUSTAINABLE FUTURE



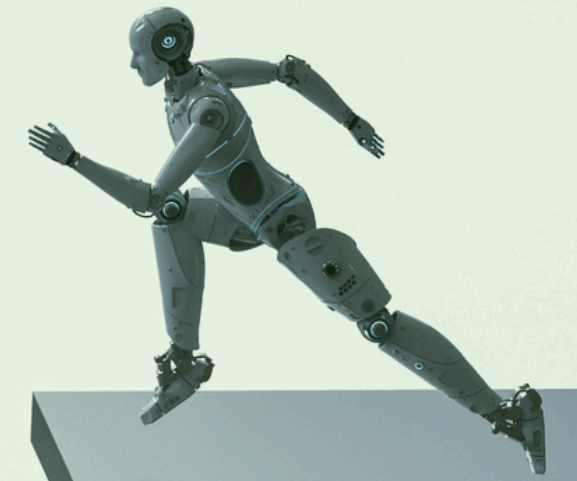
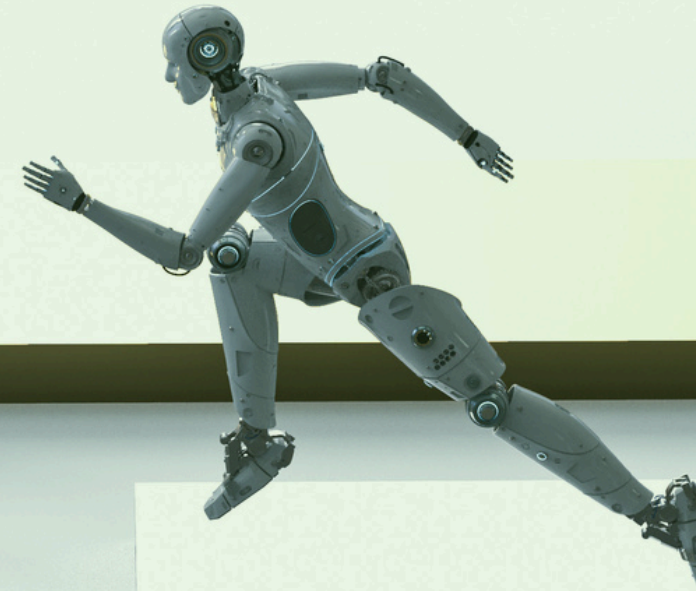
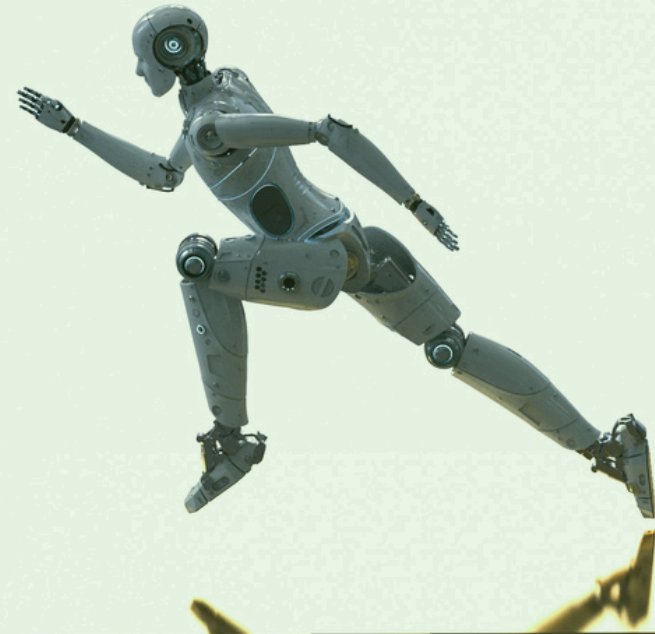
Blackstone Shipping - Corporate Social Responsibility

# SUPPORTING LOCAL COMMUNITY

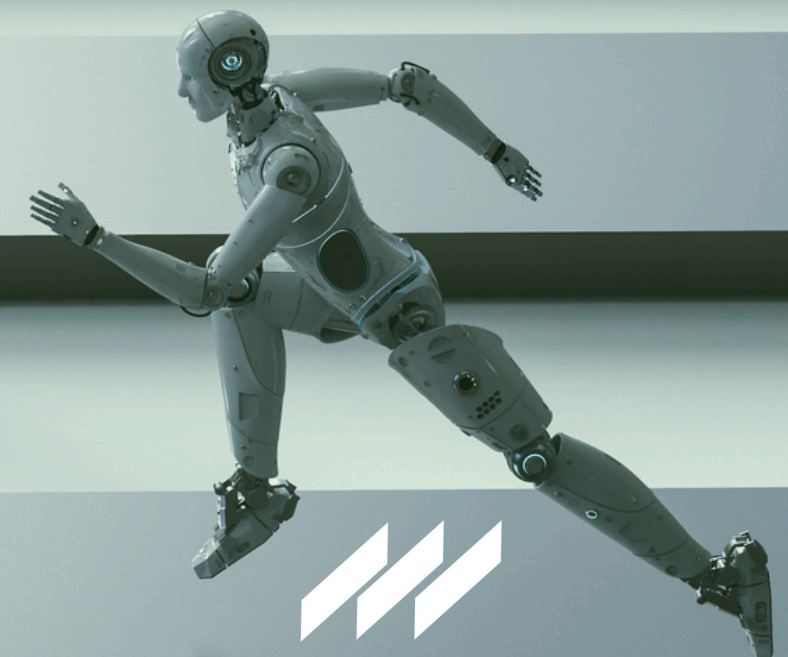


Old Age Home Donations  
Tuticorin, India

We thank you for your continued support in our efforts to contribute to the SDGs



Blackstone Shipping Belgium BV  
Franklin Rooseveltplaats 12/20  
2060 Antwerp  
Belgium  
Tel. +32 3 376 46 16  
[sustainability@blackstoneshipping.com](mailto:sustainability@blackstoneshipping.com)  
[www.blackstoneshipping.com](http://www.blackstoneshipping.com)



Sustainability Report for the year ending 31 December 2023